

Some articles from the Labour Law of different countries

12 Taking annual leave (Fair Act USA)

- (1) An employee and employer may agree when the employee is to take annual leave.
- (2) If the employee and employer cannot agree, the employer—
 - (a) May decide when the employee is to take leave; and
 - (b) Must give the employee at least 14 days written notice of the starting date of the leave.
- (3) An employee and employer may agree that the employee take all or any part of the employee's annual leave before becoming entitled to it.
- (4) If the employee takes leave before becoming entitled to it, the employee is only entitled, at the end of the completed year of employment, to the balance of the leave that would be due at the end of the year.

ARTICLE (30)

A working woman is entitled to maternity leave with full pay for a period of forty five days including the time before and after delivery, provided that her continuous period of service with the employer should not be less than a year, but if a working woman has not completed the said period, the maternity leave shall be with half pay.

A working woman, on the expiry of the maternity leave, may discontinue work without pay for a maximum period of one hundred consecutive or intermittent days if such absence is due to illness which does not enable her to resume work. Such illness shall be evidenced by a medical certificate issued by a medical authority attested by the competent health authority or endorsed by such authorities to the effect that the illness resulted from pregnancy or delivery.

Leave provided for in the preceding two paragraphs shall not be computed as part of other leaves.

ARTICLE (61)

If the employee has caused the loss, damage or destruction of any tools, machines, equipment or products owned by or kept in custody of the employer, to the extent

that involvement of the employee was due to his fault or violation of the employer's instructions, then the employer has the option to cut from the employee's pay the amount required for rectifying error or restoring the item to its original condition, provided that the amount to be deducted shall not exceed five day pay each month. The employer can apply to the competent court through the concerned Labour Department for authorizing him to deduct more than this amount if the employee is financially sound or has another source of money.

المادة الستون :

مع عدم الإخلال بما تضمنته المادة (الثامنة والثلاثون) من هذا النظام، لا يجوز تكليف العامل بعمل يختلف اختلافاً جوهرياً عن العمل المتفق عليه بغير موافقته الكتابية، إلا في حالات الضرورة التي قد تقتضيها ظروف عارضة، ولمدة لا تتجاوز ثلاثين يوماً في السنة .

المادة الخامسة و الستون:

يكون الحد الأقصى لساعات العمل العادية للعمال البالغين ثماني ساعات في اليوم الواحد او ثمان واربعين ساعة في الاسبوع ويجوز زيادة ساعات العمل الى تسع ساعات في اليوم في الاعمال التجارية واعمال الفنادق والمقاصف والحراسة وغيرها من الاعمال التي يجوز اضافتها بقرار من وزير العمل، كما يجوز تخفيض ساعات العمل اليومية بالنسبة الى الاعمال المرهقة او الضارة بالصحة وذلك بقرار من وزير العمل والشؤون الاجتماعية، وتخفيض ساعات العمل العادية ساعتين خلال شهر رمضان. ولا تحتسب ضمن ساعات العمل الفترات التي يقضيها العامل في الانتقال بين محل مسكنه ومكان العمل.