

Business Article:

Instruction: Read the article and then answering the exercises that follows.

Overtime Becomes Part of Holiday Pay

Companies in the UK face a **multibillion-dollar bill** after a court ruled that overtime should be a factor in the **calculation** of holiday pay. This means the more overtime a worker does, the higher his or her holiday pay should be. An employment **tribunal** said it was wrong for companies just to consider basic working hours when determining **holiday pay**. It ruled that thousands of companies must **recalculate** their holiday pay. Tens of thousands of workers can now make **claims** from their employers **backdated** to as long ago as 1998. The tribunal also **stipulated** that **voluntary overtime** and time spent being on **stand-by** for emergency **call-outs** should be included when calculating holiday pay.

Over 15 per cent of British workers do overtime. The British government has said the new change in employment law is unacceptable and "**ludicrous**". It said: "We do not believe voluntary overtime should be included in holiday pay and are concerned about the **potential impact** on employers." An organisation of British companies said the cost to businesses will be "**unbearable**" and may have serious **implications** for Britain's economy. A **labour union** was pleased with the tribunal's announcement. It said: "This ruling not only secures justice for our members who were **short-changed**, but means employers have got to get their house in order." It said it would fight for workers to "receive their full **entitlement**".

You can see the whole lesson from your teacher, please ask them to send it to you before the class.

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