**勞動基準法施行細則部分條文修正案英譯**

**Article 20**

In any of the following situations, an employer shall give public notice immediately:

1. Reschedule regular working hours in accordance with Paragraphs 2 to 3 of Article 30 or Subparagraph 1 of Paragraph 1 of Article 30-1 of the Act.
2. Extend working hours in accordance with Subparagraph 2 of Paragraph 1 of Article 30-1 or Paragraphs 1, 2 and 4 of Article 32 of the Act.
3. Reschedule rest periods at the time of shift changes in accordance with Paragraph 2 of Article 34 of the Act.
4. Adjust regular leaves or rest days in accordance with Paragraph 2 or 4 of Article 36 of the Act.

**Article 22**

Every three months mentioned in Paragraph 2 of Article 32 of the Act shall refer to every three consecutive calendar months based on the start/end date agreed on between employers and workers.

The scope of the supervisory work of pit operations mentioned in Paragraph 5 of Article 32 of the Act is:

1. Supervision of pumping machines,
2. Supervision of wind pressure machines or cooling equipment,
3. Supervision of safety and alarming equipment, and
4. Supervision and the recording of production and construction work.

**Article 22-1**

The number of workers employed by an employer mentioned in Paragraph 3 of Article 32, Paragraph 3 of Article 34, and Paragraph 5 of Article 36 of the Act shall be calculated based on the number of workers employed by the same employer in accordance with the Act, including those from branches.

The local competent authority mentioned in Paragraph 3 of Article 32, Paragraph 3 of Article 34, and Paragraph 5 of Article 36 of the Act shall refer to the municipal government or county (city) government with jurisdiction over the location of its principal office or principal place of business, or official office of an employer.

The report for record mentioned in Paragraph 3 of Article 32, Paragraph3 of Article 34, and Paragraph 5 of Article 36 of the Act shall be made by an employer no later than the day prior to the extension of working hours, the change in rest periods or the adjustment in regular leaves; however, if an employer fails to report within the said time limit due to the occurrence of an act of God, an accident, or an unexpected event, he/she shall state therein the reasons within twenty-four hours after the cause has ceased.

**Article 22-2**

The compensatory leave mentioned in Article 32-1 of the Act shall be taken based on the sequence of the extension of working hours or work on rest days. If the period of the compensatory leave exceeds the end date of the agreed year mentioned in Paragraph 2 of Article 24, the said end date shall be taken as the end date of the period.

At the expiration of the period of the compensatory leave referred to in the preceding paragraph or termination of contracts, the period of wages paid shall be as follows:

1. Expiration of the period of the compensatory leave: Wages shall be paid on the payment date agreed on in the contract or within 30 days after the expiration of the period of the compensatory leave.
2. Termination of contracts: Wages shall be paid in accordance with the provision of Article 9.

When workers claim rights in accordance with Article 32-1 of the Act, the employer shall be responsible for the burden of proof if considering the rights non-existent.

**Article 22-3**

Days off mentioned in Paragraph 1 and Sub-paragraphs 1 and 2, Paragraph 2 of Article 36 of the Act shall be calculated every seven calendar days. Except for adjustments made in accordance with Paragraphs 4 and 5 of Article 36, an employer shall not have workers work for more than six consecutive days.

**Article 24-1**

The end of the year set forth in Paragraph 4 of Article 38 in this Act refers to the expiry date of the period mentioned in Paragraph 2 of the preceding Article. Wages to be paid by the employers in accordance with the provisions stipulated in Paragraph 4 of Article 38 of this Act shall observe the following rules:

1. The basis for the payment of wages:

(1) Multiplying the daily wages by the number of remaining days of annual paid leave.

(2) Daily wages mentioned in the preceding subparagraph denotes the wages of normal working hours obtained by the workers on the day before the annual ending of annual paid leave or before contact termination. For wages calculated on a monthly period, daily wages denote the wages of normal working hours obtained by the workers during the last month before the annual ending of paid leave or before contact termination, and divide this monthly wage by thirty.

(3) If employers and workers agree to defer days off until the following year in accordance with Paragraph 4, Article 38 of the Act, wages shall be paid for annual paid leave at the end of the year.

2. Period of wages paid:

(1) The end of the year: paid on the date prescribed in the contract or within thirty days after the end of the year.

(2) Contract termination: paid in accordance with Article 9.

If employers and workers agree to defer days off until the following year in accordance with Paragraph 4, Article 38 of the Act, the number of the said annual paid leave shall be deducted first from annual paid leave taken in the following year.

**Article 37**

Employers with more than thirty workers shall establish work rules and submit them to the local competent authorities within thirty days for approval and record.

The number of workers employed by an employer mentioned in Article 70 of the Act shall be calculated in accordance with Paragraph 1, Article 22-1 of the Act.

These work rules shall be revised timely according to the changes in statutes and administrative regulations, worker-employer agreements or management systems. Such revises rules shall be submitted to the local competent authorities for approval and record in accordance with the procedures referred to in Paragraph 1.

If it deems necessary, the competent authorities may notify an employer to revise the employer’s work rules.