

CHAPTER 6

Mandatory Leave of Absence & Overtime Payment

This section will address the mandatory leave of absence and overtime payment that an employer has to offer to an employee.

Mandatory Leave of Absence

Like labor law of other jurisdictions, the Labor Protection Act requires an employer to offer certain types of leave of absence to employees as mandatory. The Labor Protection Act lays down the minimum days of each type of leave (either paid or unpaid as prescribed by the Labor Protection Act). The employer is free to offer the leave for a period longer than a number of days required by the Labor Protection Act. But going below the mandatory level is not allowed. Likewise, the employer is free offer additional types of leave in addition to offering the mandatory leave absence required by the Labor Protection Act.

Allowed Leave refers to the leave entitlement that the employer has to offer to the employee according with the Labor Protection Act. The law also prescribes which allowed leave is paid and unpaid.

Paid Leave refers to the number of days that an employee can take as the leave and still gets paid.