



Survey on the Proposal for Establishing New Employment Relations

ATTENTION: MANAGING DIRECTORS AND/OR BUSINESS OWNERS

The Council of the Chamber of Commerce established a task force to review the proposal to establish new employment relations in the Cayman Islands. The proposal recommends changes to five separate pieces of legislation including the Labour Law. The task force, which includes representation from all industry sectors, seeks your views on several of the proposed changes. Please take a few minutes to complete this survey and fax the results to the Chamber of Commerce at 949-0220 or 946-0974 before **Friday, 26th April**. Thank you for your assistance.

Please circle your responses.

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|----|---|-----------|--|------------------|
| 1. | Should the Labour Law be changed as proposed in the White Paper? | | | |
| | Yes | No | | Undecided |
| 2. | Should there be written contracts for all employees except casual employees? | | | |
| | Yes | No | | Undecided |
| 3. | Should employers charge and/or collect gratuities? | | | |
| | Yes | No | | Undecided |
| 4. | Should a probationary employee's notice period extend from 24 hours to two weeks? | | | |
| | Yes | No | | Undecided |
| 5. | Should delayed vacation be paid? | | | |
| | Yes | No | | Undecided |
| 6. | Should the definition of "Compassionate Leave" be extended? | | | |
| | Yes | No | | Undecided |
| 7. | Should the opting out clause for overtime wage earners be removed? | | | |
| | Yes | No | | Undecided |
| 8. | Should Public Holiday pay be contractual? | | | |
| | Yes | No | | Undecided |

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|-----|--|-----------|------------------|
| 9. | Should there be any change to Maternity leave entitlement? | | |
| | Yes | No | Undecided |
| 10. | Should there be paternity leave? | | |
| | Yes | No | Undecided |
| 11. | Should there be any change to adoption leave entitlement? | | |
| | Yes | No | Undecided |
| 12. | Should there be any change to the length of break entitlement? | | |
| | Yes | No | Undecided |
| 13. | Should employers be responsible for keeping pay statements of employees for a 6-year period? | | |
| | Yes | No | Undecided |
| 14. | Should gratuity statements be required for all employees? | | |
| | Yes | No | Undecided |
| 15. | Should severance pay for agricultural and construction be changed from 6 months to 90 days? | | |
| | Yes | No | Undecided |
| 16. | Should severance pay be payable at the "latest basic wage"? | | |
| | Yes | No | Undecided |
| 17. | Should there be voluntary contributions by employees not entitled to pension under that Law (retirement/resignation pay)? | | |
| | Yes | No | Undecided |
| 18. | Employee swapping: Do you agree there should be one primary employer? | | |
| | Yes | No | Undecided |
| 19. | Should the Director of Employee Relations play an enhanced role as outlined in the White Paper, on the Trade and Business Licensing Board? | | |
| | Yes | No | Undecided |

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