

| Name | Message |
|----------------|-----------------------------------|
| Jeff | Hi everyone |
| YEN | hi |
| YEN | hi |
| Kow | no screen |
| Teng Kong Yang | hi |
| esther | Hi , From JB |
| Jeff | Hi, I'm from Setapak |
| Sherlin | JB |
| Maggie | morning |
| Koh | haloooo |
| Sik | 早上好☺ from Betong Sarawak |
| JIAJIA | hi~ |
| WAI MUN TENG | Hi, I from Ipoh |
| Maggie | Maggie from Melaka :) |
| JIAJIA | 对对对。 |
| Teng Kong Yang | 1 Employer |
| Teng Kong Yang | 2 Employee |
| EvannaMiss8 | EE - Employee ; ER - Employer; HR |
| esther | Employee HR |
| YEN | ee |
| Maggie | HR |
| JIAJIA | ER |
| Jeff | EE |
| Sherlin | HR |
| Sik | ER |
| TEE | hr |
| Ameline | ee |
| WAI MUN TENG | ee |
| Xin Wei | EE |

| | |
|----------------|--|
| Connie | HR |
| Jiun Huey | EE |
| Connie | Jia you! |
| Wong Shit Peng | Good Morning |
| Jeff | 加油 我们支持你 |
| April Chang | Good morning Evanna..Can the slide be download? |
| Xin Wei | jia you ☐☐ |
| Eunice | Is anyone talking or sharing? I did not see anything or hear any voice. |
| EvannaMiss8 | webinar started ... if u cant see or view anything, pls try another device ya |
| April Chang | Good morning Mr Teng..Few more time joining Webinar with Evanna, you will keep thinking wear more smart like Evanna.. Always wear sui sui ..jia you! |
| EvannaMiss8 | https://www.facebook.com/learnabeeOfficial/ |
| Connie | Yes, just saw the slides moving |
| JIAJIA | 1 |
| FC | no slides |
| EvannaMiss8 | 1 - got problem .. 0 no problem |
| Maggie | 1 |
| Jeff | 1 |
| annie | 1 |
| SING | 1 |
| Wong Shit Peng | 0 |
| JIAJIA | 有噪音 |
| annie | got noice also |
| FC | slide not clear also |
| Jeff | I hear "yiiiiiiiiiiiiiiiiiii" sound |
| FC | 1 |
| Sherlin | 0 |
| SING | noise also |
| April Chang | Yes got噪音 |
| JIAJIA | 电流声 |
| Sherlin | 有噪音 |

| | |
|---------------|---|
| Connie | 有噪音 |
| Sharon | +1 |
| Connie | okay |
| Jeff | sudah okay |
| Maggie | okay |
| JIAJIA | 现在没有了 |
| Maggie | slides cant see |
| Connie | Cannot see |
| Connie | yes |
| JIAJIA | 看到第4页 |
| Sherlin | □ |
| Connie | yes |
| JIAJIA | 朦 |
| Jeff | 应该用深色的字, 这样比较清楚哦 |
| April Chang | Yellow wording too bright |
| SUET MEI | 很blur |
| EvannaMiss8 | yaya, blur becoz of internet connectivity issue |
| April Chang | aiyo000..Evanna I like your homepage more then 100 times..now how to likes ? hahaha |
| chean lee fen | 底薪没有2K, 但+COMMISSION+ ALLOWANC有超过2K呢 |
| JIAJIA | 底薪没有2K, 但+COMMISSION+ ALLOWANC有超过2K呢 |
| EvannaMiss8 | i will ask my intern to do post editing to put clearer slides ya |
| EvannaMiss8 | April, can write review |
| EvannaMiss8 | wait ya, let me fix the slide issue |
| April Chang | Hahaha I just saw your high fever post |
| April Chang | very clear |
| Connie | Very good! |
| annie | much better |
| Maggie | good |
| JIAJIA | 清楚很多 |
| Xin Wei | 好很多 |

| | |
|---------------|--|
| EvannaMiss8 | tqtqvm ... so stress ... |
| Jeff | 如果7天后都还没发薪水, 需要采取什么行动? |
| Wee | Hi |
| Maggie | overtime 是除于 26天还是30天? |
| FC | 雇主可扣员工工钱... 尚欠雇主的赔偿是指什么? |
| Mrs Lee | 48 hours include lunch time? |
| JIAJIA | 底薪超过2000 加班费不必给员工1.5倍 对吗 |
| Jeff | 如果公司私下定下的 OT rates , 没有在 offer letter / employee handbook 出现过, 那雇主需要根据 act 的 ot rates 吗? |
| Mrs Lee | If employee work for more than 104 hours,will the Company be penalized? What is the penalty? |
| FC | 如果因公司缺人 要求员工, 工作超过所定时间有什么后果? >12 小时/天 >48 小时/星期 .. OT也超过108小时 公司会被罚吗? |
| JIAJIA | 如果因公司缺人 要求员工, 工作超过所定时间有什么后果? >12 小时/天 >48 小时/星期 .. OT也超过108小时 公司会被罚吗? |
| Mrs Lee | the coming Agong PH, 30/7 , does it mean your salary more than 2k, theCompany dont have to follow? |
| Jeff | 所以是说.... 薪水超过2k 然后不是体力活的工作类型, 雇主就不需要根据 Employment Act 吗? 有点 blur blur |
| Joni Chan | If one employee need to serve two months resignation notice, can she give resignation letter on the first day of maternity leave and still enjoying two months maternity leave salary? Thanks! |
| JIAJIA | 个别员工自己要一直加班赚取加班费, 不休息, 超过104个小时, 这种情况 公司要怎么做? |
| Eunice | Is it law-compulsory to have maternity allowance? Is the said maternity allowance mean paid salary or the hospital expenses? |
| JIAJIA | 这个PDF 可以分享吗? |
| YEN | tq |
| April Chang | can't download |
| Sherlin | 可以问一个问题吗? 可以以现金方式出工资吗? 如果要怎么做呢 |
| EvannaMiss8 | https://learnabee.com/p/employment-act-1955-by-kong-yang |
| NG CHUAN HOCK | mentality leave 是60天还是90天 |
| min | d |
| YEN | d |
| Mrs Lee | D |
| Eunice | D |
| ANGIE LOO | D |
| JASON TAN | d |
| JIAJIA | D |

| | |
|----------------|---|
| Connie | For those who are not covered under the act, do we still need to follow 14 days < 2 years, 18 days 2-5 years, 22 days 5 years & above. Is this a minimum guide? |
| April Chang | But your facebook page no post for us comment |
| YONG | D |
| Hii | D |
| Jiun Huey | d |
| annie | d |
| LIM PEI YEE | D |
| Maggie | d |
| April Chang | D |
| Xin Wei | d |
| SUET MEI | D |
| April Chang | Just share from here la |
| Law | D |
| ZHI MIN | d |
| WAI MUN TENG | D |
| Jiun Huey | do you mean that salary > RM2k, no need to follow employment act? |
| Sherlin | 什么情况下要扣除pcb呢？ |
| SUET MEI | 怎么下载？ |
| Eunice | Can you please confirm if the 90 days maternity has already enforced for all the companies? |
| Connie | yes |
| Teng Kong Yang | For the purpose of this Schedule —wagesll means wages as defined in section 2, but shall not include any payment by way of commissions, subsistence allowance and overtime payment. |
| FC | D |
| FC | 怎么下载？ |
| chean lee fen | 可以讲述一下关于PART TIMER的，一些底薪没有2K，一些超过又如何算？像FULLTIME的员工。PART TIME 一个星期才来3天 |
| Law | 员工在6月只上班3天，6月2天公共假期需要给工钱吗。 |
| Jeff | 如果收入多过2K，然后不是 manual worker, offer letter / employment handbook 也没有提到公司是否根据 employment act 的话，那是有效的吗？？ |
| Joni Chan | Can the employee work for more than 4 hours in a day, but not exceeding 104 hours in a month? |
| Mrs Lee | ok thanks |

| | |
|----------------|---|
| Yap | how can we conduct ir? |
| Joni Chan | Would like to ask partimer need to deduct kwsp and socso? |
| CHEN | 如果上班7以内不做走了, 要付薪水吗 |
| Sherlin | part time wages 需要给epf socso 吗? |
| Jeff | 那就是代表自愿加班的员工, 是没办法拿 OT Claim 吗? 要老板叫加班才需要给 OT claim 吧 |
| Sean | Do you provide consultant services? If yes, how to contact? |
| Wan Yee | 如果用cheque开现金给salary可以吗? |
| Teng Kong Yang | For the purpose of this Schedule —wagesll means wages as defined in section 2, but shall not include any payment by way of commissions, subsistence allowance and overtime payment. |
| Shirley Lim | 你好, 员工薪水1500, 没confirm, 已出两封警告信, 需解雇, 公司letter是写24小时通知/薪水代替, 当劳工部门是写1个月, 可以跟公司的rules吗? |
| Jeff | Offer Letter / Employment Handbook 没有提到 OT Rates 的事情, 就应该就是根据 employment act 1 HourX1.5 / Public holidayX2.0 吧 |
| Sharon | SITE WORKER, 给ot了 他们还claim 吃的, 这样可以嘛? |
| Mrs Lee | how to do domestic inquiry? Can explain the procedures? |
| EvannaMiss8 | https://learnabee.com/courses/author/227352 |
| Jeff | 谢谢 Bye bye |
| Kathrine Tan | TQ |
| Mrs Lee | thank you |
| YEE | 謝謝 |
| JIAJIA | 感谢感谢~ |
| Jiun Huey | thanks |
| FC | thank you |
| Shirley Lim | 谢谢 |
| Xin Wei | thank you very much |
| Maggie | Thanks |
| Wan Yee | 老板说给某个员工2000的salary, 1100 basic, 900 allowance, 但是epf算basic而已可以的吗? |
| Ameline | Thank you |
| Teng Kong Yang | thx all!!! |
| Teng Kong Yang | For the purpose of this Schedule —wagesll means wages as defined in section 2, but shall not include any payment by way of commissions, subsistence allowance and overtime payment. |
| chean lee fen | 可以提议政府像这样开课, 不要民众猜来猜去, 要民众遵守, 就做事情 |

| | |
|-------------|---|
| YEE | 希望會有更多中文的分享 |
| JIAJIA | pdf |
| Jeff | 欢迎下次再来哦 |
| SUET MEI | 怎么下载pdf |
| EvannaMiss8 | https://www.facebook.com/pg/learnabeeOfficial/reviews/ |