

		ア	イ	ウ	エ	オ	カ	キ	ク	ケ
年/月	給料明細	基本給	皆勤	長距離	報償	固定残業	通信費	安全運転	休日	合計
H23/4	甲5の1	120,000	30,000	152,240	30,000	40,000	5,000	5,000		382,240
H23/5	甲5の2	120,000	30,000	145,640	18,000	40,000	5,000	3,000		361,640
H23/6	甲5の3	120,000	40,000	182,600	12,000	60,000	5,000			419,600
H23/7	甲5の4	120,000	40,000	181,720	21,000	60,000	5,000		5,000	432,720
H23/8	甲5の5	120,000	40,000	165,220	15,000	60,000	5,000			405,220
H23/9	甲5の6	120,000	40,000	207,020	21,000	60,000	5,000			453,020
H23/10	甲5の7	120,000	40,000	175,560	27,000	60,000	5,000			427,560
H23/11	甲5の8	120,000	40,000	165,000	21,000	60,000	5,000			411,000
H23/12	甲5の10	120,000	40,000	165,880	24,000	60,000	5,000			414,880
H24/1	甲5の9	120,000	40,000	167,860	30,000	60,000	5,000			422,860
H24/2	甲5の11	120,000	40,000	150,700	24,000	60,000	5,000		5,000	404,700
H24/3	甲5の12	120,000	40,000	191,180	27,000	60,000	5,000		5,000	448,180
H24/4	甲5の13	120,000	40,000	184,140	48,000	60,000	5,000			457,140
H24/5	甲5の14	120,000	40,000	163,460	27,000	60,000	5,000			415,460
H24/6	甲5の15	120,000	40,000	205,040	30,000	60,000	5,000			460,040
H24/7	甲5の16	120,000	40,000	206,580	39,000	60,000	5,000			470,580
H24/8	甲5の17	57,600	0	68,420	18,000	28,800	2,400			175,220

争いなし	原告の主張	
基本給部分 基礎時給	総労働時間	歩合給部分 基礎時給
1,051	295.05	516
972	248.32	587
977	311.01	587
1,028	315.08	577
994	289.22	571
1,028	324.62	638
1,063	321.99	545
1,028	298.79	552
1,045	292.55	567
1,080	281.71	596
1,045	307.92	489
1,063	332.27	575
1,182	351.22	524
1,063	315.58	518
1,080	363.65	564
1,131	372.23	555
788	169.62	403

# 〈掲載省略〉

## 労働時間集計表

年月	実労			土曜実労		日曜実労	
	時間外	深夜		土曜深夜	日曜深夜		
2011/04	251.66	94.50	47.43	36.31	9.53	7.08	3.35
2011/05	229.68	89.86	54.61	13.66	5.81	4.98	2.35
2011/06	278.65	101.16	50.81	22.46	5.66	9.90	0.36
2011/07	269.30	112.45	57.45	32.88	8.25	12.90	4.11
2011/08	282.45	112.48	50.86	1.41	1.00	5.36	2.81
2011/09	309.05	139.58	57.55	6.11	0.00	9.46	3.76
2011/10	288.13	122.31	76.26	32.86	8.13	1.00	1.00
2011/11	248.36	89.85	38.30	37.75	12.35	12.68	5.23
2011/12	271.90	119.18	53.08	13.65	3.51	7.00	1.50
2012/01	263.60	108.98	49.48	13.73	6.83	4.38	1.58
2012/02	265.51	110.31	49.48	21.66	8.11	20.75	4.30
2012/03	299.31	139.06	59.78	24.58	7.60	8.38	4.91
2012/04	309.73	145.13	62.63	39.46	10.75	2.03	2.03
2012/05	302.58	131.83	61.21	0.00	0.00	13.00	4.33
2012/06	312.28	133.70	58.86	30.11	2.10	21.26	1.60
2012/07	325.55	147.98	57.73	19.78	5.81	26.90	6.16
2012/08	148.86	66.63	27.61	18.96	4.55	1.80	1.80

原告計算書

	2011/4	2011/5	2011/6	2011/7	2011/8	2011/9	2011/10	2011/11	2011/12	2012/1	2012/2	2012/3	2012/4	2012/5	2012/6	2012/7	2012/8	
A 時間外	1.25	94.50	89.86	101.16	112.45	112.48	139.58	122.31	89.85	119.18	108.98	110.31	139.06	145.13	131.83	133.70	147.98	66.63
B 深夜	0.25	47.43	54.61	50.81	57.45	50.86	57.55	76.26	38.30	53.08	49.48	49.48	59.78	62.63	61.21	58.86	57.73	27.61
C 土曜実労	1.25	36.31	13.66	22.46	32.88	1.41	6.11	32.86	37.75	13.65	13.73	21.66	24.58	39.46	0.00	30.11	19.78	18.96
D 土曜深夜	0.25	9.53	5.81	5.66	8.25	1.00	0.00	8.13	12.35	3.51	6.83	8.11	7.60	10.75	0.00	2.10	5.81	4.55
E 日曜実労	1.35	7.08	4.98	9.90	12.90	5.36	9.46	1.00	12.68	7.00	4.38	20.75	8.38	2.03	13.00	21.26	26.90	1.80
F 日曜深夜	0.25	3.35	2.35	0.36	4.11	2.81	3.76	1.00	5.23	1.50	1.58	4.30	4.91	2.03	4.33	1.60	6.16	1.80

基本給部分単価(ア)	1,051	972	977	1,028	994	1,028	1,063	1,028	1,045	1,080	1,045	1,063	1,182	1,063	1,080	1,131	788
歩合給部分単価(イ)	516	587	587	577	571	638	545	552	567	596	489	575	524	518	564	555	403
a (ア)×1.25+(イ)×0.25	1,443	1,362	1,368	1,429	1,385	1,445	1,465	1,423	1,448	1,499	1,429	1,473	1,609	1,458	1,491	1,553	1,086
b (ア)×0.25+(イ)×0.25	392	390	391	401	391	417	402	395	403	419	384	410	427	395	411	422	298
c (ア)×1.35+(イ)×0.35	1,599	1,518	1,524	1,590	1,542	1,611	1,626	1,581	1,609	1,667	1,582	1,636	1,779	1,616	1,655	1,721	1,205

A×a	136,340	122,367	138,387	160,719	155,813	201,623	179,184	127,857	172,573	163,361	157,578	204,766	233,442	192,241	199,347	229,739	72,344
B×b	18,581	21,284	19,867	23,052	19,899	23,970	30,657	15,129	21,391	20,732	18,976	24,480	26,712	24,193	24,191	24,333	8,221
C×a	52,386	18,602	30,725	46,994	1,953	8,826	48,140	53,718	19,765	20,581	30,941	36,194	63,471	0	44,894	30,708	20,586
D×b	3,733	2,264	2,213	3,310	391	0	3,268	4,878	1,415	2,862	3,110	3,112	4,585	0	863	2,449	1,355
E×c	11,324	7,558	15,092	20,508	8,264	15,241	1,626	20,047	11,264	7,300	32,824	13,712	3,612	21,013	35,194	46,298	2,169
F×b	1,312	916	141	1,649	1,099	1,566	402	2,066	605	662	1,649	2,011	866	1,711	658	2,596	536

計	223,677	172,991	206,424	256,232	187,420	251,226	263,277	223,694	227,013	215,498	245,078	284,275	332,687	239,158	305,147	336,124	105,210
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合計 4,075,129 (A)

「固定残業」	40,000	40,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	28,800	合計	948,800
「運行費」	18,000	19,000	22,000	21,000	20,000	22,000	20,000	20,000	17,000	19,000	20,000	9,000	20,000	17,100	23,000	25,000	7,000	合計	319,100
「休日」			5,000								5,000	5,000						合計	15,000

(A)-「固定残業」「運行費」「休日」= 2,792,229

169,226 183,277 143,694 150,013 136,498 160,078 210,275 252,687 162,058 222,147 251,124 69,410

2011.9~2012. 2,110,486

被告計算書

別紙5

	2011/04	2011/05	2011/06	2011/07	2011/08	2011/09	2011/10	2011/11	2011/12	2012/01	2012/02	2012/03	2012/04	2012/05	2012/06	2012/07	2012/08
基本給	120,000	120,000	120,000	120,000	120,000	120,000	120,000	120,000	120,000	120,000	120,000	120,000	120,000	120,000	120,000	120,000	57,600
皆勤	30,000	30,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	0
報奨	30,000	18,000	12,000	21,000	15,000	21,000	27,000	21,000	24,000	30,000	24,000	27,000	48,000	27,000	30,000	39,000	18,000
安全	5,000	3,000															
計(A)	185,000	171,000	172,000	181,000	175,000	181,000	187,000	181,000	184,000	190,000	184,000	187,000	208,000	187,000	190,000	199,000	75,600
長距離	152,240	145,640	182,600	181,720	165,220	207,020	175,560	165,000	165,880	167,860	150,700	191,180	184,140	163,460	205,040	206,580	68,420
運行費	18,000	19,000	22,000	21,000	20,000	22,000	20,000	20,000	17,000	19,000	20,000	9,000	20,000	17,100	23,000	25,000	7,000
固定残業	40,000	40,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	28,800
休日				5,000							5,000	5,000					
計(B)	210,240	204,640	264,600	267,720	245,220	289,020	255,560	245,000	242,880	246,860	235,700	265,180	264,140	240,560	288,040	291,580	104,220
基礎時間					176.00								176.00				96.00
割増基礎単価	1,051	972	977	1,028	994	1,028	1,063	1,028	1,045	1,080	1,045	1,063	1,182	1,063	1,080	1,131	788
時間外 1.25	1,314	1,215	1,221	1,285	1,243	1,285	1,329	1,285	1,306	1,350	1,306	1,329	1,478	1,329	1,350	1,414	985
深夜 0.25	263	243	244	257	249	257	266	257	261	270	261	266	296	266	270	283	197
土曜実労 1.25	1,314	1,215	1,221	1,285	1,243	1,285	1,329	1,285	1,306	1,350	1,306	1,329	1,478	1,329	1,350	1,414	985
土曜深夜 0.25	263	243	244	257	249	257	266	257	261	270	261	266	296	266	270	283	197
日曜実労 1.35	1,419	1,312	1,319	1,388	1,342	1,388	1,435	1,388	1,411	1,458	1,411	1,435	1,596	1,435	1,458	1,527	1,064
日曜深夜 0.25	263	243	244	257	249	257	266	257	261	270	261	266	296	266	270	283	197
時間外	94.50	89.86	101.16	112.45	112.48	139.58	122.31	89.85	119.18	108.98	110.31	139.06	145.13	131.83	133.70	147.98	66.63
深夜	47.43	54.61	50.81	57.45	50.86	57.55	76.26	38.30	53.08	49.48	49.48	59.78	62.63	61.21	58.86	57.73	27.61
土曜実労	36.31	13.66	22.46	32.88	1.41	6.11	32.86	37.75	13.65	13.73	21.66	24.58	39.46	0.00	30.11	19.78	18.96
土曜深夜	9.53	5.81	5.66	8.25	1.00	0.00	8.13	12.35	3.51	6.83	8.11	7.60	10.75	0.00	2.10	5.81	4.55
日曜実労	7.08	4.98	9.90	12.90	5.36	9.46	1.00	12.68	7.00	4.38	20.75	8.38	2.03	13.00	21.26	26.90	1.80
日曜深夜	3.35	2.35	0.36	4.11	2.81	3.76	1.00	5.23	1.50	1.58	4.30	4.91	2.03	4.33	1.60	6.16	1.80
時間外	124,173	109,180	123,516	144,498	139,813	179,360	162,550	115,457	155,649	147,123	144,065	184,811	214,502	175,202	180,495	209,244	65,631
深夜	12,474	13,270	12,398	14,765	12,664	14,790	20,285	9,843	13,854	13,360	12,914	15,901	18,538	16,282	15,892	16,338	5,439
土曜実労	47,711	16,597	27,424	42,251	1,753	7,851	43,671	48,509	17,827	18,536	28,288	32,667	58,322	0	40,649	27,969	18,676
土曜深夜	2,506	1,412	1,381	2,120	249	0	2,163	3,174	916	1,844	2,117	2,022	3,182	0	567	1,644	896
日曜実労	10,047	6,534	13,058	17,905	7,193	13,130	1,435	17,600	9,877	6,386	29,278	12,025	3,240	18,655	30,997	41,076	1,915
日曜深夜	881	571	88	1,056	700	966	266	1,344	392	427	1,122	1,306	601	1,152	432	1,743	355
計(C)	197,792	147,564	177,865	222,595	162,372	216,097	230,370	195,927	198,515	187,676	217,784	248,732	298,385	211,291	269,032	298,014	92,912
差額(D:B-C)	12,448	57,076	86,735	45,125	82,848	72,923	25,190	49,073	44,365	59,184	17,916	16,448	-34,245	29,269	19,008	-6,434	11,308

total B : 4,161,160  
total C : 3,572,923  
total D : 588,237