

2023 Bonus Days and Time & ½

****The bonus is paid out at the end of the Festival period.****

You can receive a \$2/hr bonus for weekend hours in October [\$2/hr is the baseline amount; The amount of this bonus varies per year depending on the pool of available candidates for our seasonal positions. The amount of the bonus will be announced in September].

To qualify:

- You must arrive on time for your shift. On time means starting work tasks at your scheduled start time. To audit this we review timesheets. Even one minute late disqualifies you from the bonus.
- You must work every scheduled shift during Fall Fest.
- Your days off MUST be requested and marked “unavailable” before the schedule is published.
- You must complete your scheduled shift. If you are let go early by a manager, that will not count against you.
- You cannot have unscheduled absences or “call in” for your scheduled shifts.
- If you follow the above parameters for the bonus, you will receive your bonus after Fall Fest is complete.
- If you are not able to meet the qualifications of the bonus you will still receive your normal hourly pay, but you will not qualify for the bonus. If you have questions, ask your manager.

Things that will disqualify you from the \$2 bonus:

- If you call in for your shift (sick, car problems, etc...)
- If you need to change your schedule around after the schedule has been published
- If you are late even by one minute
- If you get written up for conduct, job performance, tardiness/absence
- If you have to leave your shift early
- If you quit or are fired

<u>\$2+/Hour Bonus Days</u>	<u>Holidays - Time & ½</u>
Fall Fest:	New Years Day: January 1
October 1	MLK: January 16
October 7-8	Good Friday: April 7
October 14-15	Easter: April 9
October 21-22	Memorial Day: May 29
October 28-29	Independence Day: July 4
	Labor Day: September 4
	Columbus Day: October 9
	Christmas Eve: December 24

If you work on a holiday you will receive time and ½ for your pay on that day.

If you do not qualify for the \$2/hour bonus you will still receive time and ½ pay if you work on a holiday

If you are already on overtime pay on a holiday you will only receive time and ½ pay, not double time and ½.

POC for this Action is Jonni Meredith, Human Resources Manager;

jonni@sweeteats.com January 6, 2023