



Return to Work Incentive Policy

Purpose:

This policy is in place to ensure Acres has a qualified, experienced and committed workforce.

We believe one of our greatest assets is our people, and we are therefore committed to ensuring we promote and maintain a positive, respectful, safe, and healthy workplace.

Scope:

This policy applies to the following seasonal field employees:

- Carpenter
- Equipment Operator
- Labourer
- Lead
- Mechanic
- Pipelayer
- Site Administrator
- Shop Staff
- Welder

The policy does not apply to salary, field management, and office staff.

Policy:

This policy is intended to ensure our employees are qualified, experienced, and committed to our organization. This program also maximizes our commitment to re-hiring fully trained employees.

Incentive:

\$1000 to be paid out on or before their 1st payroll of a typical peak season (March 1st) or their first payroll following their return to work after March 1st

Eligibility:

- Full-time non-management hourly field employees
- Employees that have been laid off for a minimum of 30 days due to lack of work
- Employees that have not refused work when offered work

- An employee must have worked a minimum of 3 months continuous employment prior to layoff.

Disqualification:

Employees that have quit, have not met all the above criteria, or have **not** had a disruption to regular work hours. (40-hour work week)

Conditions:

In the event that an employee cannot be brought on to a project due to factors out of his/her control (example: fluctuation in Acres business needs, weather, etc.) the return to work incentive deadline will be extended until the individual can be brought onto a project.