



Planter Employment Agreement

Prepared by: Heritage Reforestation Inc.

2020 Tree Plant Season

Start Date: May 1, weather pending

End Date: When your camp's last tree is in the ground, usually no later than July 10th

Please Print Your Name Here: _____

TERM OF CONTRACT

This agreement is for a fixed term commencing on your first day of working with Heritage Reforestation Inc, around May 1st, weather pending, and terminating when you finish work for Heritage Reforestation Inc. Either party may terminate this agreement for just cause without providing notice. We expect the Spring Tree Plant to finish around July 10th. We encourage you to talk to your supervisor about additional work after the Tree Plant is finished. This coming season HRI has a ton of Summer Brush Saw work as well as about 3 million Summer Trees!

QUALITY

The quality and quantity of trees planted shall be determined according to the following procedure. A representative of Heritage Reforestation Inc. or a representative of the forestry company administering the plant shall assess the trees actually planted by you. Based on such assessments Heritage Reforestation Inc. shall make a reasonable determination of:

- The percentage of trees which have been planted properly
- Trees or areas which are improperly planted;
- Trees which are claimed but not actually planted as a result of overclaim.

At each site, the project supervisor will determine a rate in cents per tree to be paid for trees properly planted in accordance with proper quality. This rate will be listed in the daily records of work done. It is your responsibility to inspect these records and sign them in the field before they are submitted to the office for payment. Payment will be based on these records. **The records must be correct in the field.**

OVERCLAIM, STASHING, DESTROYING TREES

Heritage Reforestation Inc. will not pay planters for trees claimed where they exceed the number of trees delivered for the contract. Planters caught deliberately over claiming will be dismissed and paid only the minimum wage required by legislation for any work done, notwithstanding the tree price. Anybody who buries or otherwise destroys or stashes (hides) trees will be dismissed and paid only the minimum wage required by law for any work done, notwithstanding the price per tree. You will only be paid for trees you plant.

AUTHORIZED WORKING HOURS

No employee is authorized to work more than 40 hour per week and will only work the hours authorized by your supervisor

PLANTER EXPENSES

You hereby authorize and agree that charges for food, transportation or lodging will be deducted from your wages. The daily camp cost rate will be \$25.00 plus HST for each day that camp facilities are used. The Head Cook, Supervisor, or your Crew Boss will record use of the camp facilities. It is your responsibility to inspect these records and sign them in the field before they are submitted to the office for deduction from your payroll. Deductions will be based on these records.

DRIVING

You are not authorized to drive a Company vehicle unless you hold the appropriate class of license, have permission from the camp supervisor, and have undergone the HRI driving course. It is understood that you are responsible to pay for the damages, up to the deductible of any vehicle that is damaged by you, or while you are driving. You hereby authorize Heritage Reforestation to deduct this amount from you pay in the event of damages caused by you.

CASH ADVANCES

You may receive cash advances from your supervisor from time to time during the season, which will be deducted from your final paycheck. You hereby allow the Company to deduct any cash advances given to you during the season from your final paycheck.

VACATION PAY

As per legislation, you will receive 4% vacation pay. The price per tree paid to planters will include Vacation Pay.

HOURLY PAY

Effective January 1, 2018, Minimum Wage in Ontario is \$14.00/hour

In addition to the price per tree you are paid, certain tasks will be paid hourly. These tasks include but are not limited to Camp Moves, both setting up and tearing down camp, Reefer Unloads, certain Walk-in blocks as identified by management. For this work, you will be paid \$14/hour.

REGULAR WORK DAY

This Employment Agreement serves to establish written consent that the hours of a Regular work day, a Production Day will be no more than 10 hours of on-duty time. Your working hours start when you arrive on the worksite and end when you leave the worksite.

SAFETY EQUIPMENT

You are required to adhere to the safety dress codes where and when required by clients of Heritage Reforestation Inc. This includes but is not limited to:

- Steel Toe and Shank CSA approved boots
- A hard hat
- Hi visibility vest

You are also required to act in a safe and responsible manner in and around the camp and worksite and on all logging roads. You are required to know the location of all first aid kits and know who the Safety officer is in your camp. HRI will train you in a variety of safety procedures and it is your responsibility to comprehend and abide by all HRI safety guidelines and regulations.

PLANTING BAGS, SHOVEL

If you require Tree Planting Bags and a Tree Planting Shovel, HRI will provide these items to you when you arrive for the Tree Plant. The cost of these items is \$89.00 plus HST for planting bags and \$59.00 plus HST for a shovel. You hereby authorize HRI to deduct the cost of these items from your Pay.

CAMP COST INCENTIVE

New Planter Incentive

Camp Cost incentive applies to Experienced Planters only. As veteran planters, you know better than anyone what it takes to do this job. If you have a relative, friend or acquaintance that you think would be a successful planter, they would be our first choice when hiring rookies for the upcoming season. The incentive is as follows:

For every planter that you recommend, who plants the full season, you will earn a \$2/day discount on your camp costs. For example, if you bring 2 friends who last the season, your camp costs would be reduced by \$4/ day. If you hire 10 people for us, your camp costs will be \$0.

If you have somebody in mind, make sure they know what to expect during the Tree Planting season (explain it to them the best you can), and then put them in touch with your Crew Boss who will take it from there.

Experienced Planter Incentive

Planters in their 2nd year will receive a \$5/day Camp Cost reduction

Planters in their 3rd year will receive a \$10/day Camp Cost reduction

Planters in their 4th year will receive \$15/day Camp Cost reduction

Planters in their 5th year will receive \$20/day Camp Cost reduction

Planters with more than 6 years experience will pay \$0 Camp Costs.

SIGNATURES

You have read this agreement and you are in full agreement.

Planter Printed Name

Planter Signature

Date

PLEASE UPLOAD THE FOLLOWING BY VISITING

www.heritageinc.ca/hired. (We recommend using the app TinyScanner to scan and upload these documents from your phone. You can find this app in the App store or Play store)

For us to keep the Employment Agreement Organized, please submit and name the files as follows

- (1) A Void Cheque **(YOUR NAME void cheque.pdf)**
- (2) Initialed and Signed Copy of this Employment Agreement **(YOUR NAME Employment Agreement.pdf)**
- (3) This Page completely filled out. **(YOUR NAME Employment Information.pdf)**

Your Name as it appears on your Bank Account: _____

Transit Number: _____

Account #: _____

Institution Number: _____

Your Date of Birth: _____

Your S.I.N. Number: _____

Your Mailing Address: _____

Apartment # _____ City/Town _____

Postal Code _____

Your Phone Number: _____

Your Email Address: _____

Are you a Canadian Citizen? Yes. No. (please circle)

What province do you reside in? _____

What is your Gender? _____

Emergency Contact Name: _____

Emergency Contact Phone Number: _____