



26 N. MAIN ST., NAVARRE, OHIO 44662 • TEL: (330) 879-5635 • FAX (330) 879-5896

## **Bake Shop Helper Entry Level Position Job Summary Seasonal Employees Hired 3/1/24 – 10/1/24**

- Starting Rate:** \$15.50 / hour  
Rate Differential Pay: .25¢ per hr. nights (6pm-6am) / .50¢ per hr. for Sundays / .50¢ per hr. for Holidays
- Overtime:** Time and one half for any hours over 8 hrs for an 8-hr scheduled shift or 10 hrs. for a 10-hr scheduled shift  
Time and one half for any hours over 40 in a week
- Hours of work:** Varied (shift work)  
Plant is in operation 24 hours a day – 7 days a week including weekends and holidays
- Availability:** Must be available to work anytime with no restrictions. Nickles Bakery is a union facility that schedules by seniority.
- Union:** Bakers, Confectioners, Tobacco and Grain Millers-Local 19, Cleveland, Ohio  
Initiation fee to join BCT&GM Local 19 is \$150.00 and monthly union dues of \$52.00.  
(A payroll deduction of \$25 per week will go towards your initiation fee until paid.)
- Permanent Employment:** Any seasonal employee can continue to work towards permanent employment status if active on or after October 2, 2024. All employees are subject to a 120 working day probationary period.
- Benefits:** Seasonal Employees hired 3/1/24 – 10/1/24 that continue to work towards permanent employment if active on or after 10/2/24 will serve a 90-day waiting period that will begin on 10/2/24. This benefit package will include medical, prescription, dental, vision, life insurance, short-term disability, pension plan, and a 401(K).
- Vacations:** After one year of employment a permanent employee will earn:
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|---|--|
| 1 wk of paid vacation after 1 year of service   | 4 wks of paid vacation after 12 years of service |
| 2 wks of paid vacation after 2 years of service | 5 wks of paid vacation after 20 years of service |
| 3 wks of paid vacation after 6 years of service |  |
- Additional Benefits:**
- |  |   |
|--|---|
| One birthday holiday                                   | One roving day after 2 years of service |
| An additional birthday holiday after 1 year of service | Paid Holidays                           |

Apply in person at Nickles Bakery Human Resources, 15 N. Main St., Navarre, OH 44662  
Monday – Friday 8:30am - 4pm  
EEO F/M/Disabled/Vet