

ALFRED **Nickles** BAKERY, Inc.

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:

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
An additional birthday holiday after 1 year of service
One roving day after 2 years 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