



**SEASONAL WORK AGREEMENT**  
between  
**JEFFERY'S GREENHOUSES PLANT II LIMITED (the "Employer")**  
and

Employee Name \_\_\_\_\_  
(the "Employee")  
Address \_\_\_\_\_  
\_\_\_\_\_  
Phone Number \_\_\_\_\_

We are pleased to make you a formal offer of employment with Jeffery's Greenhouses Plant II Ltd. in the position of Seasonal In-Store Sales Service Representative, with the intended starting date of \_\_\_\_\_. You will report to \_\_\_\_\_. This offer is for a Seasonal Contract position. We look forward to your contributions to our company.

**Terms and Conditions of Employment**

Should you accept this job offer, you will be entitled to the following, beginning on your start date:

1. The Employer agrees to employ the Employee and the Employee agrees to work for the Employer as a Seasonal In-Store Sales/Service Representative for a temporary period of time commencing on \_\_\_\_\_ and terminating on \_\_\_\_\_, at the following customer location(s) \_\_\_\_\_.
2. You will report to \_\_\_\_\_. Your home base store is: \_\_\_\_\_.
3. Subject to reasonable direction by the Employer, the Employee shall perform the duties and have the responsibilities as detailed in the attached "In-Store Sales Service Representative" Job Description and Handbook that the Employee hereby, acknowledges receiving and agrees to abide with the Company policies contained therein.

However, it is understood and agreed that these duties and responsibilities are not exhaustive and may be changed with the Employer's changing circumstances; in this regard the Employee may not refuse any reasonable employment request by the Employer.

4. If you are required to travel between your home base store and other customer locations during the same day you agree to maintain your driver's license, vehicle and insurance in good standing, in order to perform the duties of your position. A copy of your driver's license, vehicle insurance and the "Vehicle Authorization Application" form must be provided to the employer upon commencement of your employment. You will be paid a non-taxable allowance of \$\_\_\_\_ per kilometer driven on company business. You will be paid for all reasonable travel time and mileage between stores in excess of your normal home base store. If no travel between stores is required, check this box
3. The Employee understands and agrees that the hours of work during the seasonal work period above, will vary subject to the work load requirements of the Employer and as discussed in the In-Store Sales/Service Representative Handbook. The Employer will attempt to schedule the Employee for \_\_\_\_\_ hours, in each week of employment under this seasonal contract term. However, due to the fluctuating nature of our business, these hours are not guaranteed and may adjust accordingly.

Furthermore, it may be necessary to work in excess of 40 hours a week, or 8 hours per day depending on the workload of the Employer and the Employee agrees to work the extra hours and days (Saturday, Sunday and/or holidays) as required during the term of this seasonal contract. \*Initials \_\_\_\_\_

5. The employee understands that the work involves a lot of physical activity (lifting, bending, carrying and reaching upwards, placing and moving plants) and understands that they may probably experience stiff and sore muscles if not used to physical work like this. To help ease or prevent this from happening, the employee agrees to practice the safe work techniques provided by the company in the In-Store Sales/Service Representative Handbook. *(If necessary, soaking in a hot bathtub with epsom salts may help to relieve tense muscles)*
6. Subject to statutory deduction, the Employer shall pay the Employee a gross wage rate of \$\_\_\_\_\_ per hour, payable in biweekly installments not in advance. Vacation pay will accrue at the rate of 4% of gross earnings during the term of this seasonal contract and will be paid out to the Employee at the end of the contract term.
7. This seasonal contract may be terminated at any time without cause in accordance with the terms of the Employment Standards Act of Ontario, 2000. If the Company terminates your employment for reasons other than cause, the company will

provide you with written notice (or payment in lieu of written notice), severance pay and continuation of benefits that are required in the Employment Standards Act of Ontario, 2000, as amended. You understand and agree that Jeffery's Greenhouses Plant II Limited has no obligation to make any additional payments to you or to provide you with any additional notice upon termination other than that stated above.

8. If any provision or part of any provision in this agreement is void for any reason, it shall be severed without affecting the validity of the balance of the agreement.
9. You agree not to disclose any confidential information learned in the course of your employment about the business of the Company or about its clients (Home Depot Canada) or about the personal affairs of the managers of the Company to any other employees or anybody outside the Company both during and after your term of employment.
10. As a seasonal contract employee you will not be eligible for participation with Jeffery's benefit plan.
11. The terms of this agreement remain in force until amended in writing signed by both parties.
12. The Employee acknowledges full understanding of all the conditions of the seasonal employment stated in this agreement and agrees to all conditions.
13. If you find this job offer and its conditions acceptable, we respectfully request that you sign this offer letter below.
14. The terms of this agreement remain in force until amended in writing signed by both parties.
15. The laws of the Province of Ontario govern this agreement.
16. The Employee acknowledges full understanding of all the conditions of the seasonal employment stated in this agreement and agrees to all conditions.

Executed at \_\_\_\_\_, Ontario on the \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_\_.

Signed, sealed and delivered in the presence of:

\_\_\_\_\_  
for the Employer (Print Name)

\_\_\_\_\_  
*Employer Signature*

\_\_\_\_\_  
for the Employee (Print Name)

\_\_\_\_\_  
*Employee Signature*