

Stay Pay Guidelines

1. Employee will be paid a minimum of 4hrs of pay for any weather event shutdown
2. If the shutdown occurs on M-F of the week, it will be paid as regular time(1x). If it occurs on a Sat-Sun, it will be paid at OT (1.5x) rate.
3. Employee will have to report to work on their next scheduled shift and punch in when their receiving station reopens in order to receive Stay Pay.
4. Stay pay will be paid out in the same pay period the shutdowns occur in.
5. If the weather event shutdown overlaps the pay period end, they will be paid stay pay. If they do not report to work when their site reopens, they will be subject to losing their bonus.
6. The 4hr minimum for stay pay only applies to stockpile harvest. During prepile, we will pay the normal 2hrs of show up pay if we haven't updated the harvest hotline in time and employees report to work.
7. Employees will have to call the harvest hotline prior to their shift as always. If the hotline says to report to work, they will need to report to work in order to receive stay pay.
8. Any other situation is at full discretion of the ag staff.