



Contract of Employment

1. **Between:** **North Haven Resort**
(Employer) Utik Lake Manitoba

And:
(Employee)

2. **Term of employment**

May to September

3. **Position of Server**

Duties may include but not be limited to:

- Servers are required to take orders for breakfast; we will make what ever the guest would like within reason.
- Servers are to polish all silverware and glasses after every meal to ensure there are no spots.
- Servers are required to set the dinning room for the next meal as soon as the previous meal has been complete.
- Servers are required to make sure that the shore lunch check list and the cooler check list are completed and given to the store keeper.
- Servers will be required to attend shore lunches from time to time to help serve guests and assist the guides.
- Servers will be required to help in the kitchen if it is needed.
- Servers will be required to deliverer fruit and cheese trays and/or cookies to the guest cabins every night before the guests return from fishing.

4. **Salary**

The Employee's Salary will be based on experience and will be paid bi-weekly.

5. **Hours of Work**

A normal work day will be from 5:00 am until dinner is complete, with a long break in the afternoon.



6. Disciplinary Procedure

If the Employer believes that the Employee has acted in an unfit way in the course of carrying out their duty, or the Employee brings the Employers business into disrepute, the Employee will face disciplinary action. Disciplinary action may range from verbal or written warning to immediate dismissal of the Employee.

7. Room and Board

North Haven Resort will provide the Employee with housing and all meals for the duration of the contract.

8. Notice of Termination

Either party may terminate employment with 4 weeks written notice. There are exceptions to the rule, where notice is not required, such as when dismissal is for gross misconduct or where constructive dismissal takes place.

9. Drug and Alcohol

North Haven Resort has a strict policy of no drugs or alcohol for all Employees and failure to comply with this will result in immediate dismissal and termination of employment contract.

North Haven Resort, Inc

**Ryan Smith
General Manager North Haven Resort**