



## **Contract of Employment**

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

**And:**  
(Employee)

2. **Term of employment**

May 1, 2012 to September 1, 2012

3. **Position of Mechanic/Maintenance/Grounds/Guest Services,**

- General Maintenance of boats and motors, upkeep of resorts grounds and amenities as well as maintenance of all equipment associated with the lodge's operations.
- Other duties will include the supply of support to Guest Services and operation where needed.
- From time to time you will be asked to work outside the contracted hours to assist with problems of unexpected events that may happen during the duration of the contract.

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 begin at 6:30am until 9:30pm with breaks in the afternoon. Sometimes this position will require occasional late night work or in harsh climate conditions, to allow for the smooth operation of the resort.

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**

**By:**

**Ryan Smith  
General Manager North Haven Resort**

**Employee:**

**Date:**