In February 2021, Clean House Cincinnati implemented some additional benefits for its employees that work an average of at least 20 hours per week over the prior 3 months. These continue to be added to each year, and as of 2023 we can honestly say our paid time off and holiday benefits are unmatched from other part-time jobs!

## BENEFIT 1: INCLEMENT WEATHER PAY ("IWP")

- At the _sole_ discretion of the owner, when there is a day that is unsafe for us to work (typically snow but could be any severe weather situation) this will pay* each employee for their average day's work
- Automatic eligibility: Day 1 of employment for all employees
- 5 maximum occurrences per calendar year

## BENEFIT 2: PAID TIME OFF ("PTO")

- After the initial waiting period is over (90 days), paid* time off may be used at the discretion of the employee. Vacation will require advance notice of 2+ weeks. Can be used for any mixture of sick or vacation paid time off.
- Automatic eligibility: Day 91 of employment for all employees
- Earned at the rate of 0.5 days per calendar month, 6 maximum occurrences (days) per calendar year, can be taken as half or full days. Accrual begins on day 1 of employment but must wait 90 days before eligible to be used.

## BENEFIT 3: _ADDITIONAL_ PAID TIME OFF ("PTO")

- After the first full 12 months of employment, an additional day of PTO* will be added!
- Automatic eligibility: Day 365 of employment for all employees
- Earned at the additional rate of 0.0833 days per calendar month per year of additional employment, capping at 12 total PTO* days per calendar year in Year 7:

Year 1: 0.50 days/month = 6 total/year      Year 2: 0.58 days/month = 7 total/year

Year 3: 0.67 days/month = 8 total/year      Year 4: 0.75 days/month = 9 total/year

Year 5: 0.83 days/month = 10 total/year      Year 6: 0.92 days/month = 11 total/year

Year 7 and beyond: 1.0 days/month = 12 total/year

BENEFIT 4: PAID HOLIDAYS

- After the first 90 days of employment, holidays that fall on an employee's _regularly scheduled_ workday will be paid*
- Automatic eligibility: Day 91 of employment for all employees
- The actual number of paid* holidays may fluctuate in any given year depending on when certain holidays fall.  The general number will be between 7 and 8.

### _2023 HOLIDAY SCHEDULE_

| | |
|---|---|
| January 2 | New Year's Day (observed) |
| May 29 | Memorial Day |
| July 4 | Independence Day |
| September 4 | Labor Day |
| November 23-24 | Thanksgiving & Black Friday |
| December 25 | Christmas Day |

* The amount of pay is calculated using each employee's individual average number of hours worked per day over the 3 months immediately preceding the holiday or PTO, multiplied by their current hourly wage:

{Average # hours/day} x {Current wage} = Daily benefit amount