



# Taylor Davis Landscape and Construction

## Paid Benefit Policy During Layoff

The Taylor Davis Landscape Company lays off many employees in December when work is not possible due to inclement weather. Unemployment benefits are available to those who qualify. While on unemployment we require employees to be available for snow work. **If you are not available for snow work, you will be responsible for paying your entire health insurance payment while laid off to keep it active.** Employees can work and earn pay while being on unemployment without it affecting your unemployment benefits. Call Alexis in HR for further information. (413-256-0870)

During the regular season the Taylor Davis Landscape Company pays one half of employee's health and dental insurance while the employee pays the other half. During layoff the Taylor Davis Landscape Company shall continue to make these payments including your share so you will not lose this benefit. You will however be required to reimburse the Taylor Davis Landscape Company for your share of your payment that we make over the winter.

The Company will provide this benefit by continuing an employee's health benefits if:

- You worked full time last season.
- You have worked for the company more than 90 days.
- You plan to return the next season for regular full-time employment.

How it will work:

You work on call for all snow events. The company and you will keep track of the hours. Your share of your insurance payments will be paid from these wages. The months there is no or insufficient work we will pay the benefit for you. You will owe Taylor Davis Landscape Company for your portion when you start working again. We will deduct an agreed upon amount weekly until you have paid the balance in full.

**If you do not return, you will be responsible for your portion and the company's portion of the health insurance benefit paid.**

By signing below, you agree to this agreement and will pay the Taylor Davis Landscape Company for your portion of your health insurance whether you return the following spring or not.

\_\_\_\_\_  
Print employee name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Company representative

\_\_\_\_\_  
Position

\_\_\_\_\_  
Date