



# CAMP ROBIN HOOD

# CONTRACT COMPLETION CLAUSE

## What is the Contract Completion Clause and How Does It Work?

You will see that your contract indicates the length of time you have committed to work at camp (i.e., number of weeks). This is what we call a **term of employment**. Once you sign a contract, you are bound by the number of weeks agreed to.

Your contract outlines your Total Compensation\*. Your Total Compensation is made up of the following:

- Base Salary (which includes participation in all mandatory staff training sessions & in-summer meetings.)
- Contract Completion Salary

\*Note: Your Total Compensation also includes vacation pay.

Your Total Compensation (i.e., 'Total Pay'), is only payable if you **keep your commitments**. If you maintain your commitment by working the amount of time outlined in your contract, you will receive your 'Total Pay'.

***Reducing your agreed upon dates of commitment, you are subject to a recalculation of your Total Compensation (i.e., 'Total Pay') to a maximum of 25% of your contract. After signing this contract, if you quit before your commitment is lived up to, you will be paid less than the salary outlined on your contract.***

If Camp Robin Hood tells you that you need to leave early (i.e., end your commitment early), all of your entitlements, including the contract completion salary are pro-rated. In other words, **you get paid only for the days that you worked.**