

Transtech Painting - Terms and Conditions of Employment for Painting Position

1. Job Description:

- The employee will be responsible for various painting tasks, including surface preparation, painting application, and finishing for both interior and exterior projects.
- Projects may vary from residential homes to commercial buildings.

2. Work Hours and Schedule:

- The standard work day: from 8:00 am to 4:30 pm, Monday to Friday.
- Occasional weekend work or overtime may be required, subject to advance notice and in accordance with local labor laws.

4. Location and Travel:

- Travel to various job sites is required.
- Mileage and travel expenses will be reimbursed as per company policy.

5. Safety and Training:

- Adherence to all safety guidelines and proper use of PPE is mandatory.
- The company will provide necessary safety training and certifications.

6. Probationary Period:

- A probationary period of 2 weeks applies, during which performance and fit will be evaluated.

7. Performance Evaluation:

- Performance reviews will be conducted quarterly to discuss achievements and areas for improvement.

8. Code of Conduct and Company Policies:

- Professional behavior and adherence to company policies, including non-discrimination and anti-harassment policies, are expected at all times.

- The company maintains a strict no-drug and alcohol policy on job sites.

9. Termination Conditions:

- Employment can be terminated with a 2-week notice from either party.
- Immediate termination may occur under severe breaches of company policy or legal compliance.

10. Non-Disclosure and Non-Compete Agreements:

- Employees may be required to sign NDAs or non-compete agreements, protecting company trade secrets and client information.

11. Legal Compliance:

- Compliance with all local, state, and federal regulations is mandatory.

12. Opportunities for Advancement:

- Opportunities for professional growth and advancement will be based on performance and business needs.

13. Employee Support:

- The company provides support resources, including an HR contact for workplace concerns.