

## **Belvedere Plantation Fall Seasonal Employment -- Frequently Asked Questions 2020**

### **Q: How much do you pay per hour for fall seasonal employees?**

*A: If you have a high school diploma, the rate is \$10.25 per hour. If you do not yet have your high school diploma, the rate is \$9.50 per hour.*

### **Q: What about Covid-19?**

*A: All employers and employees have new safety regulations to help protect everyone from spreading the virus that we will be implementing.*

### **Q: Will the Fall Season be different from past years?**

*A: Welcome to the "New Abnormal" as we like to call it. There will be many changes to the Fall Festival. One of the most notable changes is that all tickets will be for a specific date and time and sold online before arrival to the farm. We will be mostly cashless this fall for the safety of our staff and guests (there will be a way for guests to still bring cash and convert it to use while at the farm). Some activities we cannot offer and others will be either limited or handled differently than in the past. We still plan to offer our guests ample opportunity to "Harvest Memories" while experiencing a fun time at the farm.*

### **Q: Do you hire for just weekends?**

*A: We are also open during weekdays. Due to Covid-19, there will not be educational field trips as in past years. Instead our weekdays will be similar to the weekends in terms of activities and staffing needs. Many of our employees are only available to work either weekends or weekdays, while others prefer to work both. Whether you are a student, a homemaker or looking for a second job, we can work around most schedules.*

### **Q: How many hours per week can I expect to work? Do you guarantee a minimum number of hours?**

*A: The current Executive Orders by the Governor limit us to 1,000 guests at a time. We will be using a consistent, smaller staffing schedule than in normal years. Staffing is based on the number of anticipated guests for any given day, so there are no guarantees. Schedules are given out at the beginning of the season to help you plan but are NOT guaranteed hours. Keep in mind shifts may be cancelled or you may be asked to leave early due to low customer volume or bad weather. There are usually chances to pick up extra shifts and hours throughout the season as people call out.*

### **Q: How old do I have to be to work at Belvedere Plantation?**

*A: The minimum age is 16 years old by Sept 1. We wish we could hire 14 and 15 year olds but the Labor Department Regulations are too stringent to allow it.*

### **Q: How often do we get paid?**

*A: Pay day is every other week on Wednesday. We will direct deposit your pay or if you do not have a checking or saving account, we offer the BB&T Payroll Debit Card (BB&T Link Card). We do not pay by cash or check. Check stubs will be emailed to the email address listed on your application.*

### **Q: If I am employed, do I get free admission whenever I want?**

*A: You will receive a set of four admission tickets that you can either use for yourself or give to family and friends. These are single day tickets -- not season passes and should only be used as your work schedule allows. Unlike in the past, Employee admission tickets may only be used on certain dates/times due to mandated attendance limits. Time off requests to use your passes will not be accepted. Employees will also receive one free Pick-Your-Own pumpkin.*

### **Q: Is there a required uniform, and do you provide it?**

*A: The required uniform consists of a red Belvedere Plantation staff t-shirt and blue denim jeans or blue denim overalls that fit correctly and are in good repair with no rips, tears or frayed edges ( no super-tight “skinny” or sagging jeans). Each employee will be provided with one red staff t-shirt during the employee orientation. Additional shirts can be ordered at orientation for the price of \$10.00 per shirt. Grill employees will be provided with a cap that must always be worn when working in food areas.*

**Q: Can this seasonal employment position lead to a full-time or year-round job?**

*A: No, we are only hiring for fall seasonal employment through the first weekend of November. We are closed to the public the rest of the year and do not currently have any other job openings.*

**Q: Is smoking permitted?**

*A: This is a smoke-free facility, although there are dedicated and marked smoking areas near the restrooms. However, employees will not be given ‘extra’ breaks to smoke. Only the standard breaks given to all employees will be permitted. Smoking outside of the dedicated areas will not be tolerated (this is a serious fire hazard on a farm such as ours). E-cigs and chewing tobacco use are also not tolerated while on shift and should be used only in designated smoking areas while on break.*