

**NOTICE TO EMPLOYEE***Labor Code section 2810.5***EMPLOYEE**Employee Name: Angel MartinezStart Date: 9/13/2021**EMPLOYER**Legal Name of Hiring Employer: Chula Vista FordIs hiring employer a staffing agency/business (e.g., Temporary Services Agency; Employee Leasing Company; or Professional Employer Organization [PEO])? ☐ Yes ☐ NoOther Names Hiring Employer is "doing business as" (if applicable):  
\_\_\_\_\_

Physical Address of Hiring Employer's Main Office:

Chula Vista, CA 91911Hiring Employer's Mailing Address (if different than above):  
\_\_\_\_\_Hiring Employer's Telephone Number: 8447425525

If the hiring employer is a staffing agency/business (above box checked "Yes"), the following is the other entity for whom this employee will perform work:

Name: \_\_\_\_\_

Physical Address of Main Office: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

Telephone Number: \_\_\_\_\_

**WAGE INFORMATION**Rate(s) of Pay: 14.<sup>00</sup> Overtime Rate(s) of Pay: 18.<sup>00</sup>Rate by (check box): ☐ Hour ☐ Shift ☐ Day ☐ Week ☐ Salary ☐ Piece rate ☐ Commission☐ Other (provide specifics): \_\_\_\_\_Does a written agreement exist providing the rate(s) of pay? (check box) ☐ Yes ☐ NoIf yes, are all rate(s) of pay and bases thereof contained in that written agreement? ☐ Yes ☐ NoAllowances, if any, claimed as part of minimum wage (including meal or lodging allowances):  
\_\_\_\_\_

(If the employee has signed the acknowledgment of receipt below, it does not constitute a "voluntary written agreement" as required under the law between the employer and employee in order to credit any meals or lodging against the minimum wage. Any such voluntary written agreement must be evidenced by a separate document.)

Regular Payday: 10th & 25

## WORKERS' COMPENSATION

Insurance Carrier's Name: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone Number: \_\_\_\_\_

Policy No.: \_\_\_\_\_

☐ Self-Insured (Labor Code 3700) and Certificate Number for Consent to Self-Insure: \_\_\_\_\_

## PAID SICK LEAVE

Unless exempt, the employee identified on this notice is entitled to minimum requirements for paid sick leave under state law which provides that an employee:

- a. May accrue paid sick leave and may request and use up to 3 days or 24 hours of accrued paid sick leave per year;
- b. May not be terminated or retaliated against for using or requesting the use of accrued paid sick leave; and
- c. Has the right to file a complaint against an employer who retaliates or discriminates against an employee for
  1. requesting or using accrued sick days;
  2. attempting to exercise the right to use accrued paid sick days;
  3. filing a complaint or alleging a violation of Article 1.5 section 245 et seq. of the California Labor Code;
  4. cooperating in an investigation or prosecution of an alleged violation of this Article or opposing any policy or practice or act that is prohibited by Article 1.5 section 245 et seq. of the California Labor Code.

The following applies to the employee identified on this notice: *(Check one box)*

- ☐ 1. Accrues paid sick leave only pursuant to the minimum requirements stated in Labor Code §245 et seq. with no other employer policy providing additional or different terms for accrual and use of paid sick leave.
- ☐ 2. Accrues paid sick leave pursuant to the employer's policy which satisfies or exceeds the accrual, carryover, and use requirements of Labor Code §246.
- ☐ 3. Employer provides no less than 24 hours (or 3 days) of paid sick leave at the beginning of each 12-month period.
- ☐ 4. The employee is exempt from paid sick leave protection by Labor Code §245.5. (State exemption and specific subsection for exemption): \_\_\_\_\_

## ACKNOWLEDGEMENT OF RECEIPT

*(Optional)*

\_\_\_\_\_  
(PRINT NAME of Employer representative)

\_\_\_\_\_  
(SIGNATURE of Employer Representative)

\_\_\_\_\_  
(Date)

Angel Martinez

\_\_\_\_\_  
(PRINT NAME of Employee)

\_\_\_\_\_  
(SIGNATURE of Employee)

9/9/2021  
(Date)

The employee's signature on this notice merely constitutes acknowledgement of receipt.

Labor Code section 2810.5(b) requires that the employer notify you in writing of any changes to the information set forth in this Notice within seven calendar days after the time of the changes, unless one of the following applies: (a) All changes are reflected on a timely wage statement furnished in accordance with Labor Code section 226; (b) Notice of all changes is provided in another writing required by law within seven days of the changes.

## Chula Vista Ford Longevity Bonus Revised 1-2022

We have enrolled all Ford technicians in the Ford Motor company 2022 Top Techs rewards program. This will allow technicians to also receive additional rewards from Ford that can be obtained by training, tenure and achieving Certification levels. As part of this program, we will be advancing \$500.00 per Ford technician for you to earn these additional rewards.

We will be deducting this \$500.00 from the Chula Vista Longevity Bonuses at year end.

Chula Vista Ford Longevity bonus is as follows:

The technician bonus runs from December 1 through the last day of November. The technician must be gainfully employed with the company on December 1. If the technician resigns or is terminated prior to December 1 of the current bonus year, he/she is not entitled to the longevity bonus.

The technician would start earning this bonus from hour 1 regardless of when they started. Day 1 through year 2 less a day they would earn \$.50 for every hour sold according to the CDK RTH report. The bonus will be paid on the December 15 paycheck.

Year 3 through year 4 less a day \$.75 for every hour sold according to the CDK RTH report. The bonus will be paid on the December 15 paycheck.

Year 5 and beyond \$1.00 for every hour sold according to the CDK RTH report. The bonus will be paid on the December 15 paycheck.

If the technician takes an abnormal amount of time off, excluding vacation & training, they will not be eligible for the longevity bonus.



Technician **ANGEL MARTINEZ**  
054016



Management

**3/18/2022**  
Date

# CV Ford Express Lube Techs

## Addendum "A" REVISED Jan 2022

Technician Proficiency Bonus Established Flag Rate \$19.00

Employee can receive an hourly Base Rate, based on established flag rate up to 100% as follows:

0-70% proficient employee will Earn Minimum/Standard Base rate per hour. \$15.00

71-85% proficiency the employee will receive 80% of flag rate established \$16.00

86-95% proficiency the employee will receive 90% of flag rate established. \$17.00

96-100% proficiency the employee will receive 100% of flag rate established. \$18.00

**Addition Flag Hour Bonus as follows:**

101 Plus% employee will make an additional \$1.00 per flag hour.

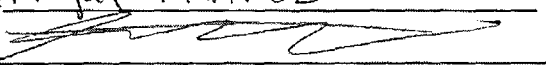
### example

you take the flag hour and divide it by the clock hour and that will give the proficiency percentage

tech flagged 76.10 hours and clocked 77.65 hours on timecard ( $76.10 \div 77.65 = 98\%$ )

CV Ford auto's minimum Proficiency standard is 80% this will be the average on a rolling 3 cycle pay period. If employee does not meet the minimum of 80% proficiency

Could lead to disciplinary action and or termination.

EMPLOYEE PRINT NAME Angel Martinez  
EMPLOYEE SIGNATURE   
DATE 1/27/22  
MANAGER 