

BICAS' pay range is \$17.61 to \$19.64 per hour, depending on experience. New hires normally start at \$17.61 and bump up to \$19.64 at their first anniversary. For every 500 hours worked after a rate increase there is an increase of 50 cents per hour, unless you are already at the top pay rate. Rates increase annually with the change in Arizona's minimum wage. There is a \$600 bonus after the first year for full time employees

Full-time Collective staff receive (40 hours) paid vacation per year, allocated on a quarterly basis and prorated for new Collective members (typically at the 90-day point). All staff receive sick time earned at .033 hours per worked hour with a maximum balance of 40 hours. Sick and Vacation time can be used for any purpose. Vacation time balances are paid out in the last pay period of the year. Sick time balances can be carried over. Covid time off for any covid related episode, maximum 40 hours per quarter.

BICAS unpaid holidays are:

1. Martin Luther King Day 3rd Monday in January
2. Cesar Chavez Day March 31st
3. Easter - 1st full moon after March 21
4. May Day (International Workers' Day) - May 1st
5. Juneteenth - June 19th
6. Independence Day - 4th day of July
7. Labor Day - first Monday in September
8. Thanksgiving - last Thursday in November

Two week-long breaks that are unpaid where the shop is closed

- Christmas Eve through January 1
- And a week somewhere in the middle of summer usually around July 4

Staff receive free use of Community Tools while not on shift

New parts at cost

Ability to put Used parts in storage for a week at the Shop

After hours access to the shop for you only, not your family and friends

Learning opportunities - continuing education in BICAS classes + two mandatory extracurricular trainings. One on social dominance, the other on a subject of your choice.

\$25 for your birthday or work anniversary - paid in December