

flexipass bonus 2024

conditions for receiving the bonus:

Flexipass reward for each employee who actively participates and contributes to Amazon's goals and helps us keeping our promise to customers till the end of Peak 2024.

The active contribution is defined as number of worked hours (in %) from all scheduled hours for the respective week, i.e. standard weekly hours as stated in the employee's contract and all potential mandatory overtime hours.

100% (and higher) contribution solely grants eligibility for the Flexipass bonus, the only exceptions are Obstacle on Employer side and announced Voluntary Time off / pre-approved Vacation. At the same time, employee needs to work at least 1 shift in each respective week to be eligible.

WHO: All T1 and T3 Blue and Green Badge Associates (the flexipass bonus amount will be proportional to weekly working scheduled hours of an employee)

WHEN: During weeks 48 – 51 (from 24th November till 21st December)

HOW: The amount of the reward will be increasing with each additional week of 100% contribution, potential maximum reward for the whole Peak is 6 500 CZK for full-time employee / 4 875 CZK for part-timer with 3 shifts per week / 3 250 CZK for weekenders.

- 1st week of maximum (100%) contribution: 1.000 CZK (net)
- 2nd week of maximum (100%) contribution: 1.300 CZK (net)
- 3rd week of maximum (100%) contribution: 1.800 CZK (net)
- 4th week of maximum (100%) contribution: 2.400 CZK (net)

Example 1: If an associate achieves maximum (100%) contribution for the first week, they receive 1.000 CZK. Second week they'll achieve 80% and therefore they won't receive any bonus. The week after they again achieve maximum (100%) contribution so they'll go up for 1.300 CZK for their second perfect attendance week (2.300 CZK in total).

ADDITIONAL INFORMATION:

- new hire is eligible for the bonus in their hiring week only if the first shift is corresponding with the first shift of assigned shift pattern
- employee legally excused from MOT, granted with obstacles on employer side, taking announced Voluntary Time Off or pre-approved Vacation will have proportionally reduced the 100% threshold; however, they still need to work at least 1 shift in each respective week to be eligible
- employee must participate and contribute till the end of Peak 2024 (= must be employed until 23rd December including)
- the flexipass payout will take place until 15th January 2025 on employees' Flexipass cards
- weekly SMS will be sent to associates to inform them about their bonus status
- potential voluntary overtimes announced for employees can be used as a compensation for weeks when an employee didn't achieve 100% of maximum contribution (VOT doesn't need to be announced in the same week as missed shift but has to take place after the absence)

Other important information:

- only officially announced VOTs count, in case you would need special VOT for your department, please gather SOM and HR approval

Example 2: Employee A and Employee B are scheduled for 4 shifts in week 48, and 1 MOT was announced. Employee A participated at 100% shifts (standard shifts and MOT) and is eligible for Flexipass bonus in week 48. Employee B misses 1 of these shifts (either regular shift or mandatory overtime), but attends announced voluntary overtime in wk49. This voluntary shifts will "make up" for the missed shift from previous week and employee B becomes eligible for Flexipass award for week 48.

- shift change freeze (FH – DO – BH) will apply from 24th Nov till 21st Dec
- weekly working hours freeze (full-time to part-time and back changes) in place for November and December
- no HOD from 24th Nov till 23rd Dec
- reduced vacation plan during Peak period with all vacation requests to be approved by HR + SOM/GM on top of AM's approval