

# ESCHER FINE POLICY

If a member is unable to perform their work, they must find a substitute or be excused by the Work Manager. This applies regardless of the type of work. Absences which are not excused shall result in penalties for both house and suite work as follows:

## 1st Absence:

A base fine of \$15 dollars per hour.

## 2nd Absence:

A fine of \$30 per hour.

## 3rd Absence:

A fine of \$45 per hour, and the Work Manager is required to place the member on referral.

## Fourth Absence:

A fine of \$60 per hour, and the Work Manager should inform the President to begin expulsion proceedings.

## 5+ Absences:

Further absences will be fined in arithmetic progression.

## On determining the fine...

The House may create a mandate which determines the value of the initial fine until the end of the contract period.

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**Missing Work Holiday** incurs a flat \$60, keeping with the \$15/hr basis.

**Contact the Work Manager at [escher.workmanager@icc.coop](mailto:escher.workmanager@icc.coop) with any more questions.**