VBMA Contract Negotiations Assignment

**Section I: Compensation and Job Duties**

The Employee will be paid eighty five thousand dollars ($85,000) to be employed in the customary practice of veterinary services in which the Employer is engaged. The Employer will determine the specific duties to be performed by the Employee and also the means and manner by which those duties will be performed. The Employer shall always have the power to determine what days and how many hours during the day the Employee shall perform the Employer’s duties.

**Section II: Benefits**

The Employer agrees to reimburse the Employee for expenses approved by the Employer in relation to continuing education. This amount is not to exceed one thousand dollars ($1000.00) per year. Attendance at such seminars, lectures, and courses shall be during the Employee’s non-working days, and the employee will be required to present a synopsis of the material learned at such events.

After one year of employment, the Employee shall be entitled to a vacation of seven (7) work days annually and these days shall include personal and sick days. These days are to be scheduled in a manner that will least interfere with the business of the Employer as determined by the Board of Directors.

**Section III: Maternity Leave**

The Employee shall be entitled to a maximum of four (4) weeks of maternity leave that shall begin on the due date, and the Employee shall give the Employer a reasonable notice of the Employee’s pregnancy. Any time off to be taken prior to the due date shall be used from the Employee’s personal days with consent from the Employer.

**Section IV: Non-Competition**

The employee shall not directly or indirectly own, manage, operate, join, control, or participate in any manner with any business in competition with the Employer, and that, for a period of five (5) years after the date of termination of the Contract, the Employee will not in any manner directly or indirectly compete within a twenty-five (25) air mile radius from the Employer’s business.