**EMPLOYER**

**TITLE : ABSVETPRO**

**AND ADDRESS : Gölbaşı MTAL 06830 Gölbaşı / ANKARA**

**Workplace Registry Number: 950122**

**STAFF**

**Name and surname : Ali Gül**

**İnsurance Registry Number : 71358001**

**Place and Year of Birth : Gölbaşı 01.01.2000**

**Residence address : Karşıyaka Mah. 809 Sok. No:1 Gölbaşı**

**Fixed or Mobile Phone : 0312-4852317**

**CONTRACT**

**Starting date : 01./10./2019**

**End Date : .30./..09../..2021.**

**Type of Contract: Fixed Term.**

**Salary (Gross): 5000 TL/MONTHLY**

**Subject of work to be done: . Responsible Staff in Warehouse................................................ .........................................**

**Trial period : ( 3) months / no**

**ARTICLE 1) RESPONSIBILITIES OF PERSONNEL:**

1.1 The personnel accepts and undertakes to perform all the works and duties assigned by the company in accordance with their experience and professional knowledge. It cannot charge any fee other than the specified monthly fee for these services.

1.2 Personnel, in the performance of the task and in ensuring workplace discipline; accepts and undertakes to comply with the company's instructions, the working rules determined by the employer, and the general policies of the workplace. Personnel are obliged to do the given job diligently, to comply with the rules of morality and goodwill, and to comply with occupational health and safety measures.

1.3 Personnel, due to their duties, are the fixtures, all kinds of furnishings, electronic equipment etc. delivered to them and the unit they are affiliated with is responsible for the preservation, damage and loss of the goods.

1.4 Personnel cannot give the secrets of the employer and workplace, which they will have due to their duties, to third parties and institutions. If the worker violates these provisions, the employer's right to compensation is reserved.

1.5 Personnel cannot work in any other organization, company, be a partner, or take on any role without the written consent of the employer. The employer is free to give permission or not.

1.6 Personnel, if necessary, may be assigned temporarily or permanently by the employer for other jobs with similar titles or qualifications or close to each other, or without seeking consent. Personnel can be transferred to another workplace affiliated to the employer and within the boundaries of the Metropolitan municipality, provided that there is a similarity in the nature of the work performed.

1.7 Personnel must comply with the regulations regarding daily and weekly working hours determined by the employer. In case of non-compliance with the working hours determined by the employer and announced at the workplace and late for the working hours, the hourly wage of the personnel not working is deducted. Staff who arrive late twice in a month are given a warning. If the warned staff is late for work again, they are not allowed to work that day and they are deemed not to come to work, and their wages and weekly vacation pay are deducted.

1.8 Staff wages are gross wages. The personnel accepts wage changes that will occur in cases such as being subject to different income tax brackets during the year, changing the legal legislation by the state, and similar situations.

1.9 The personnel object to the payments accrued at the end of the month and notified to them with the payroll within one week in writing. If no objection is made within one week, it accepts that the payroll has been agreed.

1.10 Personnel agree to work overtime when requested, compensatory work in accordance with the provision of Article 64 of the Labor Law No. 4857, agree to work on public holidays and public holidays in advance, a daily wage is paid for each day worked during national holidays and general holidays. In case of overtime work, 50% more than the normal hourly rate is paid for each hour of overtime. Sunday is a "Working Day" for the personnel who are given a weekend holiday.

1.11 Personnel are obliged to attend in-service training or other training required by the job when requested. Mandatory service may be requested from such personnel.

1.12 If there is a change in the residence address, the personnel must notify the employer in writing within one week. The legal notification address of the worker is the address at the workplace.

**ARTICLE 2) RESPONSIBILITIES OF THE EMPLOYER:**

2.1 The employer shall pay the wages to the personnel within the first week of the month following each month of employment.

2.2 The employer is obliged to pay the labor rights, to comply with the rules of morality and goodwill, and to take measures for occupational health and safety.

2.3 The increase in the wages of the personnel is entirely at the discretion of the employer.

2.4 The employer gives the personnel 3 days leave in case of marriage, 3 days in case of death of parents, siblings, spouses and children, and 3 days in case of the birth of the spouse. However, it is entirely at the employer's discretion whether to pay for these leaves or not. The employer has to give 14-20 and 26 days of paid leave according to the seniority specified in the Labor Law No. 4857.

2.5 It is entirely at the employer's discretion whether to grant the unpaid leave requested by the worker. During the unpaid leave, the worker is not paid any wages. Weekly vacation pay is not deducted for unpaid leave of up to one week, and the worker is entitled to weekly vacation pay even though he is not working. Weekly vacation pay is deducted for unpaid leaves exceeding one week.

**ARTICLE 3) TERM OF AGREEMENT, TERMINATION AND DAMAGES:**

3.1 The parties have accepted and committed that if they do not fulfill their responsibilities written in the above articles, they have the right to terminate the contract without paying any compensation to the other party. The workplace personnel discipline regulation is a continuation of the service contract.

3.2 The contract may be terminated before the expiry date, if the parties mutually agree. On the expiry date of the contract, the contract automatically terminates without the need for any prior notice. At the end of the contract period, if the parties agree, the contract is extended under the same conditions.

**ARTICLE 4) FINAL PROVISIONS:**

4.1 Provisions of laws and regulations are reserved in matters not regulated in the contract.

4.2 The settlement authority in disputes is the court and enforcement offices.

4.3 This service contract has been read and accepted on the date of **01/10/2019.**

**Employer or Deputy Personnel**

 **Ali GÜL**

 **(Signature Stamp) (Signature)**

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