

 Part-time Associate Hours Policy December 6, 2013	
that was easy:	
Overview	<ul style="list-style-type: none"> In an effort to maximize scheduling flexibility, Staples is implementing a policy regarding the number of hours a part-time associate can work per week in a retail location. Beginning with the week ending 1/4/2014 schedule, all part-time associates may not be scheduled for more than 25 hours per week.
Participating Stores	<input checked="" type="checkbox"/> Chain (All Stores)
Timing	<ul style="list-style-type: none"> Week ending 1/4/2014
Details	<ul style="list-style-type: none"> Effective w/e 1/4/2014, part-time associates should not be scheduled to work more than 25 hours per week. While we know that some associates may work in excess of 25 hours per week due to supporting callouts, managers should not SCHEDULE any associates beyond the 25 hour maximum. You may need to hire additional associates to ensure optimal staffing levels. Some stores may have part-time associates that have been scheduled for and that have been working greater than 25 hours per week on a consistent basis. Click Here for speaking points to help you discuss this change with them. There will be times during the year where scheduling part-time associates more than 25 hours in a week may be necessary (ie. BTS and Holiday). Direction regarding this will be provided by the Home Office prior to the season.
Tools	<ul style="list-style-type: none"> Schedules should continue to be written in the Department Labor Planner. Time & Attendance will be updated with functionality that will help manage to this policy; targeted to implement the beginning of P1 FY14. Reporting is being created to provide ongoing insight into average number of hours worked per week per associate; targeting P12. The Executing Schedules Policy has been updated to reflect this change in direction. Speaking points have been developed to assist in the conversation with any impacted associates.
TAKE ACTION	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Have conversations with all of your part-time associates to communicate the new policy. <input checked="" type="checkbox"/> Review your associate base to ensure you have necessary coverage in preparation for implementation w/e 1/4/2014. <input checked="" type="checkbox"/> Hire additional associates if necessary to ensure smooth transition to new guidelines.
Who To Contact	<ul style="list-style-type: none"> Contact your DM with any questions.

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