

PART-TIME EMPLOYMENT & VOLUNTEER OPPORTUNITIES

This list represents some of the businesses in the surrounding area that are currently taking applications for employment. Volunteering is an important part of building leadership and soft skills, both of which are critical in career development. A couple of sites are listed below that provide volunteer opportunities for people of all ages (review each opportunity to determine the age requirements). This list will be updated periodically.

Volunteer opportunities

- <https://www.uncmedicalcenter.org/uncmc/support/volunteer-services/high-school-volunteers/>
- <https://www.rexhealth.com/rh/volunteer/volunteer-program/>
- <https://www.redcross.org/volunteer/become-a-volunteer.html#step1>
- <https://www.habitatwake.org/were-together>

Employment opportunities

UPS

UPS only hires for part-time employment, they promote from within, and after 30 days of employment our part-time employees can apply for tuition assistance, we give \$5,250 a year towards employee's education, the tuition assistance can be used for a 2 year degree, 4 year degree, vocational training or technical training.

Please apply online at: www.upsjobs.com, the website gives you a choice of 4 different shifts, please select the shift that works best for your schedule, please complete the application, once the application is completed you should see a message that gives you an interview date and time. Please follow the dress code for the tour.

YMCA

- Benefits include free Y membership and other perks
- Work in your community and make a difference
- Opportunity for advancement

Positions available for after school camps and summer camps. To apply, please go to <https://www.ymcatriangle.org/jobs>

Amazon

Amazon is hiring for full-time and part-time positions in locations across North Carolina. Positions are available in the following categories:

- Warehouse/Shopper Team Members
- Shift Managers
- Operations Managers
- Area Managers
- Loss Prevention
- Cloud Solutions Architects
- Financial Analysts

To apply visit Amazon's website at <https://www.amazon.jobs/en/>. Job seekers can query for jobs using keywords and location.

Shipt

Shipt, a membership-based grocery marketplace, enabling delivery of fresh foods and household essentials, is looking to hire shoppers for their program. Interested applicants can apply online at <https://www.shipt.com/opportunities>.

Burger King

- Apply online at: <https://www.bk.com/careers/opportunities>
- Scroll down to Team Member
- Click on Find Restaurant and Apply

McDonald's

1. Complete the online application at: <https://restaurantjobs.mcdonalds.com/>
2. Select 10 miles and use your zip code.
3. Select one of the store locations and click View Openings
4. Click on Apply Now for a Crew position.
5. Complete the entire application.

Chick-Fil-A

- White Oak - <https://www.cfarestaurant.com/whiteoakcrossing/onlineapplication>
- Garner Towne Square - <https://www.cfarestaurant.com/garnertownesquare/onlineapplication>
- Knightdale - <https://www.cfarestaurant.com/knightdale/onlineapplication>

Wendy's

- Apply online at: <https://careers.wendys.com>
- Put your zip code in the Location required box.
- Select a location and click the Apply button.
- Complete the entire application.

Food Lion

- Apply online at: <https://tinyurl.com/foodlion>
- Select Food Lion as the **Operating Company**
- Select Retail/Grocery Store Positions as **Business Unit**
- Select Part Time
- Enter your zip code
- Select a position and click the Apply button at the bottom.

Target

- Must be 16 to apply
- Apply online at: <https://jobs.target.com/>
- Enter your zip code in the location box.
- Select 10 miles in the radius box.
- Click on one of the available positions and click on the Apply button.
- Complete the entire application.

Cold Stone

- Apply online at: <https://www.coldstonecreamery.com>
- Type in your zip code in the upper right-hand box that says Nearest Cold Stone.
- Find a location and click on the Apply for a Job button.

Little Caesars

- Apply online at: <https://order.littlecaesars.com/en-us/stores/20020008/jobs>
- Type in your zip code
- Click on Store Jobs next to the location you want
- Scroll down and click the Apply Now button next to Crew Member

Zaxby's

- Apply online at:
<https://www.snagajob.com/jobs/71669403?postingid=71669403>

Biscuitville

- Apply Online at: <https://biscuitville.com/restaurant-crew-jobs>
- Find the Crew Member position at the location you wish to apply
- Click the Apply for this job link.

Regal Movie Theater

- Apply online at: <https://tinyurl.com/moviejobs>
- Enter your zip code
- Choose one of the jobs and Apply on line at the bottom right

Panera Bread

- Apply online at: <https://jobs.panerabread.com/>
- Type in your zip code and search jobs.
- Click on the job and apply.

Party City

- Apply online at: <https://partycity.jobs.net/>
- Type in your zip code and search jobs
- Click on the job and apply.

Starbucks

- Apply online at: <https://tinyurl.com/starbucksjobs>
- Click Search Jobs
- Select United States for country and enter your zip code
- Select at least 10 miles for distance and click the Search Jobs button.
- Select a job and click apply.

Many other part-time jobs for teens are listed on Snag A Job.

<https://tinyurl.com/sghssnag> - Some of the locations include: Hardees, Arby's, Chipotle, Pizza Hut, etc.

Workplace Laws

As you enter into the world of work, it is important that you understand the rules of the workplace. Below are the federal guidelines and our state guidelines.

Federal Workplace Legislation:

Constitution: The Fifth Amendment guarantees US citizens the right to life, liberty and property. The Supreme Court has ruled that your job is part of your property. Your job then cannot be denied you without due process.

At-Will Employment: The employee may quit at any time and the employer may terminate the employee at any time UNLESS a contract between an employer and employee states otherwise. **Read** before you sign your first employment papers and **know what you are signing**.

Equal Pay Act, 1963: Equal pay for equal work, regardless of your sex.

Civil Rights Act, 1964: You cannot be discriminated against based on your race, creed, color, sex, or national origin. These are known as protected classes.

Executive Order 11246, 1965: Mandated affirmative action and federal contract compliance programs.

Age Discrimination Act, 1967: People over 40 or over cannot be discriminated against in employment decisions.

Equal Employment Opportunity Act, 1972: Created the Equal Employment Opportunity Commission, with whom employees can file discrimination claims. EEOC also oversees OSHA, the Occupational Safety and Hazard Administration.

Pregnancy Discrimination Act, 1978: Women who are pregnant cannot be discriminated against in employment decisions.

American with Disabilities Act, 1990: Prohibits discrimination in employment practices against persons with physical or mental disabilities, or the chronically ill. Employers must make reasonable accommodation for the needs of their disabled employees. Courts then argue over the term "reasonable."

Sexual Harassment: Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either implicitly or explicitly a term or condition of employment.
- Submission or rejection of such conduct by an individual is used as a basis for employment decisions.
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. (This includes the school environment. Students at school have been accused and held responsible in sexual

harassment suits.) This part is the one that is most used by litigants seeking reparations.

- To be harassed: You must tell your harasser to stop. If it continues after you have asked for it to stop, you have a good lawsuit.

North Carolina Workplace Legislation

Minimum Wage: Every employer must pay the federal minimum wage, \$6.15 an hour. Restaurant workers may be paid \$2.43 per hour as long as their tips bring them up to minimum wage.

Overtime: Every employer shall pay each employee who receives a wage (not salaried employees) and who works more than 40 hours in a work week, a rate of not less than time and one half for those hours in excess of 40.

Youth Employment

- Work permit: No youth under the age of 18 shall be employed by any employer in any occupation without a youth employment certificate.
- No youth under 18 can be employed between the hours of 11pm and 5am when there is school the next day.
- No youth 14 or 15 years of age: can work more than 3 hours per day when school is in session and no more than 8 hours per day when school is not in session; only between 7am to 7pm, only 18 hours per week when school is in session.
- No youth under 16 may be employed on the premises of a business with an ABC permit.
- No youth under 18 is allowed to prepare, serve, dispense, or sell alcoholic beverages.

Withholding of Wages:

- An employer may withhold wages when required or empowered to do so by the state, or the employee has signed a written authorization indicating the reason for the deduction
- Your employer cannot withhold wages because your cash drawer is short, unless you have given permission to do so. Again, carefully read your initial employment papers.

Workplace Decorum:

- **Work ethic**
Be on time.
Be prepared.
Be responsible.
Show initiative: do more than is expected of you.
- **Oral communications skills**
You can talk with customers and other employees effectively.
- **Team work skills**
You can work well with others.
- **Problem solving ability**
You don't have to ask your employer how to do everything! You use your problem solving ability to make decisions.
- **Honesty**
You tell the truth. You don't steal. (Hooking your buddies up is stealing!)
- **Appropriate dress**
You wear the uniform or apparel that your employer expects you to wear.