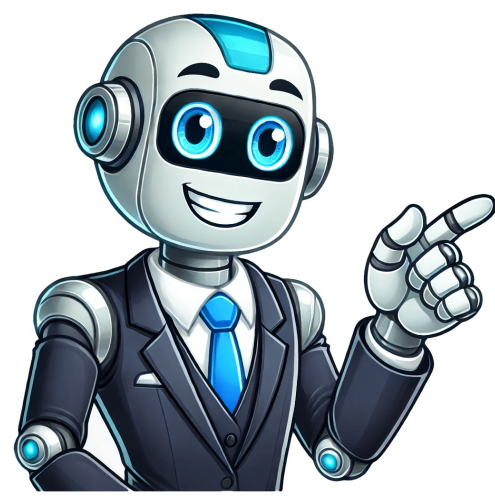


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If you are an Amazon employee, do not get too comfortable. The online retail giant has a notoriously strict termination policy, and it is not afraid to use it. If you make one mistake, no matter how small, you could be out of a job. So, if you are working for the retail giant, you really do need to know all about the Amazon Termination Policy! What Is A Termination Policy? A termination policy is a set of guidelines that an employer uses to determine when and how to dismiss an employee. The policy should be clear and concise so that there is no confusion about what is expected of employees. The Amazon Termination Policy This policy was created to protect the company from liability. It is also used to ensure that employees work to an elevated level and keep up with the retail giant's lofty expectations. Four main reasons why an employee may be terminated instantaneously: Performance-related issues. Attendance-related issues. Violation of company policy. Criminal activity. If a member of staff is not meeting the company's expectations in terms of performance, they may be subject to termination. Amazon is known for setting ambitious standards for its employees, so you must always meet or exceed the expectations set for you. As an employee, you are expected to be punctual and present for all of your shifts. If you are frequently late or absent, you may be at risk of being terminated. Violation of company policy You can be fired if you violate any of the company policies. When you sign a contract with Amazon, you agree to follow these protocols, so any deviation from them will not go down very well! It is important that you are familiar with the company's policies and that you follow them at all times. Criminal activity If an employee commits any type of criminal activity, they will be subject to immediate termination. Amazon will not tolerate any type of criminal activity, no matter how minor. The Amazon Point System Interestingly Amazon uses a point system to track employee performance. If an employee accumulates too many points, they may be subject to termination. The point system is designed to ensure that personnel are meeting the company's standards. If an employee gains six points within six months, they may be subject to termination. On top of the issues mentioned, points are also given for: Poor customer service. Repeated mistakes. Unsatisfactory work quality. Not meeting sales goals. Inappropriate behavior. Wearing restricted make-up. Drinking beverages on shift. What Is The Appeal Process? Luckily if you are unfortunately terminated from Amazon, you do have the right to appeal the decision. The appeal process is as follows: Submit a written request for an appeal within five business days of the termination. A panel of three senior managers will review the case and make a decision. The decision of the panel is final. So, despite things appearing bad, you do have a chance to get your job back! Pivot Course Alternatively, employees are not always fired when they make a mistake. Sometimes, Amazon will offer employees the chance to attend a pivot course. This is typically done when an employee violates a company policy, but the company does not want to fire them. The employee will be allowed to improve their behavior or performance before being terminated. The course typically lasts for 60 days, and if the member of staff is successful, they will be able to keep their job. But if the member of staff is unsuccessful, they may be subject to termination. Severance Pay Amazon has quite a generous severance package. Employees are offered \$5000 as well as three months of health insurance. However, to be eligible for severance pay, you must have worked for Amazon for at least two years. If you accept the severance package, you will not be able to appeal your firing nor work for the company again in the future. Involuntary Termination In some cases, an employee may be involuntarily terminated. This usually happens when a worker is let go due to company restructuring or downsizing. In these cases, the member of staff is not allowed to appeal their termination. Can You Get Unemployment Benefits If You Are Fired Without A Clause? It is possible! If you are fired without cause, you may be eligible for unemployment benefits. However, to collect unemployment benefits, you must meet the following criteria: You must have lost your job through no fault of your own. Be able and willing to work. You must meet your state's eligibility requirements. Be actively looking for work. If you are fired for cause, you will not be eligible for unemployment benefits. What Happens After You Are Fired? Sometimes a company just does not fit with you. Maybe the job was not what you thought it would be, or maybe you just do not have a good relationship with your co-workers. Whatever the reason, getting fired can be a blessing in disguise. It can be an opportunity to find a job that is a better fit for you. When you get terminated at Amazon, you will be given an exit interview. This is an opportunity for you to give feedback about your experience at the company. It is important to be honest but also to maintain a positive attitude. You will receive a termination letter, and you may also be eligible for the unemployment benefits mentioned above. There are a few things that you should do after you are fired: Get a copy of your personnel file. Request a letter of recommendation. Collect unemployment benefits if you are eligible. Update your resume. Start job hunting! Is There A Way To Avoid Getting Fired? Unbelievably the best way to avoid getting fired is... to do your job well! If you are meeting the company's expectations and standards, you are less likely to be fired. Of course, there are other things that you can do to avoid being fired, such as: Being punctual, including when taking your breaks. Dressing appropriately. Following company policy. Communicating effectively. Providing excellent customer service. Staying calm under pressure. Being a team player. Keeping a good relationship with your manager is key; if you are having any issues at work, you should talk to them about it before the issues can be escalated. Is Amazon Known For Hiring And Firing? No, they are not a company that hires and fires. While it is true that some employees are let go each year, this is typically due to company restructuring or downsizing. In most cases, members of staff are allowed to attend a course or improve their performance before being terminated. If a member of staff does not meet the company's expectations, they may be put on a performance improvement plan. If the employee is unsuccessful, they may be subject to termination. A severance package is possible... However, even in these cases, employees are typically given a severance package. So, if you are thinking about working for Amazon, do not let the fear of being fired deter you. Just be sure to do your best, and you should be simply fine! More On Working For Amazon If your heart is set on working for Amazon, then let's start with my How To Get A Job At Amazon, along with my Amazon Application; and once you've applied, check out What Does Amazon Jobs Application Under Construction Mean. If you have a criminal record, then please check Does Amazon Hire Felons, before moving forward. Do you love writing and looking to make money using Amazon? If so, I highly recommend taking a look at 5 Secret Strategies of Kindle Publishing: Earn Passive Income with Non-fiction Books, as well as SHORT BOOKS, BIG MONEY: How to Make a Living Writing Short Books and Publishing It on Amazon Even If You're Not a Writer. We also found the Kindle Publishing: A Clear Guide to Making Your Own Books and Self-Publishing on Amazon: Simple Steps to Making Money Online for Beginners from Start to Finish, and HOW TO SELF-PUBLISH YOUR BOOK: Step-by-Step Guide, all available online in 2023. Amazon Termination Policy - Final Thoughts? Getting fired can be a stressful and difficult experience. However, it is important to remember that it is not the end of the world. In many cases, getting fired can be a blessing in disguise. It can be an opportunity to find a job that is a better fit for you. Amazon's policy for termination is relatively fair and provides employees with the opportunity to improve their performance or find a different role within the company. So, just set your morning alarm extra early and do your job to the best of your abilities, and you should have no issues with termination! All the very best with your new job at Amazon! Join the conversation on BlindSign up for free to see all comments and engage with insights from 12M verified professionals across top companies. I Hemera Technologies/PhotoObjects.net/Getty Images A severance package provides you with extra income in the form of a lump sum or a weekly payout to help tide you over while you search for another job. Though unemployment insurance is a federal program, each state makes its own rules for qualifying for benefits. A severance package can affect how much unemployment benefits you are eligible for. However, even in these cases, employees are typically given a severance package. So, if you are thinking about working for Amazon, do not let the fear of being fired deter you. Just be sure to do your best, and you should be simply fine! More On Working For Amazon If your heart is set on working for Amazon, then let's start with my How To Get A Job At Amazon, along with my Amazon Application; and once you've applied, check out What Does Amazon Jobs Application Under Construction Mean. If you have a criminal record, then please check Does Amazon Hire Felons, before moving forward. Do you love writing and looking to make money using Amazon? If so, I highly recommend taking a look at 5 Secret Strategies of Kindle Publishing: Earn Passive Income with Non-fiction Books, as well as SHORT BOOKS, BIG MONEY: How to Make a Living Writing Short Books and Publishing It on Amazon Even If You're Not a Writer. We also found the Kindle Publishing: A Clear Guide to Making Your Own Books and Self-Publishing on Amazon: Simple Steps to Making Money Online for Beginners from Start to Finish, and HOW TO SELF-PUBLISH YOUR BOOK: Step-by-Step Guide, all available online in 2023. Amazon Termination Policy - Final Thoughts? Getting fired can be a stressful and difficult experience. However, it is important to remember that it is not the end of the world. In many cases, getting fired can be a blessing in disguise. It can be an opportunity to find a job that is a better fit for you. Amazon's policy for termination is relatively fair and provides employees with the opportunity to improve their performance or find a different role within the company. So, just set your morning alarm extra early and do your job to the best of your abilities, and you should have no issues with termination! All the very best with your new job at Amazon! Amazon is an US multinational technology company that focuses on e-commerce and artificial intelligence. According to Statista, the company has over 1.5 million full-time and part-time employees. But when employees quit their jobs, retire, or come to the end of a contract, Amazon has several policies, including business ethics and codes that employees need to uphold. What happens if you would like Amazon to rehire you? Lucky for us, Amazon's rehire policy makes it possible for an employee to get their job back. So, how does that work? Let's go through my step-by-step guide on how former Amazon employees can get re-hired. What Is The Amazon Rehire Policy? Amazon's policies are meant to protect its employees and customers. Some general corporate policies affect Amazon internally. This includes a program that allows former employees to get rehired and offers several benefits. These employees gain access to relevant information and resources. They also get a chance to reconnect with old colleagues. If you left Amazon in good standing, you're eligible for rehire within a specific time frame. This depends on the office, and position being applied for. Amazon allows for a smooth transition back into the company if you also didn't have any violations. Read more: Home Depot Call Out Policy Waiting Period Before Re-applying In general, it's ideal to apply within 90 days of leaving your position. Waiting a minimum of seven days is required. You can also apply six months after having left the job. If you need a calendar to keep up with all these dates, getting a digital wall clock will do the trick. It comes with an indoor temperature feature. Eligibility For Re-hiring At Amazon Now that we know it's possible to reapply for a job, let's look at the criteria used. This way, a former Amazon employee can conclude if they're eligible for their job or not. While each case is different, the following points are highlighted as being crucial. Let's take a look... Resigning With Notice Formally announcing your departure is an act of respect for the company, your employers, and your colleagues. Amazon accepts resignation letters. It is always open to rehiring passionate and dedicated employees. By giving an official notice, the company gets enough time to find a replacement. It allows the employer and employee a fair chance to end things amicably. Good Report A former employee who was previously a good addition to the work environment and culture. To get a better understanding of work cultures, read The Culture Quest: How to Create a Workplace Where People Like to Work. It's a good read on creating a workplace culture that's purposely created to be respectful and inspiring. If an employee didn't have any fallouts with employers or workmates, they stand a good chance of getting their job back. Employees are welcome to return to the company as long as they did not violate workplace rules. Challenges And Non-Eligibility For Re-hiring At Amazon There are instances where being re-hired might prove to be a challenge. In some cases, an employee might not be eligible. Here are some contributing factors and why they may affect an employee's chances of getting their job back. Resigning Without Notice If an employee leaves without notice, the company can deny them from re-applying in the future. The management team also has the right to request a penalty charge for the inconvenience. This is because there might not be another suitable candidate immediately available as a replacement. A penalty fee will be recorded as a negative point. Termination of Contract If an employee is fired, the company may deem them unfit to re-join their team. While it's possible to re-apply using the Amazon rehire policy, the candidate might not make it past the screening process. So, leaving a negative impression will not win you any friends. Amazon's Employee Termination Policy At times, a worker may violate a policy, and the expected result is a contract termination. However, Amazon gives its employees two options. One option is to participate in a performance improvement course. The other option is to get fired and receive a severance bonus. This policy applies to full-time workers. However, there's a catch... An employee that accepts the severance bonus can never return to work at Amazon. If they abide by Amazon's employee termination policy, they automatically don't qualify for the Amazon rehire policy. While this package depends on each office, it's estimated to be around \$5,000. How To Professionally Resign From Amazon Quitting formally is more respectable. It comes in handy if ever you decide to re-apply for your old job. Here are a few tips on how you can resign formally and still leave a good impression on your employers. Formal Letter Write a letter of resignation stating your reason for leaving respectfully. If genuine, you can express your gratitude to your employers. Before your last day, make sure to complete all tasks and finalities. Keep a record of your tasks using a magnetic weekly dry erase board calendar. It uses the latest premium nanotechnology and has an extra thick magnet, so it won't fall off your fridge. Amazon's Hub If you're keen on avoiding interaction with your employer or the HR team, you can use Amazon's hub. When you log in, scroll to the bottom. Here, you'll see a link used to apply for a resignation. Fill in the required information and choose appropriate options. Submit your forms, and leading up to your last day, complete your tasks and errands accordingly. This is prudent in demonstrating your commitment to your work. Amazon's minimum notice time is one week. It's advisable to hand in your letter of resignation at least two weeks before you leave. Applying At Amazon Made Easy! Whether you're applying for the first time or being rehired, you'll need to check out our Amazon Application. Of course, if you are a first-timer, then you'll want to take a look at How To Get A Job At Amazon, following that will probably be What Does Amazon Jobs Application Under Construction Mean, and finally, if you have a criminal record, please read up on Does Amazon Hire Felons, before moving forward. It never hurts to learn more about the company before trying to get rehired. So, I recommend knowing all about the founding man with Amazon Unbound: Jeff Bezos and the Invention of a Global Empire, along with The Everything Store: Jeff Bezos and the Age of Amazon, and The Amazon Way: Amazon's 14 Leadership Principles, all available online in 2023. Amazon Rehire Policy - Final Thoughts Before you resign, double-check if any legal obligations exist. Not only this but go over your contract one more time and review the policies. Amazon's rehiring policy favors those who give formal notice of resignation or those who have a good report. It doesn't favor those that quit abruptly or have violated some work rules. So, don't quit without completing your tasks and fulfilling your responsibilities. A good employee treats their workmates and management with respect. You never know who'll be on the panel of interviewers when you re-apply in the future. If you're interested in working at Amazon, check out Amazon Jobs. Whether it's full-time or part-time, why not explore endless opportunities and be part of an outstanding team! All the very best in getting rehired by Amazon! Share, copy and redistribute the material in any medium or format for any purpose, even commercially. Adapt, remix, transform, and build upon the material for any purpose, even commercially. The licensor cannot revoke these freedoms as long as you follow the license terms. Attribution — You must give appropriate credit, provide a link to the license, and indicate if changes were made. You may do so in any reasonable manner, but not in any way that suggests the licensor endorses you or your use. ShareAlike — If you remix, transform, or build upon the material, you must distribute your contributions under the same license as the original. No additional restrictions — You may not apply legal terms or technological measures that legally restrict others from doing anything the license permits. You do not have to comply with the license for elements of the material in the public domain or where your use is permitted by an applicable exception or limitation. No warranties are given. The license may not give you all of the permissions necessary for your intended use. For example, other rights such as publicity, privacy, or moral rights may limit how you use the material.