

HR Policys & Procedure

2.8 REHIRE

PURPOSE

To establish a uniform procedure to deal with former employees who wish to re-join the Student Center work force.

POLICY

Former employees with good work records shall be eligible for consideration for re-employment. Except for individuals who have left employment for a relatively short period of time, former employees who are rehired will be treated identically as new hires with no previous Student Center experience.

PROCEDURE

For the purpose of determining the eligibility date for Student Center paid benefits such as health care, vacation credit and sick leave, an employee rehired after one year of separation from employment shall be treated as a new employee. This is true even if the separation was due to a reduction in force. This provision does not apply to those employees who take an approved leave of absence. Further, this provision does not alter a rehired employee's vesting rights in any Student Center sponsored plan, such as a Pension Plan, regulated by ERISA.

Employees rehired with less than a one-year break in service may, at the discretion of the Student Center, have all past service restored. However, they will be required to go through all steps of the selection process.

The former employee's supervisor will normally be consulted prior to making an offer of re-employment

SCGB Approval:
July 7, 1997

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IM Harris



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The Top Books of the Year Hr Policy Procedure Manual Template The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous compelling novels enthralling the hearts of readers worldwide. Lets delve into the realm of bestselling books, exploring the engaging narratives that have enthralled audiences this year. Hr Policy Procedure Manual Template : Colleen Hoovers "It Ends with Us" This heartfelt tale of love, loss, and resilience has gripped readers with its raw and emotional exploration of domestic abuse. Hoover skillfully weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can triumph. Uncover the Best : Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo" This captivating historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids absorbing storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Discover the Magic : Delia Owens "Where the Crawdads Sing" This captivating coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens spins a tale of resilience, survival, and the transformative power of nature, entrancing readers with its evocative prose and mesmerizing setting. These popular novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of engaging stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a exceptional and thrilling novel that will keep you guessing until the very end. The novel is a cautionary tale about the dangers of obsession and the power of evil.

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Table of Contents Hr Policy Procedure Manual Template

1. Understanding the eBook Hr Policy Procedure Manual Template
 - The Rise of Digital Reading Hr Policy Procedure Manual Template
 - Advantages of eBooks Over Traditional Books
2. Identifying Hr Policy Procedure Manual Template
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Hr Policy Procedure Manual Template
 - User-Friendly Interface
4. Exploring eBook Recommendations from Hr Policy Procedure Manual Template
 - Personalized Recommendations
 - Hr Policy Procedure Manual Template User Reviews and Ratings
 - Hr Policy Procedure Manual Template and Bestseller Lists
5. Accessing Hr Policy Procedure Manual Template Free and Paid eBooks
 - Hr Policy Procedure Manual Template Public Domain eBooks
 - Hr Policy Procedure Manual Template eBook Subscription Services
 - Hr Policy Procedure Manual Template Budget-Friendly Options
6. Navigating Hr Policy Procedure Manual Template eBook Formats
 - ePub, PDF, MOBI, and More
 - Hr Policy Procedure Manual Template Compatibility with Devices
 - Hr Policy Procedure Manual Template Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Hr Policy Procedure Manual Template
 - Highlighting and Note-Taking Hr Policy Procedure Manual Template
 - Interactive Elements Hr Policy Procedure Manual Template
8. Staying Engaged with Hr Policy Procedure Manual Template

- Joining Online Reading Communities
- Participating in Virtual Book Clubs
- Following Authors and Publishers Hr Policy Procedure Manual Template
- 9. Balancing eBooks and Physical Books Hr Policy Procedure Manual Template
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Hr Policy Procedure Manual Template
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Hr Policy Procedure Manual Template
 - Setting Reading Goals Hr Policy Procedure Manual Template
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Hr Policy Procedure Manual Template
 - Fact-Checking eBook Content of Hr Policy Procedure Manual Template
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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