

EMPLOYEE HANDBOOK

2.0 EMPLOYMENT POLICIES AND PRACTICES

2.1 Employment Definitions

Adjunct Faculty: A faculty member who is employed on a part-time contract on a semester-by-semester basis for specified classes or services and whose teaching load and faculty responsibilities over the course of an academic semester constitute less than that of full time faculty members. Adjunct faculty positions do not include all of the duties of regular faculty members. Adjunct faculty are not eligible for benefits.

Administrator: An employee whose job duties allow him or her to meet certain criteria to be "exempt" from state and federal minimum wage, overtime, and certain record-keeping requirements. Administrators typically fall into the "executives, managers, or supervisors" or "administrative employees" categories set forth by federal and Oregon wage and hour laws. As such, they are not eligible for overtime pay.

Annualized Salary: Salaries of employees who work less than full time may be stated as "annualized" in order to compare them with salaries of employees that work 40 hours per week for 12 months of the year. An annualized salary is obtained by dividing the actual salary by the employee's FTE. Example: A .75-FTE employee's actual salary of \$22,500 is a \$30,000 annualized salary.

Employment at Will: Employment at will means either an employee or the university is free to conclude the employment relationship at any time, with or without notice, with or without cause, and the employment relationship is not for any specified period of time. Oregon is an "at-will" state, so employees not employed on contracts are "at will."

Exempt: The legal classification for employees who are paid a salary and are not subject to (are exempt from) state and federal minimum-wage, overtime, and some record-keeping requirements. Certain criteria, including the types of job duties performed, have to be met to properly classify an employee as exempt. At the university, administrators and faculty are exempt employees.

Faculty: An employee who is employed on a faculty contract. Like an administrator, a faculty member is exempt from state and federal wage and hour laws. Faculty meet the state and federal definitions of "professional employee."

Full-Time Employee: Any support staff or administrator regularly scheduled to work 40 hours per week for 12 months of the year and whose total scheduled hours are 2,080 hours during the fiscal year. These scheduled hours include paid vacation, sick leave, and holiday hours. A full-time faculty member is one with an assigned workload of at least 24 credit hours during the academic year.

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Employee Handbook Guidelines In California:

CA Employer's Guide to Employee Handbook and Personnel Policy Manual Morrison & Foerster, 1997-03-06 To streamline manual creation policies are also available on diskette are adaptable to almost any wordprocessing application

Navigating California Labour Law: A Comprehensive Guide for Employers and Employees Jiang Jing, US Law Group, 2025-07-09 This book *Navigating California Labour Law A Comprehensive Guide for Employers and Employees* offers an in depth exploration of the intricate legal landscape governing employment in the State of California From the foundational Introduction to California Labor Law to the nuanced Employment Relationships and the critical Employee Rights and Employer Responsibilities this book systematically breaks down the core principles that shape the workplace Delving into essential areas such as Wage and Hour Laws Workplace Safety and Health and the ever important topics of Discrimination and Harassment it provides clear actionable insights for both employers and employees to navigate their rights and obligations effectively Further expanding its scope this book addresses crucial aspects like Family and Medical Leave detailed Termination and Layoff Procedures and practical strategies for Navigating Disputes It also offers Special Considerations for Unionized Workplaces ensuring a well rounded understanding of collective bargaining environments Looking ahead the book examines Future Trends in California Labor Law preparing readers for upcoming changes and challenges Finally a dedicated section on Resources for Employers and Employees provides valuable tools and contacts culminating in a comprehensive Conclusion that reinforces key takeaways for successfully managing and participating in California's dynamic employment arena

Best Practices Leyna Bernstein, The Management Center, 1998-07-15 A Publication of The Management Center This is the first and only guide to creating personnel policies specifically tailored to the needs of nonprofit organizations in California *Best Practices* is designed to help readers produce their own employee handbooks update existing policies and identify new and innovative ones This step by step handbook features sample policies in a unique three level approach Each policy is presented in three versions to correspond to nonprofits of different sizes Sample policies illustrate key issues such as Employment and Employee Development Benefits Financial Benefits Unpaid Leaves of Absences Other Time Off Workplace Health and Safety Work Hours and Pay Work Practices and Work Environment Information and Communication Standards of Conduct and Ending Employment For each policy readers can choose the language form and style best suited to their organization's needs mission and work culture The book also comes with a 3 5 inch diskette for quick and easy implementation of potential policies and updates

Create Your Own Employee Handbook Sachi Clements, 2023-12-26 Avoid legal problems and run a productive workplace with an up to date employee handbook Anyone who hires and supervises employees needs clear policies when it comes to crucial issues like pay and overtime medical leave and social media *Create Your Own Employee Handbook* provides everything business owners managers and HR professionals need to create or update a legal and plain English employee handbook You'll learn all the top tips and

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California Employment Law 2025 James J. McDonald, Jr.,2025-05-27 It is often said that it is impossible for an employer to fully comply with all of California's employment laws They are just too numerous too complicated and too often changing and seldom for the better There are so many traps for the unwary and the stakes of getting it wrong are quite high for California employers A simple mistake can lead to a seven figure jury verdict or a class action lawsuit California Employment Law 2025 is the go to resource for anyone who must contend with employment law in California as part of their day to day work including employers based outside of California who have employees working in the state This valuable reference is updated to address new developments in 2024 including New requirements for requiring temporary employees to arbitrate employment disputes The new Freelance Worker Protection Act New minimum wages for health care workers

Higher salary thresholds for overtime exemptions New requirements for cool down breaks for indoors workers Restrictions on requiring job applicants to have driver s licenses Expanded leave requirements for employees who are victims of certain acts of violence or whose family members are victims New restrictions on mandatory captive audience employee meetings preceding a union representation election **California. Court of Appeal (2nd Appellate District). Records and Briefs**

California (State)., *Review of the University of California's management contract for Los Alamos National Laboratory* United States. Congress. House. Committee on Energy and Commerce. Subcommittee on Oversight and Investigations,2003

Searching the Law - The States Francis R Doyle,2022-11-14 This revised two volume set reproduces the easy to use logically organized format of *Searching the Law* for each of the 50 U S states Arranged by state and by topic within each state it features a complete list of all the legal research materials available for each state jurisdiction thousands of citations to the legal literature of each state materials applicable to more than one topic listed under each topic repeated listings under each state and topic where they apply and author title publisher format and the latest known supplement for each citation *Searching the Law The States* is the companion text to *Searching the Law Together* the sets form one of the most comprehensive logical legal reference sources available Published under the Transnational Publishers imprint The print edition is available as a set of two volumes 9781571052872 **5 Tips for Creating HR Policies That Hold Up in Court ,**

The California School of Organizational Studies Handbook of Organizational Consulting Psychology Rodney L. Lowman,California School of Organizational Studies at Alliant International University,2003-02-17 Discover a wealth of issues in the field of consulting psychologywith this landmark book Explore key topics in assessment andevaluation building teams executive coaching career counseling interpersonal conflicts and relationships benefit design personality testing and much more Learn to delineate and betterunderstand the wide array of information you are faced with andbecome more adept and knowledgeable in the field of consultingpsychology This comprehensive volume has expert contributorsrecruited by the volume s editor himself an eminent educator andpractitioner in the field You will get Special issues in consulting to specific types of organizationsincluding industry schools government non profit andinternational Informative guidelines for professional practiceprocedures Organized sections on individual group and organizationalissues And much more *News Letter* United States. Department of State,1973 *International Handbook of Blockchain Law* Thomas Richter,Matthias Artzt,2024-08-14 Blockchain s significant advances since 2020 including a plethora of new use cases have necessitated a comprehensive revision of the first edition of this matchless resource While new chapters and topics have been added the handbook still follows the systematic and structured approach of the first edition Each contributor all of them practitioners experienced with blockchain projects within their respective areas of expertise and specific jurisdictions elucidates the implications of blockchain technology and related legal issues under such headings as the following understanding blockchain from a technological point of view regulatory aspects of blockchain smart contracts data privacy capital markets

crypto asset regulation in Europe the UK and the US intellectual property and antitrust law The foundational chapter on the technical aspects of blockchain technology has been meticulously expanded to elucidate the proof of stake consensus mechanism alongside fresh insights into the ERC 721 Token Standard for non fungible tokens decentralized exchanges staking stablecoins and central bank digital currencies As blockchain law cements itself as a distinct legal field this new edition is poised to be an invaluable asset for legal practitioners in house lawyers IT professionals consultancy firms blockchain associations and legal scholars At a depth that allows non IT experts to understand the groundwork for legal assessments the handbook provides those charting the dynamic waters of this field of law with a compass ensuring they are well equipped to tackle the legal issues raised by the usage of blockchain technology

The role of FCRA in employee background checks and the collection of medical information United States. Congress. House. Committee on Financial Services. Subcommittee on Financial Institutions and Consumer Credit,2003

Bulletin to Management ,1998

Decisions and Orders of the National Labor Relations Board, Volume 334 National Labor Relations Board (U S,2003-05 Includes the decisions and orders of the Board a table of cases and a cross reference index from the advance sheet numbers to the volume page numbers

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