

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

Hr Policy And Procedure Manual Template

RM Cervero



Hr Policy And Procedure Manual Template:

This book delves into Hr Policy And Procedure Manual Template. Hr Policy And Procedure Manual Template is a vital topic that must be grasped by everyone, from students and scholars to the general public. This book will furnish comprehensive and in-depth insights into Hr Policy And Procedure Manual Template, encompassing both the fundamentals and more intricate discussions.

1. The book is structured into several chapters, namely:
 - Chapter 1: Introduction to Hr Policy And Procedure Manual Template
 - Chapter 2: Essential Elements of Hr Policy And Procedure Manual Template
 - Chapter 3: Hr Policy And Procedure Manual Template in Everyday Life
 - Chapter 4: Hr Policy And Procedure Manual Template in Specific Contexts
 - Chapter 5: Conclusion
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 5. In chapter 4, this book will scrutinize the relevance of Hr Policy And Procedure Manual Template in specific contexts. The fourth chapter will explore how Hr Policy And Procedure Manual Template is applied in specialized fields, such as education, business, and technology.
 6. In chapter 5, this book will draw a conclusion about Hr Policy And Procedure Manual Template. The final chapter will summarize the key points that have been discussed throughout the book.
- This book is crafted in an easy-to-understand language and is complemented by engaging illustrations. It is highly recommended for anyone seeking to gain a comprehensive understanding of Hr Policy And Procedure Manual Template.

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