

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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Y Pai



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Table of Contents Employee Manual For A Bakery

1. Understanding the eBook Employee Manual For A Bakery
 - The Rise of Digital Reading Employee Manual For A Bakery
 - Advantages of eBooks Over Traditional Books
2. Identifying Employee Manual For A Bakery
 - 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 Employee Manual For A Bakery
 - User-Friendly Interface
4. Exploring eBook Recommendations from Employee Manual For A Bakery
 - Personalized Recommendations
 - Employee Manual For A Bakery User Reviews and Ratings
 - Employee Manual For A Bakery and Bestseller Lists
5. Accessing Employee Manual For A Bakery Free and Paid eBooks
 - Employee Manual For A Bakery Public Domain eBooks
 - Employee Manual For A Bakery eBook Subscription Services
 - Employee Manual For A Bakery Budget-Friendly Options

6. Navigating Employee Manual For A Bakery eBook Formats
 - ePub, PDF, MOBI, and More
 - Employee Manual For A Bakery Compatibility with Devices
 - Employee Manual For A Bakery Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Employee Manual For A Bakery
 - Highlighting and Note-Taking Employee Manual For A Bakery
 - Interactive Elements Employee Manual For A Bakery
8. Staying Engaged with Employee Manual For A Bakery
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Employee Manual For A Bakery
9. Balancing eBooks and Physical Books Employee Manual For A Bakery
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Employee Manual For A Bakery
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Employee Manual For A Bakery
 - Setting Reading Goals Employee Manual For A Bakery
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Employee Manual For A Bakery
 - Fact-Checking eBook Content of Employee Manual For A Bakery
 - 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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