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."

Fall-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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Jessica J Manson

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Table of Contents Employee Manual Template For Bakery

- 1. Understanding the eBook Employee Manual Template For Bakery
 - The Rise of Digital Reading Employee Manual Template For Bakery
 - Advantages of eBooks Over Traditional Books
- 2. Identifying Employee Manual Template For 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 Template For Bakery
 - User-Friendly Interface
- 4. Exploring eBook Recommendations from Employee Manual Template For Bakery
 - Personalized Recommendations

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