

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.

Employee Manual Template For Bakery

Nan Barber,David Reynolds



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How to Open a Financially Successful Bakery Sharon L. Fullen, Douglas Robert Brown, 2004 An A to Z guide to creating a highly profitable small bakery business **Labor Relations Reference Manual** ,2004 Vols 9 17 include decisions of the War Labor Board **Bakery Production and Marketing** ,1988 Maine Register, State Year-book and Legislative Manual ,1887 *Office 2001 for Macintosh: The Missing Manual* Nan Barber, David Reynolds, 2001-05-03 To the surprise of most Mac fans the number one bestselling Macintosh software is Microsoft Office for the Macintosh It s by far the most popular Macintosh software and the first software purchase a new Mac user is likely to make And for the first time Office 2001 comes without a single page of printed instructions The packaging is a five inch square clear plastic case housing the CD ROM and little else Fortunately Pogue Press O Reilly is once again ready to embrace the befuddled and overwhelmed with Office 2001 for Macintosh The Missing Manual It tackles each of the primary Office applications with depth humor and clarity and provides relief for the hapless Mac user who d rather read professionally written printed instructions than hunt through a maze of personality free help screens The book is structured to help the beginner as well as the seasoned user Part One provides an overview of Word From What s New to Basic Word Processing to Document Design to Advanced Word Processing with in depth details on creating Web pages and performing mail merges using Word Part Two covers the new Palm syncable calendar in Entourage including all aspects of email how to best use the calendar and address book and crucial information on the Palm Hotsync Part three explains all the finer points of Excel including Microsoft s exciting new List Manager specifically designed for creating and manipulating lists without the prerequisite of learning spreadsheet tools Office 2001 for Macintosh The Missing Manual is coauthored by a dream team of Missing Manual alumni David Reynolds executive editor of MacAddict magazine and coauthor of AppleWorks 6 The Missing Manual and Nan Barber whose efforts as the copy editor of the first four Missing Manual titles gave her an intuitive feeling for the friendly funny authoritative voice of the series Once again the authors are joined by series founder David Pogue who has closely edited the book to ensure excellence of depth accuracy and prose *Manual for the USES General Aptitude Test Battery: Development* United States Employment Service, 1979 **Internal Revenue Cumulative Bulletin** United States. Internal Revenue Service, 1997

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