

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

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**James R. Sawers, Margaret M. R.
Eastman**



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South African Human Resource Management Ben Swanepoel, Barney Erasmus, Heinz Schenk, 2008 Book Strategising designing and planning as preparatory HRM work Sourcing work talent Facing the countrys people empowerment challenge Meeting the reward and care challenge Handling labour and employee relations challenges Championing change and transformation Managing HRM related information including HRM and sustainability reporting Based on most recent theoretical developments the emphasis is on the practical applications Samples of relevant documents are included and an accompanying CD contains a wealth of relevant resources as well as a continuing integrating case study that serves as a basis for these applications and individual and group activities As a package South African Human Resource Management will be extremely valuable to both current and aspirant managers and human resource practitioners E-doc ,2006

Protection of Civilians in UN Peacekeeping Operations Aminul Islam, 2024-08-14 This book discusses the legal responsibility of UN peacekeepers for the protection of civilians under international legal regimes particularly international human rights law international humanitarian law international refugee law and occupation law It considers both negative and positive obligations that is a duty to respect or not violate a particular right directly and a duty to take positive action to secure or protect a particular right respectively In addition it describes the standards and methods as well as their strengths and weaknesses by which actors in UN peacekeeping operations including the UN troop contributing countries and individual peacekeepers can be held accountable for third party claims and allegations of criminal misconduct against UN peacekeepers for violations of responsibility in peacekeeping operations The work will be a valuable resource for academics researchers and policy makers working in the areas of International Law International Humanitarian Law International Human Rights Law and International Relations *Transforming Microfinance Institutions* Joanna Ledgerwood, Victoria White, 2006-08-30 In response to a clear need by low income people to gain access to the full range of financial services including savings a growing number of microfinance NGOs are seeking guidelines to transform from credit focused microfinance organizations to regulated deposit taking financial intermediaries In response to this trend this book presents a practical how to manual for MFIs to develop the capacity to become licensed and regulated to mobilize deposits from the public Transforming Microfinance Institutions provides guidelines for regulators to license and regulate microfinance providers and for transforming MFIs to meet the demands of two major new stakeholders regulators and shareholders As such it focuses on developing the capacity of NGO MFIs to mobilize and intermediate voluntary savings Drawing from worldwide experience it outlines how to manage the transformation process and address major strategic and operational issues inherent in transformation including competitive positioning business planning accessing capital and shareholders and how to transform the MFI s human resources financial management MIS internal controls and branch operations Case studies then provide examples of developing a new regulatory tier for microfinance and how a Ugandan NGO transformed to

become a licensed financial intermediary This book will be invaluable to regulators and microfinance NGOs contemplating institutional transformation and will be of tremendous use to donors and technical support agencies supporting MFIs in their transformation

International Aviation Law Attila Sipos, 2024-09-02 This book opens the most adventurous and passionate Chapter in the history of Humankind Aviation Aviation in our modern world is one of the latest magnificent enterprises a kind of emblematic window through which we can cast a glance into the future Into the future since the aviation industry already applies technical organisational and administrative solutions which in other walks of life will be utilised only after years or decades The airplanes have become so swift and safe that flying has turned from a reckless adventure into public transport Next to cities airports have been built from where every minute airplanes take off and depart to all the four corners of the world The once so enormous and mysterious terrestrial globe has shrunk to appear to be a tiny ball all points of which can be reached in a couple of hours This book introduces in its entirety the regulatory regime of aviation as the safest form of transport in our age which integrates exceptional spiritual and practical achievements technical innovation as well as creates significant values Air transport is one of the most regulated industry The comprehension of its context requires the knowledge of the rules of international air law Air law is a qualitatively separated part of international law with peculiar structure which has evolved by drawing on the centuries old traditions of maritime law and has developed to be one of the youngest and the most up to date branch of jurisprudence Air law is an autonomous branch of law Its uniqueness derives from the extraordinarily rigorous requirements occasionally written by blood of aviation safety and aviation security The author guides the reader into this barely familiar secluded world of aviation via 31 illustrations and the presentation of 100 legal cases The volume relies on the several decades professional experience of the author Its objectives consist in the familiarisation of the public interested in aviation with this exceptionally intriguing area of international law in the support of the everyday work of experts in the area of aviation furthermore in the enhancement of the knowledge of theoretical and practical lawyers and broadening their horizons In this book the two most important founding treaties of international air law are introduced the Chicago Convention on International Civil Aviation 1944 and the Montreal Convention on the Unification of Certain Rules for International Carriage by Air 1999 furthermore mention is made of all significant aviation law treaties The Chicago and the Montreal Conventions are timeless sources of law since their meritorious amendment barely ensued therefore the relations and the legal solutions elucidated in the book are going to serve the reader for decades

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