

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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Table of Contents Hr Procedure Manual Template

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

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