

REHIRE POLICY

Policy Number 309

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Policy:

Subject to the provisions below, regular full and part-time employees terminated as part of a reduction in force are eligible for rehire.

309:1 REHIRE

1. Employees terminated as a result of a reduction in force may apply for any vacant, posted position. Such employee's work history will be considered in any employment decision. The ordinary six-month probationary period shall be waived for an employee that has been rehired after an involuntary reduction in workforce.
2. An employee that has been rehired after a reduction in force may be eligible to begin to accrue benefits based on the appropriate BOCC service including continuous service prior to the involuntary separation of employment, provided certain conditions are met (see 310:5).

309:2 SERVICE CONTINUATION

1. Employees subject to a reduction in force shall have their original most recent, continuous time of BOCC service credited.
2. The provisions of service continuation policy shall not cover any employee who was terminated from County employment due to performance issues, policy infraction, employment misconduct, corrective action or similar circumstance. [See section 310:1(5)]
3. Employees given special consideration for the reduction in force (e.g. Early Out Program) shall not be credited for prior County service if re-employed at a future date.
4. Rehired employees assume the responsibility to inform Human Resources of prior continuous BOCC service.
 - Human Resources will verify and certify the appropriate service credit to be applied.
 - A Report of Personnel Action form (RPA) will establish the new service date to be applied.
 - The service covered by the adjusted service date shall be considered "current" and "consecutive" service for provisions of Lee County Policy.
 - Benefits and accruals will begin on the effective date of the RPA based upon the adjusted service date – no retroactive benefits or accruals will be applied.

Rehire Policy Guidelines

Dana Shilling



Rehire Policy Guidelines:

Equal Employment Opportunity Compliance Guide, 2013 Edition John F. Buckley, IV, 2012-12-01 Equal Employment Opportunity Compliance Guide is the comprehensive and easy to use guide that examines all the major administrative and judicial decisions interpretive memoranda and other publications of the EEOC providing complete compliance advice that is easy to follow as well as the full text of the most important EEOC publications and more on CD ROM This one stop EEO solution delivers completely current coverage of compliance developments related to Harassment Including thorough coverage of the employer's prevention responsibilities Disability Fully comply with all requirements including the accommodation of work schedules Religious discrimination Keep current with the most recent developments including reverse religious discrimination Gender identity discrimination Avoid high profile and potentially costly mistakes Save countless hours of research time This single powerful enclosed CD ROM contains Forms to support you from the initial stages of an EEO complaint EEOC regulations and exclusive annotations Hundreds of legal interpretations of EEOC regulations Primary source enforcement and guidance documents issued by the EEOC The most influential sections of the EEOC Compliance Manual Organized by topic *Equal Employment Opportunity 2019 Compliance Guide (IL)* Buckley, 2018-12-26 Equal Employment Opportunity Compliance Guide 2019 Edition is the comprehensive and easy to use guide that examines all the major administrative and judicial decisions interpretive memoranda and other publications of the EEOC providing complete compliance advice that is easy to follow as well as the full text of the most important EEOC publications and more on CD ROM This one stop EEO solution delivers completely current coverage of compliance developments related to Harassment Including thorough coverage of the employer's prevention responsibilities Disability Fully comply with all requirements including the accommodation of work schedules Religious discrimination Keep current with the most recent developments including reverse religious discrimination Gender identity discrimination Avoid high profile and potentially costly mistakes Previous Edition Equal Employment Opportunity Compliance Guide 2018 Edition ISBN 9781454883944 **Complete Guide to Human Resources and the Law, 2021 Edition** Dana Shilling, 2020-08-05 The Complete Guide to Human Resources and the Law will help you navigate complex and potentially costly Human Resources issues You'll know what to do and what not to do to avoid costly mistakes or oversights confront HR problems legally and effectively and understand the rules The Complete Guide to Human Resources and the Law offers fast dependable plain English legal guidance for HR related situations from ADA accommodation diversity training and privacy issues to hiring and termination employee benefit plans compensation and recordkeeping It brings you the most up to date information as well as practical tips and checklists in a well organized easy to use resource **Equal Employment Opportunity 2020 Compliance Guide** Buckley, 2019-11-12 Equal Employment Opportunity Compliance Guide 2020 Edition is the comprehensive and easy to use guide that examines all the major administrative and judicial decisions interpretive

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provisions for unconscionability Previous Edition Complete Guide to Human Resources and the Law 2018 Edition ISBN 9781454884309 Military Leave The Complete Guide to USERRA Compliance , , **Mandated Benefits**

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