

REHIRE POLICY

Policy Number 309

Page 1 of 2

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

Buckley



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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The Top Books of the Year Rehire Policy Guidelines The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous engrossing novels captivating the hearts of readers worldwide. Lets delve into the realm of popular books, exploring the fascinating narratives that have enthralled audiences this year. Rehire Policy Guidelines : Colleen Hoover "It Ends with Us" This touching tale of love, loss, and resilience has captivated readers with its raw and emotional exploration of domestic abuse. Hoover masterfully weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can prevail. Uncover the Best : Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo" This spellbinding historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids compelling storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Discover the Magic : Delia Owens "Where the Crawdads Sing" This mesmerizing coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens crafts a tale of resilience, survival, and the transformative power of nature, entrancing readers with its evocative prose and mesmerizing setting. These bestselling novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of captivating stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a exceptional and thrilling novel that will keep you guessing until the very end. The novel is a cautionary tale about the dangers of obsession and the power of evil.

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Table of Contents Rehire Policy Guidelines

1. Understanding the eBook Rehire Policy Guidelines
 - The Rise of Digital Reading Rehire Policy Guidelines
 - Advantages of eBooks Over Traditional Books
2. Identifying Rehire Policy Guidelines
 - 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 Rehire Policy Guidelines
 - User-Friendly Interface
4. Exploring eBook Recommendations from Rehire Policy Guidelines
 - Personalized Recommendations
 - Rehire Policy Guidelines User Reviews and Ratings
 - Rehire Policy Guidelines and Bestseller Lists
5. Accessing Rehire Policy Guidelines Free and Paid eBooks
 - Rehire Policy Guidelines Public Domain eBooks
 - Rehire Policy Guidelines eBook Subscription Services
 - Rehire Policy Guidelines Budget-Friendly Options
6. Navigating Rehire Policy Guidelines eBook Formats
 - ePub, PDF, MOBI, and More
 - Rehire Policy Guidelines Compatibility with Devices
 - Rehire Policy Guidelines Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Rehire Policy Guidelines
 - Highlighting and Note-Taking Rehire Policy Guidelines
 - Interactive Elements Rehire Policy Guidelines
8. Staying Engaged with Rehire Policy Guidelines

- Joining Online Reading Communities
- Participating in Virtual Book Clubs
- Following Authors and Publishers Rehire Policy Guidelines
- 9. Balancing eBooks and Physical Books Rehire Policy Guidelines
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Rehire Policy Guidelines
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Rehire Policy Guidelines
 - Setting Reading Goals Rehire Policy Guidelines
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Rehire Policy Guidelines
 - Fact-Checking eBook Content of Rehire Policy Guidelines
 - 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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