

## REHIRE POLICY

**Administrators who leave the Institute voluntarily, and in good standing are usually eligible for rehire as follows:**

**I. Definition**

REHIRE means that within three hundred and sixty-five (365) calendar days of the effective date of termination an individual is rehired and actually starts his/her first day of work at the Institute in the same position as the last position held prior to termination.

**II. Rehired 1 - 180 calendar days after termination date**

- A. The original hire date will be restored immediately.
- B. The new appointment will commence on the first day the employee returns to work.
- C. The salary will remain the same as on the termination date, except as modified by number E4, below.
- D. Eligibility for the Board of Trustees' approved annual increase will apply as though there were no break in service.
- E. Benefits will be treated as follows:
  - 1. Medical Insurance will be restored as soon as is practicable based on the plan design and the rehire date.
  - 2. Group Life Insurance will be restored as soon as is practicable based on the plan design and the rehire date.
  - 3. Long Term Disability Insurance will be restored as soon as is practicable based on the plan design and the rehire date.
  - 4. Retirement Account participation will be restored as soon as is practicable based on the plan design and the rehire date.
  - 5. Vacation Accrual Rate will be restored based on the rate in effect at the time of termination and accruals will begin as soon as is appropriate based on the rehire date. No time is accrued for the period of absence.
  - 6. Discretionary Days will be restored based on the rate in effect at the time of termination and accruals will begin as soon as is appropriate based on the rehire date. No time is accrued for the period of absence.
  - 7. Sick Leave Accrual Rate will be restored based on the rate in effect at the time of termination and accruals will begin as soon as is appropriate based on the rehire date. The bank available on the termination date will be restored. No time is accrued for the period of absence.

# Rehire Policy Guidelines

**Kenneth J. Yerkes, David W. Miller**

A red circular graphic with a gradient, appearing as a partial circle or a stylized arrow pointing to the right, located on the right side of the slide.

## **Rehire Policy Guidelines:**

**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 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 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 2019 Edition ISBN 9781543800043 *Equal Employment Opportunity Compliance Guide 2016* BUCKLEY, 2015-12-16 Equal Employment Opportunity Compliance Guide 2015 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 andquot EEO solutionandquot 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 andquot reverseandquot religious discrimination Gender identity discrimination Avoid high profile and potentially costly mistakes 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

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Resources and the Law 2018 Edition ISBN 9781454884309 , The Health Care Manager's Legal Guide Charles McConnell, 2011-08-24 The Health Care Manager's Legal Guide provides practical information on avoiding these and other common legal hazards encountered when managing a healthcare workforce Using straightforward language this book serves as an essential resource for aspiring and practicing healthcare managers Book Jacket IT Governance: Policies and Procedures, 2020 Edition Wallace, Webber, 2019-11-12 IT Governance Policies Procedures 2020 Edition is the premier decision making reference to help you to devise an information systems policy and procedure program uniquely tailored to the needs of your organization Not only does it provide extensive sample policies but this valuable resource gives you the information you need to develop useful and effective policies for your unique environment IT Governance Policies Procedures provides fingertip access to the information you need on Policy and planning Documentation Systems analysis and design And more Previous Edition IT Governance Policies Procedures 2019 Edition ISBN 9781543802221 *IT Governance: Policies and Procedures, 2019 Edition* Wallace, Webber, 2018-11-16 IT Governance Policies Procedures 2019 Edition is the premier decision making reference to help you to devise an information systems policy and procedure program uniquely tailored to the needs of your organization Not only does it provide extensive sample policies but this valuable resource gives you the information you need to develop useful and effective policies for your unique environment IT Governance Policies Procedures provides fingertip access to the information you need on Policy and planning Documentation Systems analysis and design And more Previous Edition IT Governance Policies Procedures 2018 Edition ISBN 9781454884316 *The Indiana Guide to Hiring and Firing* Kenneth J. Yerkes, David W. Miller, 2008 Nearly every employer regardless of size must deal with complex issues ranging from workplace harassment to disability accommodation on a frequent basis Employers are entitled to straightforward answers as to the obligations and limitations imposed by employment laws Military Leave The Complete Guide to USERRA Compliance , *Mandated Benefits 2024 Compliance Guide* Wagner, 2023 Mandated Benefits Compliance Guide The Wagner Law Group, 2021-12-10 Mandated Benefits 2022 Compliance Guide is a comprehensive and practical reference manual that covers key federal regulatory issues which must be addressed by human resources managers benefits specialists and company executives in all industries This comprehensive and practical guide clearly and concisely describes the essential requirements and administrative processes necessary to comply with employment and benefits related regulations *Mandated Benefits Compliance Guide 2015* Balser Group, 2014-12-01 Mandated Benefits 2015 Compliance Guide is a comprehensive and practical reference manual covering key federal regulatory issues that must be addressed by human resources managers benefits specialists and company executives in all industries Mandated Benefits 2015 Compliance Guide includes in depth coverage of these and other major federal regulations Patient Protection and Affordable Care Act PPACA Health Information Technology for Economic and Clinical Health HITECH Act Mental Health Parity and Addiction Equity Act MHPAEA Genetic Information Nondiscrimination Act

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