

ATTENDANCE POLICY

ATTENDANCE POLICY

OBJECTIVE

This policy sets forth Company policy and procedures for handling employee absences and tardiness to promote the efficient operation of the Company and minimize unexcused absences.

DEFINITION

Punctual and regular attendance is an essential function for the **PC** of each employee of the Company. Employees are expected to report to work as scheduled, on time, and to start working. Employees who are expected to remain at work for their entire work schedule (late arrival, early departure, or other absences from scheduled hours) are disruptive and must be avoided. This policy does not apply to absences covered by the Family and Medical Leave Act (FMLA) or leave provided as a reasonable accommodation under the Americans with Disabilities Act (ADA). These exceptions are described in separate policies.

ABSENCE

"Absence" is defined as the failure of an employee to report for work when they are scheduled to work. The two types of absences are defined below:

- **Excused absence** occurs when all the following conditions are met:
 - The employee provides to their supervisor sufficient notice at least 48 hours in advance.
 - The absence request is approved in advance by the employee's supervisor.
 - The employee has sufficient accrued paid time off (PTO) to cover the absence.
- **Unexcused absence** occurs when any of the above conditions are not met. If it is necessary for an employee to be absent or late for work because of an illness or an emergency, the employee must notify their supervisor no later than their employee's scheduled starting time on that same day. If the employee cannot call, they must have someone make the call.

An unexcused absence counts as one occurrence for the purposes of discipline under this policy.

Employees with three or more consecutive days of excused absence (because of illness or injury) must give the company proof of physician's care and fitness for duty release before returning to work.

Employees must take earned PTO for every absence unless otherwise allowed by company policy (e.g., leave of absence, bereavement, jury duty).

EXCUSED ABSENCE REQUIREMENTS

Employees are expected to report to work and return from scheduled breaks on time. If employees cannot report to work as scheduled, they must notify their supervisor no later than their regular starting time. This notification does not excuse the tardiness but simply notifies the supervisor that a schedule change may be necessary. Employees who must leave work before the end of their scheduled shift must notify a supervisor immediately. Tardiness and early departures are each one half an occurrence for the purposes of discipline under this policy.

DISCIPLINARY ACTIONS

Excuse absences is defined as two or more occurrences of unexcused absence in a 90-day period and will result in disciplinary action. Eight occurrences of unexcused absence in a 12-month period are considered grounds for termination.

JOB ABANDONMENT

Any employee who fails to report to work for a period of three days or more without notifying their supervisor will be considered to have abandoned the job and voluntarily terminated the employment relationship.

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Attendance Policy Guidelines

Melody A. Currey

Attendance Policy Guidelines:

Employee Attendance Policy & Guidelines Melody A. Currey, 2016 Outlines general attendance policies guidelines and procedures for employees at the Connecticut Department of Administrative Services **Mandated Benefits 2020**

Compliance Guide Brustowicz, Delano, Gabor, Salkin, Wagner and Watson, 2019-12-23 Mandated Benefits 2020 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 2020 Compliance Guide includes in depth coverage of these and other major federal regulations and developments: HIPAA, Health Insurance Portability and Accountability Act, Wellness Programs, ADA and GINA regulations, Mental Health Parity Act as amended by the 21st Century Cures Act, Reporting Requirements with the Equal Employment Opportunity Commission, AAPs final rules, Pay Transparency Act. Mandated Benefits 2020 Compliance Guide helps take the guesswork out of managing employee benefits and human resources by clearly and concisely describing the essential requirements and administrative processes necessary to comply with each regulation. It offers suggestions for protecting employers against the most common litigation threats and recommendations for handling various types of employee problems. Throughout the Guide are numerous exhibits, useful checklists and forms and do's and don'ts. A list of HR audit questions at the beginning of each chapter serves as an aid in evaluating your company's level of regulatory compliance. In addition, Mandated Benefits 2020 Compliance Guide provides the latest information on Family and Medical Leave, Substance Abuse in the Workplace, Workplace Health and Safety, Recordkeeping and Documentation, Integrating ADA, FMLA, Workers Compensation and Related Requirements, Significant Developments at the EEOC, Affirmative Action Plans, Retirement Savings Plans and Pensions, Pay Practices and Administration, Health Life and Disability Insurance, Managing the Welfare Benefits Package, Human Resources Risk Management, and much more. Previous Edition: Mandated Benefits 2019 Compliance Guide, ISBN: 9781543800449 **Mandated Benefits 2019 Compliance Guide (IL)** Buckley, 2018-12-26 State by State Guide to Human Resources Law is the most comprehensive authoritative guide to the employment laws of the 50 states and the District of Columbia. It is designed to provide quick access to each state's laws on the expanding number of issues and concerns facing business executives and their advisors, the professionals in HR, compensation and employee benefits who work in multijurisdictional environments. This 1 guide to HR law in every state will help you to find accurate answers fast with our easy to use format and full citation to authority. Compare and contrast employment laws between states. Ensure full regulatory compliance and avoid legal entanglements. Get instant access to clear coverage of key topics including state health care reform initiatives, FMLA, same sex unions, workers comp and much more. And much more. State by State Guide to Human Resources Law 2018 Edition has been updated to include In depth coverage.

of the Supreme Court's recent same sex marriage decision and its implications for employment law Discussion of three important Title VII cases involving pregnancy discrimination religious discrimination and the EEOC's statutory conciliation obligation Analysis of private sector employment discrimination charges filed with the EEOC during FY 2014 including charge statistics with a breakdown by type of discrimination alleged Coverage of recent state and federal legislative efforts to prohibit employers from requiring employees and job applicants to disclose their passwords to social media and private e-mail accounts as a condition of employment Discussion of the Supreme Court's recent PPACA decision and its effect on the federal and state health insurance exchanges Update on the Domestic Workers Bill of Rights now enacted in six states Coverage of the growing trend to raise state minimum wage rates and to increase penalties for violations of wage and hour laws Update on workplace violence prevention efforts and related issues Coverage of state laws requiring employers to provide pregnant workers with reasonable accommodations including longer or more frequent rest periods And much more Previous Edition State by State Guide to Human Resources Law 2018 Edition ISBN 9781454883722

Social Implications

of Research in Higher Education Mdikana, Andile Alfred, 2025-05-29 Traditional research assumes a singular almost absolutist approach to knowledge In contrast critical theory challenges the positivist outlook on scientific research and assumes a more socio cultural outlook on the social world In specific terms critical research examines the nature of power dynamics influencing the social world More broadly this has implications for understanding inequality and disparity across cleavages of race gender ethnicity sexual orientation and economic class among other differences in identity Furthermore rather than simply acknowledging the subjective nature of the social world critical research calls for fundamentally transforming perceptions and attitudes in a manner that views marginalized populations more equitably Social Implications of Research in Higher Education examines the social implications of research confounded by culturally reinforced presumptions such as stereotypes and other biases that privilege those in power It analyzes research aimed at benefiting marginalized or oppressed populations who lack the same opportunities and benefits that are otherwise granted to those in mainstream society Covering topics such as service learning university community engagement and research translation this book is an excellent resource for social justice advocates sociologists researchers professionals scholars academicians and more

The Family and Medical Leave Act Compliance Guide Kimberly L. Japinga, G. John Tysse, 1993 **The Macmillan Guide for Teachers of Writing** Maggy Smith, 1991 *A Guide to School Attendance* Ben Whitney, 2009-05-07

A Guide to School Attendance provides a detailed practical guide for school leaders and managers teachers Education Welfare Officers and other attendance workers in schools and local authorities **Labor Policy and Practice: Labor relations** Bureau of National Affairs (Arlington, Va.), 1953 *Handy Guide to Premium Rates, Applications and Policies of American Life Insurance Companies* Spectator Company (New York, N.Y.), 1898 **Administrator's Complete School Discipline Guide** Robert D. Ramsey, 1994-10-25 Provides advice for administrators about establishing positive safe learning

environments and dealing with discipline issues discussing building trust celebrating diversity successful peer counseling after school programs security gangs drugs sexual harassment relationships with parents and other related topics **How**

to Prepare an Employee Handbook ,1982 **An Assistant Principal's Guide . . . Into the Fire** Chad

Mason,2007-09-17 An Assistant Principal s Guide Into the Fire addresses common pitfalls and the knowledge necessary to succeed in this administrative position Some of the topics in this how to guide include the specific role of the assistant principal legal issues in the school system dealing with parents and guardians methods to document all interactions working with classroom teachers and school discipline This manual is reader friendly practical and useful as it provides the opportunity for the kind of dialogue that will shorten the administrative learning curve **Personnel Policy Handbook**

William S. Hubbard,1993 Here s a guide for all managers charged with creating and updating their company s human resource policy manuals This definitive handbook not only covers all areas of employee relations it also tackles the full range of critical contemporary HR issues such as AIDS substance abuse and chemical safety Managers can take advantage of how to instructions to organize and write a manual timesaving checklists and worksheets and invaluable tips on how to write personnel policies that lead to clear understanding and interpretation Alerting the reader to legal pitfalls the handbook covers employment policies leaves of absence pay discipline and discharge benefits union relations and more Plus its 100 helpful illustrations include sample forms flow charts and a complete sample policy manual **Secondary Principal's**

Survival Guide Robert D. Ramsey,1992 **An Insider's Guide to Success in the Two-Year College** Gary Sattelmeyer,1999

The assistant vice president and former dean and faculty member of a two year college describes strengths and weaknesses that are specific to two year colleges then advises students on virtually all aspects of enrollment attendance and achieving academic success Among the many details discussed are getting financial aid planning and scheduling courses developing good study habits and critical thinking skills getting the most from counselors and faculty transferring academic credits dealing with problems that might arise on campus and setting career goals **The Constitutional yearbook and politician's guide** ,1893 **Awards of Arbitrators Reports of Fact-Finding Boards** ,1993 **Affirmative Action Plan** Illinois.

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Unveiling the Power of Verbal Beauty: An Psychological Sojourn through **Attendance Policy Guidelines**

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