

ATTENDANCE POLICY

This policy aims to set forth Company policy and procedures for handling employee absences and tardiness, to promote the efficient operation of the Company and minimize unscheduled absences.

Functional and regular attendance is an expected responsibility of each employee at the Company. Employees are expected to report to work as scheduled, and to start working. Employees also 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.

^a Absence is defined as the failure of an employee to report for work when they are scheduled to work. The four types of absence are defined below:

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

(Employee) 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 purpose of discipline under this policy.

Excessive absenteeism is defined as two or more occurrences of unexcused absence in a 30-day period and will result in disciplinary action. Eight occurrences of unexcused absence in a 12-month period are considered grounds for termination.

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.

The policy aims to set forth Company policy and procedures for handling employee absences and tardiness in a manner that promotes the efficient operation of the Company and minimizes unexcused absences.

Punctual and regular attendance is an essential part of each employee's job. Employees are expected to report to work on scheduled workdays and to start working. Employees also 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" is defined as the failure of an employee to report for work when they are scheduled to work. The four types of absence are defined below:

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

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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 t s 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

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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

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