



STUDENT EMPLOYMENT POLICIES & PROCEDURES

This publication, intended for both students and employers, is a reference document for on-campus student employment policies and procedures, as provided under the umbrella organization, the UC Merced Center for Career and Professional Advancement (**CCPA**). Its information and guidelines will help ensure that a student seeking employment on campus will receive fair and equal treatment by providing students and on-campus employers with current employment policies, roles and responsibilities. **It is the responsibility of supervisors to make sure that their student employees are aware of the policies and procedures pertinent to their employment.** Anyone having questions about university student employment procedures or particular situations is encouraged to contact the CCPA office.

**Employing Students in Casual-Restricted Positions
Version: July 2013**

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CENTER FOR CAREER AND PROFESSIONAL ADVANCEMENT (CCPA)

MISSION STATEMENT:

Career development is a life-long process of exploration and decision-making. We, at the CCPA of the University of California, Merced empower students and alumni to reach their full potential by offering services in career development, experiential education, employment and graduate school.

To successfully accomplish this mission, the CCPA continuously fosters partnerships with employers, staff, administration and the greater community.

CCPA is located in the Student Services Building SSB 230. We are open from 8:00am to 5:00pm, Monday through Friday.

Student Employment Office is also located in SSB 230 and is open from **8:30 to 4:00**, Monday through Friday.

ELIGIBILITY CRITERIA FOR USE OF THE CENTER WITH REGARD TO STUDENT EMPLOYMENT:

Types of Employment Opportunities for Registered UCM Students Include:

- On-campus work-study positions
- On-campus non work-study positions
- Off-campus work-study positions
- Resident Assistant positions
- Off-campus jobs offered by local community, open to all registered students through CatLink online
- Internships through CatLink online
- Off-campus summer jobs

Eligibility Criteria for Students and Alumni - Full use of the CCPA services, including on and off-campus employment is limited to registered UC Merced undergraduate students, graduate students, and alumni. *

***PLEASE NOTE: Campus student employment positions are only available to UC Merced undergraduate students.**

New incoming students who do not yet have a valid registration ID card but who have obtained a verification of admission slip and a UC Merced user name and password from the Admissions Office may utilize the CCPA as follows:

- Students who are admitted for the fall semester and have paid their **Statement of Intent to Register (SIR) fee** may apply for on and off campus jobs during the summer, prior to the fall semester. Students who are admitted for the spring semester and have paid the SIR fee may apply for on and off campus jobs 30 days prior to the beginning of the spring semester.
- Incoming students may use other services offered by the CCPA, only in the semester or summer preceding their admission if they have paid the SIR fee through the Admissions office.

Students enrolled at other UC campuses may apply for on-campus, summer only positions. To do so, these students must email a cover letter referencing the Job Title, Job Code Number along with a resume to the posted hiring manager.

The hiring department should contact the UC student's campus to confirm that the student was enrolled in the semester or quarter prior to the summer session. After verification of approval, the hiring manager can

complete the hiring process by sending the student to the Student Employment office to complete new hire paperwork.

College Students from institutions other than a UC campus must be hired for summer only positions through UC Merced's Human Resources Department as a limited appointment.

PHILOSOPHY OF CAMPUS STUDENT EMPLOYMENT:

As an educational institution, the University of California, Merced intends that students who work on campus should be learning while on the job in preparation for a career when they complete their degree. This assumes that all students are capable of mature and responsible behavior as staff members of the institution and are held to the same standards of behavior as UC Merced employees.

Because the work place is a learning environment, supervisors and other office staff members are considered educators; and as such can mentor, support and encourage student staff members personally as well as professionally.

The time a student spends in any work environment at UC Merced is in preparation for a life of professionalism, integrity and hopefully, commitment to serving the larger community. Interaction between student staff members and supervisors and other staff members should reflect this understanding.

STAFF DIRECTORY:

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**ORGANIZATION
ROLES AND RESPONSIBILITIES**

The University of California, Merced Student Employment Program is coordinated by the CCPA with support from Financial Aid & Scholarships and the Department of Human Resources. Other campus personnel including

the Employing Department's Management Service Officer (MSO) and Payroll & Personnel Offices are integral parts of this program.

The following Departments and individuals comprise the Campus Student Employment Program at UC Merced:

- **CCPA and Student Employment Office**
- **The Department of Human Resources**
- **Financial Aid & Scholarships**
- **The Employing Department's Management Service Officer (MSO)**
- **Payroll Offices (Academic and Administrative)**
- **The Supervisor**
- **The Student Employee**

The CCPA and Student Employment Office serve primarily as a coordinating agency between all these parties. All other parties have specific responsibilities as outlined below.

DIVISION OF RESPONSIBILITIES:

CCPA AND THE STUDENT EMPLOYMENT OFFICE (coordinating office)

To The Supervisor:

- Provide training, clear guidelines and assistance for student employment programs and policies.
- Assistance in any student/supervisor conflict in collaboration with the Department of Human Resources.
- Perform in-services and update supervisors on policies and requirements in collaboration with the Department of Human Resources and the Central Payroll Office.
- Process all applications for campus and FWS off-campus student employment via the online Cat PAWS system.

NOTE: Employment will be facilitated by the Student Employment Office. The Student Employment Office, however, is not responsible for filling job vacancies or obtaining employees for a department.

To The Student:

- Current and accessible listings for all campus and off campus FWS student employment positions.
- Provide a place for students to completed hiring paperwork and be available for assistance to students during this process.
- Provide students with the necessary information regarding policies and requirements for working on campus including access to our online Student Employment Policies and Procedures Manual.
- Fair and consistent procedures for posting campus student employment positions.
- Assistance with problems related to campus employment.

HIRING DEPARTMENT/SUPERVISOR RESPONSIBILITIES:

- Never allow a student begin work without completion of hiring paperwork and receiving an email from the Student Employment Office that the student has been cleared to begin working.
- Complete student hiring paperwork request forms and forward to your MSO for signature and FAU approval prior to forwarding to the Student Employment Office.

- Sign and date Job Description Form and give to student hire prior to paperwork completion. Keep a tracker sheet for each of your student workers' start and end dates, salary and any changes to their employment.
- Verify all PTR time reports in a timely manner.
- Verify, sign and forward all paper timesheets directly to the appropriate payroll office in a timely manner.
- Determine hiring needs prior to the beginning of each semester and send student postings their MSO's for review before forwarding to the Student Employment office for posting to Cat PAWS.
- Submit any changes to student's status in classification or employment directly to the Payroll Office. Be sure to acquire MSO signature for any monetary changes.
- Inform student employee on departmental expectations.
- Show flexibility in terms of working hours since the main goal of each student is education.
- Attend all scheduled supervisors' workshops and maintain open communication with the student to provide an optimum work environment.
- Compliance with all policies and regulations as outlined in this manual.

Supervisor Rights:

- An honest, reliable, helpful and respectful employee.
- Fair work for fair compensation.

NOTE: It is to be noted that the CCPA office is here to serve the needs of the University of California, Merced and its students and alumni. We will make every effort to assist our students in finding consistent and meaningful work. However, it is not the responsibility of the CCPA to assign jobs to students.

DEPARTMENT OF HUMAN RESOURCES RESPONSIBILITIES:

- Provide consultation to the CCPA in the development of campus student employment policies and procedures, in the establishment of classifications and working titles and in the resolution of disputes related to campus student employment.

ACADEMIC (APPO) AND ADMINISTRATIVE (OPERATIONS) PAYROLL RESPONSIBILITIES:

- Ensure the accurate remuneration of student employees.
- Track student employee earnings, generating reports as requested.
- Work toward resolution and maintenance of accurate employment records and work history to comply with state and federal regulations.
- Obtain all necessary forms, records and information from students and supervisors to comply with funding source requirements.
- Provide input and recommendations for structure and implementation of the campus student employment program.

FINANCIAL AID & SCHOLARSHIPS' RESPONSIBILITIES:

- Determine eligibility for work study and coordinate with the appropriate payroll office and the Employing Department's MSO regarding eligibility status.
- Regulate award amounts, making appropriate changes in eligibility as needed.
- Inform Hiring Manager and the Employing Department's MSO immediately of any changes to a student worker' eligibility.
- Monitor all earnings of work study employees in conjunction with the appropriate payroll office, Hiring Manager and the Employing Department's MSO.
- Furnish the CCPA and the Employing Department's MSO with student information required for the work study process.
- Inform/update the CCPA regarding work study regulations.
- Provide input and recommendations for structure of the work study program.

NOTE: An award of Work Study Funds at UC Merced is not a guarantee of employment.

EMPLOYING DEPARTMENT'S MANAGEMENT SERVICE OFFICER (MSO) RESPONSIBILITIES:

- Review the Job Posting, verify the campus charge number and sign the Job Posting Request Form and email it to the Student Employment Coordinator to be posted.
- Provide payroll department with necessary information to maintain the student employee's employment history with the university.
Provide input and recommendations for structure of campus student employment program.

STUDENT EMPLOYEE RESPONSIBILITIES:

- Compliance with all policies and regulations regarding campus student employment and hiring department's requirements.
- Responsible to know and understand all information covered in the Campus Student Employment Policies and Procedures Manual.
- Completion of all required Financial Aid forms with accurate information by the required deadline and to furnish any information requested by the Financial Aid or Employing Department's MSO in a timely and efficient manner.
- Submit completed time records in accordance with departmental guidelines.

- Informing Financial Aid & Scholarships of any changes in present academic or financial status.
- Review all Financial Aid publications/notices and prompt discussion of any questions or problems regarding notices and obligations with the appropriate office.
- Complete all required employment forms at the Student Employment Office prior to the first day of work.
- DO NOT begin working prior to completion of all hiring documents.
- Furnish original I-9 documents required to complete hiring process.
- Courteous and professional behavior to all members of the university community and to any visitors on campus.
- Act in a professional and responsible manner when dealing with confidential university records and other information which comes to the student by virtue of his/her work. Breaches of confidentiality and other acts of dishonesty may be reason for dismissal from employment.
- Student employee is expected to arrange a satisfactory work schedule with his/her supervisor and abide by it. Any changes to your work schedule must be discussed in advance with the supervisor. If permission to be absent is denied, the student must report to work. It is expected that permission will be withheld only for justifiable reasons. Leaving a message for a supervisor is not to be construed as permission to be absent. Also, excessive socializing on the job is to be avoided.

Student Rights:

- Written job description
- Clearly defined job expectations
- A safe and positive work environment
- Periodic performance feedback

CLASSIFICATION AND COMPENSATION

STUDENT EMPLOYEE CASUAL-RESTRICTED STATUS:

The terms and conditions of student assistant positions are governed by Personnel Policies for Staff Members (PPSM) and student employees are designated as Professional and Support Staff (PSS) with Casual/Restricted status.

- Student Assistants normally work less than 45 percent, except for semester breaks or during the summer, during which time the student may work up to 40 hours a week.
- Student Assistant positions are reserved for registered undergraduate students of the University of California, Merced.
- The appointment is temporary.
- Working hours are irregular.
- Work is secondary to the student's academic success.
- Work schedules are flexible enough to support the academic program of the student.
- As distinguished from regular staff positions, Student Assistant positions are less complex and require fewer skills, knowledge, experience and training; are absent continuing responsibility and/or on-going accountability for the work performed. Incumbents work less independently and exercise judgment less often.

JOB LIMITATIONS:

- Hours of Work:
Students cannot work more than 2 jobs at one time. No student may work more than **18** hours per week during the academic year and no more than **40** hours a week during any semester break. During summer months, students can begin to work 40 hours a week the day after spring semester ends, but must return to their normal schedule of 18 hours a week when fall instruction begins.

- Multiple Campus Jobs:
In order for a student to work in more than one Department at the same time, the student must submit a **Petition for Multiple Appointment** prior to formally accepting the second position. This form can be obtained from by visiting:
http://hire.ucmerced.edu/sites/hire.ucmerced.edu/files/page/documents/multiple_assignment_form_2.pdf

When a student is employed by two Departments in non-academic jobs, the Department in which the person was first employed will act automatically as the "home department."

- Working with Relatives:
As a campus policy, relatives cannot be employed within the same department. More specifically, a student cannot be employed in a department where that student's relative is employed or in a department that reports to the student's relative.

STUDENT ASSISTANT CLASSIFICATION SERIES:

CONCEPT:

Positions in the Student Assistant Series are assigned duties in a variety of jobs ranging from routine to advanced and/or specialized, which usually require the use of manual, clerical, advising, public contact, and/or analytical skills. The series consists of four levels with the distinctions between levels based on the relative degree of difficulty inherent in duties performed.

Student Assistant I - Title Code 4922

Under close supervision, Student Assistant I's perform a variety of unskilled clerical and/or manual related duties. The nature of duties assigned at this level may provide incumbents with free time for such activities as studying and reading.

Incumbents may be required to have a general knowledge of the areas to which they are assigned.

NOTE: Specific examples of job duties are defined by the appropriate user departments.

Student Assistant 2 - Title Code 4921

Under supervision, Student Assistant II's perform a variety of clerical and/or manual related duties that are usually semi-skilled in nature and do not require extensive skill, training, or experience.

The Student Assistant II class is distinguished from the Student Assistant I class in that the duties assigned at the Assistant I level are unskilled in nature and usually allows incumbents time for such activities as studying and reading.

Student Assistant 3 - Title Code - 4920

Under general supervision, Student Assistant III's perform a variety of skilled duties in support of academic research projects, student advising and contact with the public; perform clerical and manual duties that involve limited use of specialized skills; and may in addition coordinate the work of a group of lower level Assistants.

The Student Assistant III class is distinguished from the Student Assistant II class by the greater use of specialized skills and/or the responsibility for coordinating the work of one or more student assistants.

Student Assistant 4 - Title Code - 4919

Under general supervision, Student Assistant IV's perform a variety of complex duties in support of academic research projects; perform clerical, manual, advising, and/or public contact duties that require the use of specialized skills, and may, in addition, coordinate the work of a group of lower level Student Assistants.

The Student Assistant IV class is distinguished from the Student Assistant III class by the greater degree of complexity involved in research and related assignments, more frequent use of specialized skills, and/or the responsibility for coordinating the work of a larger number of Assistants.

NOTE: Specific examples of job duties are defined by the appropriate user departments.

Additional Student Title Codes:

Resident Assistant.....	4126
Resident Assistant Lead.....	4125
Conference Representative.....	4926
Programming Assistant	4126
Student Government	4329
Remedial Tutors.....	2280

Minimum Qualifications:

Incumbents for positions included in the Assistant series are expected to have the ability to read, write, perform basic arithmetic calculations, follow oral instructions and possess the skills, knowledge, and abilities essential to the successful performance of the duties assigned to the position.

NOTE: Specific minimum qualification requirements for positions are defined by the appropriate user departments.

DETERMINING CLASSIFICATION & COMPENSATION:

Classification: Policy: The classification determination is a flexible one whereby Employing Departments have authority to determine/suggest the classification of *Assistant I and II, III & IV positions*. Upon review, the Student Employment Office may suggest an alternative classification when the Campus Student Employment forms are submitted. The internal check list in the "Student Assistant Classification Guide", which can be found online at: http://hire.ucmerced.edu/files/page/documents/student_employment_classification_guide_0.pdf may be used as a tool for determining the classification of a student position.

If the position does not fit the majority of the criteria at each level, the Employing Department may consult with the Student Employment Office regarding the appropriate classification. When the determination for the classification of a position is made, Employing Departments should record that information, e.g., on the checklist, for future reference when classifying similar positions. Employing Departments are encouraged to determine the classification level for replacement or similar positions.

Compensation: Policy:

Recruitment at or above Minimum Pay Rate: Student Assistant 1, 2, 3 and 4 pay rates are ranged according to the pay schedule for a given academic year. Students are normally hired at the minimum pay rate of the range for a given classification. However, each employing Department will have the flexibility to recruit above the minimum pay rate. Recruitment and/or retention issues are intended as the primary consideration for posting of positions with above minimum pay rates. Consistency in pay rates is strongly encouraged for future hires for like/similar positions within Employing Departments.

If the pay rate exceeds the minimum pay for a given classification by no more than the 25th percentile, there is no need for consultation or prior approval by the Student Employment “Office.

If the recommendation exceeds the 25th percentile of the minimum pay rate, Employing Department must obtain approval from the Student Employment Office *prior* to posting the position. (The assumption is that there will not be many requests for salary rates exceeding the 25th percentile of the minimum; such requests will be approved by the Student Employment Office based on existing or known criteria/circumstances, e.g. higher summer pay rates due to retention issues, etc.)

NEW STUDENT ASSISTANT PAY SCHEDULE - EFFECTIVE 01/01/2017						
STUDENT ASSISTANT 1	4922	\$10.50	\$11.68	\$12.86	\$14.04	\$15.23
STUDENT ASSISTANT 2	4921	\$11.03	\$12.27	\$13.51	\$14.75	\$15.99
STUDENT ASSISTANT 3	4920	\$11.58	\$12.88	\$14.18	\$15.48	\$16.79
STUDENT ASSISTANT 4	4919	\$12.15	\$13.52	\$14.89	\$16.26	\$17.62

POLICY FOR MOVEMENT THROUGH THE SALARY RANGE:

4. All four Student Assistant classification levels allow for *Department funded* movement through the salary range, whereby the Employing Department may grant increases. An employee's total salary increase in a single fiscal year cannot exceed 25 percent of base salary. This includes increases due to promotion, reclassification, equity, lateral transfer, and increases to bring an employee’s salary to the minimum of the salary range. This limit does not include increases made under a System wide Salary Program. This limit also does not include incentive or recognition awards because these types of awards do not increase an employee’s base salary.

NOTE: Employing Departments have the option to adopt performance related salary adjustments and to establish their own internal criteria, policies, procedures and forms. Such increases will be funded *by the Department*.

Authority/Documentation for Pay Increase:

Increase within 25% of current pay: Employing Departments have the authority to approve "Movement Through the Range" increases for individual pay rate increases not exceeding 25% of the student's current pay rate in a single fiscal year, provided that the increase does not exceed the maximum pay for that classification. All such changes require the submission of the "Change Form," which can be obtained from the CCPA's website at:

http://hire.ucmerced.edu/sites/hire.ucmerced.edu/files/page/documents/student_change_form_rev.5-2013_1.pdf

The "Student Change Form," along with some form of supportive documentation that initiates the justification for the action (revised job description and/or performance evaluation) and action/budgetary authorization according to Employing Department's procedures, is to be submitted to the appropriate payroll department.

Pay Adjustment: Documentation for performance-related increases may be maintained at the employing Department and a copy sent to the appropriate payroll office for inclusion in the Student Employee's file. No revised job description is required.

Changed Duties: If the duties change, the existing job description must be modified to reflect the increased level of responsibility.

Increase above 25% of current pay: Any changes exceeding 25% of the student's current pay rate must be approved by the Student Employment Office. As above, no new job description is required for merit increases, but if duties change, the existing job description must be modified and approved by the Student Employment Office.

POLICY AND PROCEDURE FOR CHANGE IN CLASSIFICATION:

Policy: A job classification may be changed if the student assumes duties of greater or lesser responsibility. Employing Departments are delegated authority to classify/reclassify Student Assistant I's, II's, III's & IV's based on their evaluation of the Student Assistant Classification Guide. If the classification is unclear, the Employing Department can request the Student Employment Office to review of the position. Appropriate documentation, e.g., a new job description should support the change in classification.

Procedure:

- **Reclassification for Increase within 25% of Current Pay:**
Reclassification upward from Student Assistant I through Student Assistant IV with up to 25% increase above the employee's current pay rate does **not** require pre-consultation by the Student Employment Office provided that the increase does not exceed the maximum pay for that classification. The Employing Department must submit a "Change Form" and a "No-Post" Job Description form for the new classification which will be automatically approved by the Student Employment Office.
- **Reclassification Approval for above 25% of Current Pay:**
If the reclassification increase exceeds 25% of current base pay rate, the Employing Department must obtain prior approval from the Student Employment Office (via the Job Description and "Change Form" approval process).

OVERTIME:

As a campus policy, students **are not permitted to work overtime**. It is the Supervisor's responsibility to make sure that their students not exceed 18 hours a week during the fall and spring semester and 40 hours a week during semester breaks.

WORK SCHEDULES:

Undergraduate Student Employees: As stated above, student employees are not to work more than 18 hours per week while school is in session. They are entitled to work up to a maximum of 40 hours per week when school is not in session, between semesters and during summer vacation.

Rest Periods: Per Staff Personnel Policy 32-B.2: "A part-time employee may be granted one paid 15-minute rest period for each work period of three continuous hours or more not to exceed two rest periods per day." This policy applies to Student Assistant employees. Additionally, lunch breaks will be taken at the discretion of the supervisor and will not be paid.

STUDENT EMPLOYEE BENEFITS:

Sick Pay: Employees must be on pay status at least one-half of the working hours of a month or quadri-weekly cycle to be eligible for sick pay pursuant to the University of California Staff Personnel Policy for Staff Members (PPSM). These benefits will generally only apply to Student Assistant employees who work more than 50% of a full-time schedule during the summer. During the academic year students are limited to working no more than a total of 18 hours per week. Students who work 40 hours/week during school breaks are eligible to accrue sick leave. They are allowed to use their sick leave only during a scheduled work day and must note the number of sick hours used on their timesheet (under Sick Leave). Sick leave hours can move with students from job to job. Students are **not eligible** to cash out their sick leave upon graduation/separation from job.

Sick leave is to be used for personal illness, personal disability or medical appointments.

Sick leave shall not be used prior to the time it is credited. Sick leave shall not be used in excess of the employee's normally-scheduled hours of work. Sick leave shall not be used beyond a predetermined date of separation, including retirement or layoff, or the beginning of a leave of absence without pay.

Sick leave is paid at the employee's straight-time rate of pay including any shift differential, provided that the employee would have been expected to work that shift or shifts if not on sick leave.

No sick leave pay shall be payable to an employee unless the employee's immediate supervisor or designee is notified of the illness/disability and the probable duration thereof as soon as possible, but in no event later than the beginning of the employee's work day except when the University determines that the employee's failure to notify is due to extreme circumstances beyond the control of the employee.

For specifics on these benefits, please visit the University of California Staff Personnel Policy for Staff Members at <http://atyourservice.ucop.edu>

Holiday Pay: An employee is eligible for holiday pay if the employee is in pay status at least fifty percent (50%) of the hours in the month or quadri-weekly cycle, excluding holiday hours. Pay is based on eligibility determined by the quadri-weekly cycle, defined as the two (2) bi-weekly pay periods immediately preceding the bi-weekly pay period in which the holiday occurs. 2. An employee on pay status on the employee's last scheduled work day before the holiday and first scheduled work day after the holiday shall be eligible to receive holiday compensation as provided in Section C., below. No employee shall be eligible for compensation for any holiday which is immediately preceded by or followed by an unauthorized unpaid absence or a disciplinary suspension.

For specifics on these benefits, please visit the University of California Staff Personnel Policy for Staff Members at <http://atyourservice.ucop.edu>

Jury Duty: Students employed in Casual/Restricted positions are **not eligible** for pay for scheduled hours forfeited due to jury duty obligations.

EDUCATIONAL LEAVE PROGRAM STATUS (ELP):

- Students who are employed in a campus position at the time they receive approval for ELP status may, upon the request of their supervisor, maintain their **current** campus position(s) for one semester (four months only), including summers. They may not apply for a new position while on ELP status. NOTE: If the student was previously on federal work-study status, the employer is now responsible for paying 100% of the student's wages earned while on approved ELP status.
- Students who are not employed in a campus position at the time they receive approval for ELP status are not eligible to apply for on-campus or off-campus jobs, including summer positions.

Student FICA Status: While on Approved Academic Leave of Absence, a student retaining UC employment for one semester will be charged DCP/Medicare, as s/he does not carry the required registered Departments to remain exempt. See Student FICA.

Use of CCPA: Students on **approved** Educational Leave Program Status may **not** apply for any work-study or non work-study campus jobs, except during summer unless they intend to register for the following fall term.

STUDY ABROAD STATUS:

Students who are leaving campus to study abroad may retain their current campus working positions as follows:

- The student employee initiates a request to telecommute by submitting a proposal to his/her supervisor and/or unit/department head. If the employee and supervisor/department head agree to a telecommuting arrangement, they must complete the Remote Hire Form.
- The original form shall be maintained in the employee's personnel file, with copies for the employee and supervisor/department head.
- Students must receive a completed, signed Remote Hire Authorization Form prior to their study abroad leave.



Remote Hire Form -
Students.pdf

STUDENT FICA (CAP/MEDICARE) OTHERWISE REFERRED TO AS "SAFE HARBOR":

As defined under the Department of Education regulations and detailed below, students employed by the University (who are not members of UCRS) must be enrolled at least half-time to qualify for the FICA Exception. Student employees who meet the following requirements are not subject to FICA withholding.

1. Minimum Number of Units – Undergraduate Students

To be considered exempt from withholding, undergraduate students must be enrolled in a **minimum of 6 units**.

2. Work Requirement

A student working for the University on a full-time basis, based on the student's normal work schedule, is not eligible for the FICA exception.

(An exception applies to all services performed during all payroll periods of a month or less that fall wholly or partially within the academic term.)

3. Summer Enrollment

A student employed during the summer is subject to withholding, unless the student is taking the minimum number of Departments established for Summer Session (6) and not employed on a full-time basis.

4. Employment During Intersession and Breaks

Withholding is not required during intersession and break periods of 5 weeks or less as long as the student is otherwise eligible for the exception on the last day of classes preceding the break and is eligible to enroll in classes in the academic period following the break.

A) If a student is enrolled less than half-time, the student can still be eligible if the student is in his last semester or quarter of a course of study, and is enrolled in the number of Departments needed to complete the requirements for obtaining a degree.

B) An exception applies to all services performed during all payroll periods of a month or less that fall wholly or partially within the academic term.

Appeals:

If a student feels s/he has been incorrectly charged DCP/Medicare, s/he may request a refund. Central Payroll will investigate the student's registered/employee status for the pay period in question, and if the student has been incorrectly charged an authorization will be sent to Central Payroll to issue a refund of the Retirement portion of the charges.

WORKERS COMPENSATION:

The university is required by law to pay medical expenses for on-the-job injuries and disability payments for time lost from work in accordance with the State of California Workers' Compensation regulations. Employees are to report any injuries incurred on the job to their supervisor immediately. A worker's compensation incident report must be filled out within 24 hours and submitted to HR. There are sections to be completed by the employee, supervisor and medical provider, if medical attention is sought. It is up to the employee whether or not they seek medical attention. If the injury is not severe and it occurs during regular business hours, they can go to the Health Center on campus for first aid treatment. If the injury is more severe or occurs after work hours, they can go to Urgent Care at Castle Air Force base. Additionally, a worker's compensation pamphlet must be distributed to the injured student employee. The Workers Compensation Pamphlet and incident report may be downloaded here: <http://hr.ucmerced.edu/workers-comp>

TEMPORARY EMPLOYEES:

To hire students on a temporary basis, follow the same procedures as for hiring any other student employee. The Campus Job Posting Request form includes a field for "Estimated Appointment End Date". Simply complete that field with the date the position will end. When posted, the announcement will indicate that the position is for a short-term period. See the Recruitment and Hiring section below for more specific of the hiring process.

Temporary student employees are funded through Department budgets only.

STUDENT EMPLOYMENT FUNDING:

Campus:

For current budgetary years, the majority of on-campus student employment is funded through Department budgets or grants.

Federal Work Study:

Federal Work-Study funding is administered to a small number of select Departments per campus administration. Regardless, supervisors are to give hiring priority to students who have been awarded a UCM work-study award. The federal share for on-campus FWS student earnings is 75%. Non-federal/ department share is 25%

RECRUITMENT AND HIRING

The University is an equal opportunity employer. As a best practice, in order to allow all interested students to apply for open positions, to facilitate a competitive environment, and to build an adequate applicant pool for best selection by the hiring manager/supervisor, recruitment should remain open for a reasonable period. However, a filing deadline is required by Cat PAWS in order to post a job. The hiring department should establish a reasonable deadline for closure of a recruitment period and extend the deadline if there are too few qualified applicants. Recruitment for student jobs is done through the CCPA.

Campus employers are requested to give priority consideration to the hiring of UC Merced students for all temporary staff positions requiring less than 18 hours of work per week during the academic year and temporary positions during the summer months for 20 to 40 hours of work per week.

Nondiscrimination and Affirmative Action Policy Regarding Academic and Staff Appointment:

It is the policy of the University not to engage in discrimination against or harassment of any person employed or seeking employment with the University of California on the basis of race, color, national origin, religion, sex, gender identity, pregnancy,¹ physical or mental disability, medical condition (cancer-related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or status as a covered veteran.² This policy applies to all employment practices, including recruitment, selection, promotion, transfer, merit increase, salary, training and development, demotion, and separation. This policy is intended to be consistent with the provisions of applicable State and Federal laws and University policies.

In addition, it is the policy of the University to undertake affirmative action, consistent with its obligations as a Federal contractor, for minorities and women, for persons with disabilities, and for covered veterans. The University commits itself to apply every good faith effort to achieve prompt and full utilization of minorities and women in all segments of its workforce where deficiencies exist. These efforts conform to all current legal and regulatory requirements, and are consistent with University standards of quality and excellence.

Non-discrimination Policy Statement for University Of California Publications Regarding Student-Related Matters:

The University of California, in accordance with applicable Federal and State law and University policy, does not discriminate on the basis of race, color, national origin, religion, sex, disability, age, medical condition (cancer-related), ancestry, marital status, citizenship, sexual orientation, or status as a Vietnam-era veteran or special disabled veteran. The University also prohibits sexual harassment. The non-discrimination policy covers admission, access and treatment in University programs and activities.

Inquires regarding the University's student-related non-discrimination policies may be directed to:

Le' Trice Curl

Director of Student Life & Judicial Affairs
(209) 228-7881
lcurl@ucmerced.edu

JOB POSTING GUIDELINES:

To begin the hiring process, hiring managers must submit a completed Campus Student Employment Job Posting Request form and a Job Description form via email to the Student Employment Office at penea@ucmerced.edu. The Job Posting form can be obtained on-line at http://hire.ucmerced.edu/files/page/documents/job_posting_request_form-fws-campus-1.pdf and the Job Description form can be obtained online at http://hire.ucmerced.edu/files/page/documents/job_description_form_0.pdf

After review the Student Employment Office, the Campus Student Employment Job Posting Request form will be posted on “Cat PAWS,” UC Merced’s web based campus student employment job posting system. If the Employing Department wishes to publicize its position further at different locations around the campus, they are encouraged to do so. However, the official job announcement and all applications are to be processed through the Student Employment Office.

Once the job is posted supervisors will be notified via email by the Student Employment Office.

Once a student worker has been selected they can be sent to the Student Employment Office along with their required identification and signed Job Description Form to complete all necessary hiring paperwork.

WAIVER OF OPEN RECRUITMENT:

In order to allow all qualified students to apply for working positions, waiver requests will only be accepted if it is shown that a student is uniquely qualified in terms of skills, knowledge or experience along with confirmation that there is no other viable candidate for the position.

If your student meets these requirements you will select “yes” under section “Request for Waiver to Open Recruitment” on the Job Posting Request Form and also complete Section 14 of the Job Description Form as shown below:

14. WAIVER OF OPEN RECRUITMENT

Student Name: Ima Student

Student UCM I.D. #100005555

Enter a paragraph explaining why student is uniquely qualified for this job.

Period of Job Posting:

The online Cat PAWS system requires an open and closing deadline in order to post the position on-line. This date must be in number form only (you should not enter “when filled” or “ASAP”). Supervisors can request that any deadline be extended out or closed early by contacting the Student Employment Office.

THE “CAT PAWS” STUDENT EMPLOYMENT JOB POSTING SYSTEM:

The online “Cat PAWS” system integrates the recruitment of all on-campus student employment positions.

Once the position is posted students can access the system by visiting the CCPA website at <http://hire.ucmerced.edu> or directly at http://jobs.ucmerced.edu/list_student_positions.faces. To apply students must use their UC Merced Net ID and Password.

Employers can view applicants by visiting http://jobs.ucmerced.edu/mgmt/area_mgmt.faces and entering their UC Merced Net ID and Password and selecting their job position number.

APPLICATION AND HIRING:

Student Application Process:

Students will review and apply for available campus positions via the “Cat PAWS” system which can be accessed through the CCPA website at <http://hire.ucmerced.edu> or directly by visiting http://jobs.ucmerced.edu/list_student_positions.faces.

While most on-campus student employment positions are funded by the Department, on-campus employers are to give preference to those students who have been awarded “Campus Work-Study.”

Interview & Hiring:

Employing Departments have the flexibility to determine their interview-hiring processes according to their own needs and style of operation. The procedural hiring guidelines are as follows:

- **Review of Applications - Scheduling of Interviews**
 - Hiring manager listed on job announcement may, at any time during recruitment, review applications.
 - Other reviewers may be added by request to the Student Employment Office
 - Supervisor may click student email link to schedule interview.

- **The Hiring Manager Makes the Job Offer**

For critical positions (those requiring a fingerprint check); the offer is conditional. The fingerprint check must be completed before employment begins. Please contact the campus police department regarding conducting background checks.

- **New Student Employee Completes the Hiring Packet**

When a job is posted the following steps are to take place to hire and activate the student employee in the payroll system:

 - The Student Employment Office staff will send the Job Description Form to the Hiring Manager.
 - This job description form must be completed and signed by both the student employee and the hiring manager prior to the student’s first day of work. The hiring manager will instruct the new student employee to report to the Student Employment Office with the completed and signed job description form and all the necessary identification (e.g. Driver’s License, Visa/Passport, Social Security Card, etc.) prior to his or her first day of work to complete the hiring packet. This required document list can be found at <http://hire.ucmerced.edu/files/i-9-form.pdf>
 - Upon completion of the hiring packet, the hiring manager will receive an e-mail indicating that the student employee is eligible to begin working. No student can begin working prior to this time.

As stated above the hiring packet includes the following documents:

- The Campus Student Employment Job Posting Request form as approved by the Student Employment Office
- The Job Description form
- Personal Data Form
- Demographic Data Transmittal
- Payroll Earnings Distribution Authorization
- State Oath of Allegiance, Patent Policy and Patent Policy Acknowledgement
- Employment Eligibility Verification(I-9)
- Statement Concerning Your Employment in a University Position Not Covered by Social Security
- University of California Employee’s Federal-State Withholding Allowance Certificate (W-4)

- **Completed Hiring Packets are delivered to the appropriate payroll offices by the Student Employment Office staff.**

GUIDELINES FOR THE HIRING AND INTERVIEW PROCESS:

Beginning the Hiring Process:

When hiring, keep the following points in mind:

- Plan ahead and hire students prior to peak work periods.
- Be clear about the job being offered. Know the job duties, hours, who will supervise, etc.
- Read the applications carefully before the interviews.
- Give priority to those students who have “Campus Work-study” awards.
- If you have questions regarding the hiring process, refer to this manual. If you still need information, call the Student Employment Office prior to starting the hiring process.

The Interview Process:

The interview is the most important part of the hiring process. Treat the student applicant as if you were hiring a regular career employee, as this person may become a part of your workforce.

Be organized going into the interview to create a sense of security and relaxation for the job applicant.

- Have a copy of the job description available for review by the applicant.
- Introduce yourself and address the applicant by name.
- Let the applicant know how long the interview will last.
- Do not allow interruptions from telephone calls, knocks on door, etc.
- Be enthusiastic and courteous during the interview.
- Evaluate the applicant objectively.
- It is strongly recommended that interviewers create a set of questions at the beginning of the interview process that all applicants will be asked. Careful, written notes about applicant responses will assist in making the correct hiring decisions.
- Questions asked in an interview should be relevant to the job. Personal questions are inappropriate. The CCPA staff is available to assist in developing interview questions for any position.
- Do not criticize an applicant during the interview. If, for example, an applicant's appearance is not acceptable, you may not criticize on this personal issue. However, you can point out that appropriate attire is expected on the job and ask if the interviewee is willing to comply.
- Tell the applicant what the job requires, including a description of office rules. You can explain rules about coming to work on time and when work breaks are allowed, for example. Talk with the students about wages and benefits.
- Have the applicant tell you how his or her experience relates to the job. Many students have relevant unpaid or volunteer experience that should be explored in the interview.
- Do not hesitate to encourage the applicant to respond to a question in more detail.
- Silence is acceptable. Give the applicant time to think before answering an interview question.

Making a Decision:

Make a list of the advertised job requirements for the job prior to the interview and evaluate each applicant against the items on the list after each interview.

- Be prepared to explain selection criteria and why a particular applicant was or was not hired.
- For candidates not selected for a position, there is a standard email rejection letter that can be obtained from the Student Employment Office by emailing careercenter@ucmerced.edu. Supervisors are encouraged to send either this generic letter or a personal email informing the candidate that the job is already filled.

After Hiring:

- This may be a student's first job, so do not assume he or she knows what to do without training and supervision.
- Supporting and training a student for a position will enhance performance.
- Explain work rules and regulations; what the employee's rights are; when a merit increase can be expected, etc.
- Explain the use of the PTR time reporting system/electronic time card.
- This may not be the student's only job; make the work hours clear so scheduling conflicts do not arise.
-

BACKGROUND CHECK PROGRAM GUIDELINES FOR STUDENTS

WHY DO YOU REQUIRE A BACKGROUND CHECK?

- Background checks are conducted to promote a safe work environment; to protect key organizational assets such as people, property and information; and to enable hiring authorities to make prudent employment decisions based upon more comprehensive job-related information. Potentially background checks could include any/all of the following:

1. DMV Check
(These inquiries are conducted by the Department of Motor Vehicles)
2. Checks of Academic Standing
(These checks are conducted by the UC Merced Registrar's Office)
3. Judicial Standing
(These checks are conducted by the UC Merced Judicial Affairs Office)
4. Live Scan (finger printing)
(These services are provided by the UC Merced Department of Public Safety)

WHO MUST HAVE A BACKGROUND CHECK?

- Those applicants who are working in a position deemed "sensitive" by Human Resources require criminal background checks. Some of these positions are listed below under "Background Check Program Guidelines for Hiring Managers".

HOW DOES IT WORK?

- *Fingerprinting* for the background check will be conducted using *Live Scan* to capture and electronically transfer individual's fingerprints to the DOJ/FBI. After the individual's fingerprints are obtained, the results of the *Live Scan* may be received in one (1) business day, however, the results may also take up to thirty (30) business days for DOJ/FBI to complete.

WHAT DO YOU BRING?

- Valid California Driver License, Identification Card or Passport with a photograph and a completed BCII-8016 form prior to receiving *Live Scan* services.
- BCII-8016 can be found at:
http://police.ucmerced.edu/sites/police.ucmerced.edu/files/page/documents/completedbcii-8016_form.pdf

Hiring will be contingent upon the successful completion of a background check.

U.C. Merced Department of Public Safety is located at
Services Lane and Facilities Loop
228-6777 (CAT COPS)

Email: police@ucmerced.edu

Judicial Affairs office is located at
Office of Student Life KL 184
228-5433 (CAT-LIFE)
Email: studentlife@ucmerced.edu

Registrar's office is located at
KL 122 or Students First Center
228-2734
Email: registrar@ucmerced.edu

EMPLOYMENT FORMS AND REQUIRED DOCUMENTS:

Employment Forms: Student employees must report to the Student Employment Office prior to their first day of work to complete all necessary hiring forms. The student employee must not accrue work hours until he or she has completed all necessary hiring forms. The completed form must be submitted to payroll within 48 hours of the Student Assistant's start date. It is critical that all hiring documents are dated with the same date. That date must be on or before the student employees first day of employment.

It is the policy of the university that all individuals must sign the State Oath of Allegiance, (unless a non-citizen) and Patent Agreement prior to commencing employment. Supervisors are responsible for assuring that work is not performed prior to Employing Department's employment authorization. The individual is not an employee of the university until the Oath and the Patent Agreement are signed. If employment forms are not completed before work commences, damage payment forms will need to be completed by the Employing Department, and the student's paycheck will be considerably delayed.

Immigration Reform and Control Act of 1986: In accordance with the Federal Immigration Reform and Control Act of 1986, no one will be hired or re-hired for any UC Merced position without providing documentation to establish proof of identity and employment eligibility. Students must be prepared to show the Student Employment Office original documents, and provide those documents before they will be allowed to sign university employment forms. Column A documents will satisfy requirements for both identity and employment eligibility. In lieu of Column A documents, hired individuals must supply one of the documents listed in Column B along with one of the documents listed in Column C.

Immigration & Naturalization Service's Form I-9: Under the Federal Immigration Reform and Control Act of 1986, employers must certify that anyone they hire is legally entitled to work in the U.S. This law applies to EVERYONE, native-born U.S. citizens as well as immigrants, foreign visitors, and naturalized citizens.

Whether a student intends to work on- or off-campus (anywhere in the US), s/he must provide documentation of eligibility to work before s/he can be hired or re-hired. No one will be hired or re-hired at UC Merced for any position, including academic appointments, without proof of identity and employment eligibility. To avoid delays in hiring dates, late paychecks, etc., please visit the link below for the I-9 form and the list of acceptable documents.

<http://www.uscis.gov/files/form/i-9.pdf>

NOTE: Students who have applied for a duplicate social security card may complete the employment process by showing an official "receipt for duplicate social security card" issued by the Social Security Administration. They are in pending I-9 status until they bring in the new social security card. Students must present their new cards to the Student Employment Office within 90 days of their duplicate receipt or they will be asked to cease working. Notice of the student's temporary payroll status will be given to the Hiring Manager.

CLEARANCE TO COMMENCE WORK:

It is the Employing Department's responsibility to verify that one of the three following employment processes has been completed before the student begins working:

Students New to the UC Merced Payroll System: It is the Employing Department's responsibility to verify that its student employees have completed the initial hire procedures. Hiring managers will receive an e-mail when their students have completed their portion of the hiring packet and are authorized to begin work. Consequences for allowing a student to work before employment forms are completed and submitted to the appropriate payroll office include the following:

- The student is not officially employed.
- The student is not covered by worker's compensation.
- The employing Department is responsible for processing a damage payment if the student had not previously completed an OATH form.
- The student's paycheck for hours worked before the signing of UC employment forms will be considerably delayed.

Re-hired Students: If the student is "Inactive" or "Separated" on the Employee database, s/he must complete all the forms in the hiring packet again and follow the same hiring procedure as a student employee new to the payroll system. Please contact the appropriate payroll office to confirm the student's employment status with the university.

Students Currently Active in the UC Merced Payroll System: Student employees who are starting a new position and are currently active on the UC Merced Payroll system still must report to the Student Employment Office and bring the job description (signed by both the hiring manager and the student employee). The Student Employment Office will confirm that the student is still active on the UC Merced Payroll system. They will also have the option of making changes to their W-4 form and their preference for an EFT or check payroll distribution. Upon completion of those forms, the Student Employment Office will e-mail the hiring manager to notify them that the student is now eligible to begin work. The Student Employment Office will send the following documents to the appropriate payroll office:

- Completed and signed Job Description Form
- Completed and signed Job Posting Request
- W-4 (Optional)
- Payroll Earnings Distribution Authorization (Optional)
- Multiple Assignment Form

STUDENT EMPLOYEE ORIENTATION:

When the student reports to work, the supervisor should provide specific orientation for the new employee in that office and review all department standards, regulations and general UC Merced guidelines so that expectations are clearly defined from the start. Some items to include in the department orientation are:

- Work schedule
- Appropriate attire
- Policies regarding reporting illness or other changes in work schedule
- Use of the PTR electronic time card system and time card submission deadlines
- Safety training and requirements to report work related accidents and injuries
- Policies regarding confidentiality
- Expectations regarding socializing while on the job
- Evaluation procedure (including providing the student with a copy of the evaluation form to be used)

TRIAL EMPLOYMENT PERIOD:

Casual restricted employees can be released from employment with or without cause at any time. The first three weeks of employment, however, should be considered a trial period. During this time the student should be evaluating their job and the supervisor should be evaluating the student. The supervisor needs to provide direct attention and supervision to the student during this time, evaluating their performance, attitude, ability and areas for improvement. It is also the time to resolve any problems or questions about the position and determine if the student and job are compatible. No formal evaluation or review will be conducted and no pay raise is to be given for the trial period. If it is determined that a student and the position are not compatible, the supervisor should complete the appropriate section on the "Change Form". Release from a position during the trial period will not reflect on a student negatively or affect their future ability to work on campus unless there has been gross misconduct.

MAINTAINING, EXTENDING AND SEPARATING STUDENT EMPLOYEES

STUDENT EMPLOYER BEST PRACTICES:

1. Establish clear goals.
2. Clear written expectations.
3. Utilize active listening. Regularly scheduled meetings.
4. Provide student with the tools necessary for performing the work assigned (training, materials, etc.).
5. Give plenty of feedback. Let people know if their work is on or off track. Expect new workers to make some mistakes. When the performance is off track, assume first that the instructions were not clear, and clarify expectations.
6. Delegate!
7. Set a positive example of professional, polite and ethical behavior.
8. Remember that student employees are students first.
9. Show appreciation for exceptional work.
10. Ask for student's input.
11. Be an accessible supervisor.
12. Be a student.
13. Be a teacher.
14. Encourage risk taking and decision-making.
15. Communicate openly and honestly.
16. Get to know your people. Offer a friendly greeting at the beginning of each workday; talk to them occasionally about outside interests. Let them know that you care about them as individuals.
17. Don't ignore non-performance. As soon as you realize someone is not doing the job, check to see what's happening. Let the worker know that you expect a better performance.
18. Remember that the most important intangible part of the work climate is a healthy sense of self-esteem. When workers feel good about themselves, about the company and the work they do, it will be much easier to get cooperation from them.
19. Follow-up. After assigning work, be sure it is being done correctly.

EVALUATION PROCESS:

Evaluations are to be completed at least once a year and preferably once a semester. A final evaluation is also to be completed at the end of the student's employment, whether from separation or end of contract term.

Supervisors must complete a Student Employee Evaluation form and then review it personally with the student, taking time to discuss positive areas as well as areas where improvement may be needed.

Both the supervisor AND the student must sign the completed evaluation form. A copy of the evaluation form is to be given to the student employee and the original is to be maintained by the Hiring Manager. The Hiring Manager is to complete the Change Form to adjust the student employees pay if a merit increase is given.

Supervisors should be very specific regarding performance the student needs to improve on and instruction on how the student might measurably improve their performance.

Evaluation forms can be found online at:

http://hire.ucmerced.edu/files/page/documents/evaluation_form_0.pdf

RENEWALS AND EXTENSIONS OF EMPLOYMENT:

Student employee in a Casual/Restricted appointment who is a registered student in good academic standing in the spring semester, who will be returning as a registered student the following fall semester, is eligible to have his/her appointment renewed for the following academic year if funding and need permits.

Because Student Casual Restricted positions automatically terminate on or before the last day of the academic year, campus Departments must formally request extension of the appointment for students who will continue to work over the summer. To extend spring employment into the summer, supervisors should notify the appropriate payroll office by May 1st of each year.

To renew the appointments of student employees who will be returning in the fall (but who will not be working over the summer), supervisors must submit authorization to their appropriate payroll office, including a list of renewing student employees, and their new appointment end dates, by May 1st of each year.

Student employees are only eligible for appointment renewal if there is reasonable certainty that the student will return to the same Department and job in the fall.

Student employees are directed to At Your Service Online which can be found at: <http://www.atyourservice.ucop.edu/> in order to update any personal information that has changed (such as address, telephone number, tax filing and withholding status, etc.) relating to their employment record.

Because many students do not understand the casual/restricted appointment renewal/extension process, it is important that they be informed when and to whom they should report upon return to school in the fall. In the event that the returning student whose appointment was renewed/extended does not have hours worked in the first 30 days of the new academic year, the appointment will be terminated and the student will be separated as of their last day on pay status.

SUMMER EMPLOYMENT:

As stated above, campus Departments must formally extend the appointment of those students who will continue to work over the summer. To extend employment the Hiring Manager must notify the appropriate payroll office by way of a Student Change Form signed by the Department's MSO. Student employees should be extended only if there is reasonable certainty that the student will return to the same Department and job in the fall. In fall, they will need to provide only address changes, check disposition, or W-4 changes in order to update their EDB (Employment Database) record.

Students working in the summer are limited to 40 hours per week.

Student employees who work during the summer will see a change in their paychecks as FICA will be taken out during the months that they are not enrolled in the minimum number of Departments required for FICA exemption (6).

Students who are employed during the summer must purchase a summer parking permit for varying prices. Please visit <http://taps.ucmerced.edu/> for more info.

POLICY FOR STUDENT EMPLOYEES GRADUATING IN SPRING:

Faculty and staff upon the request of the appropriate unit supervisor may extend a student who is graduating at the end of spring semester to work during summer months up through the day before fall instruction (). At that time graduating students are no longer able to work in an undergraduate position on campus.

The criteria for extending graduating students are as follows:

- Graduating seniors must have been currently working and employed in their current positions during spring semester and prior to spring graduation to be eligible for extension through summer and can only retain their current positions
- Extensions through summer must terminate the day before fall instruction ()
- Graduating seniors may **not apply** for “new” campus positions after graduation.
- Graduating seniors from institutions other than a UC campus must be hired for summer only positions through UC Merced’s Human Resources Department as a limited appointment.

NOTE: Please consider only extending graduating students through summer who have been in the payroll system and working for you for a normal amount of time. Hiring a graduating student into a new position just prior to spring graduation is not a guarantee that the student will be processed in a timely manner.

POLICY FOR STUDENT EMPLOYEES GRADUATING IN FALL:

Students graduating in December are no longer considered undergraduate students and must be separated from their current positions **the day before fall instruction in January of the following year.**

ADDITIONAL INFORMATION REGARDING STUDENT EMPLOYMENT: If a student is still completing coursework over the summer or following semester toward completion of their degree, then they continue to be eligible for student employment

CONFLICT RESOLUTION:

In most situations effective communication can solve most problems that may arise between a student employee and supervisor. If a problem exists between a student employee and supervisor, the first step is to discuss the issue to determine if a possible solution exists. If the issue remains unresolved, the supervisor should contact the Assistant Director of Student Professional Development at CCPA. The Assistant Director, with input from the Department of Human Resources, will function as a mediator and assist in resolving the conflict, whether through discussion with the student employee or a meeting between the student employee and supervisor.

PROGRESSIVE DISCIPLINE/TERMINATION:

While casual/restricted employees can be released from employment at any time pursuant to Personnel Policies for Staff Members Policy 61, the philosophy of the UC Merced Student Employment Program is that an on-campus position is also an opportunity for student learning. In order to assist our students in their development as professionals, it is recommended that employers follow this procedure for progressive discipline when they find that the quality and/or quantity of their student employee’s work is less than satisfactory.

1. **Identification of the problem.** Documentation is very important.

2. **Coaching.** - Verbal warning is given stating deficiencies. Supervisors should document the date the warning is given.
3. **First warning** - Written warning stating: (with a copy to the student employee and the Student Employment Office)
 - What the employee is doing wrong
 - What the employee needs to do to fix it
 - Time frame for resolution of the problem
 - Consequences if the problem isn't fixed
4. **Second warning** - Written warning: (with a copy to the student and the Career Services Center)
 - Giving new examples of the problem
 - Development of a performance improvement plan stating specific performance goals with a timeline for completion of those goals
 - Return to "Trial Employment Period" status
 - Establishment of a specific date for a feed back conference at which time the problem will be resolved or the employment terminated.
5. **Termination** – If the problem has not been resolved the employer will then terminate the student employee and a written report explaining the termination is to be sent to the Student Employment office within **two** working days of the termination.

IMMEDIATE TERMINATION:

Immediate termination without progressive discipline is to occur in cases of gross misconduct or negligence which includes, but is not limited to, violations of law, dishonesty, theft or misappropriation of University property, fighting on the job, insubordination, or acts endangering others. If this should happen, the supervisor should contact the Assistant Director of Student Professional Development at CCPA prior to the termination. No advance notice needs to be given to employee for termination. A written explanation should be sent within **two** working days to the Student Employment Office.

ENDING APPOINTMENT GUIDELINES:

Voluntary Separation: The decision to leave a job is usually not an easy one, and requires careful thought. If a student is considering leaving a job, they should first discuss their situation with their supervisor. Each employee is a valued asset and therefore is not easily replaced. If the decision to leave is reached, the student is asked to give at least two weeks written notice unless extenuating circumstances exist and less notice is agreed to. If an employee has an end date, and there is no intention to renew/extend/continue the employee's appointment, a rush check must be in hand on the appointment end date.

1. If a student employee walks off the job, you have 72 hours (not business days) to produce their final check.
2. If a student employee gives 72 hours notice to separate from their position, they are due their final check at the end of their shift on their last day of work.
3. Be sure to complete a Student change Form to reflect separation and forward that to the appropriate payroll office.

Involuntary Separation: Occasionally, it becomes the difficult job of an employer to terminate an employee. When this occurs, except during the trial employment period, the use of the progressive discipline policy is strongly encouraged, except as noted above in the cases of gross misconduct.

1. If a student worker is involuntarily terminated, you are obligated to produce their final check at the time of dismissal If the student currently only has 1 job on campus. If the student currently has a second working position at the time of dismissal, you are not obligated to produce their final check at

that time – they will receive their final check at the next pay day when they receive their pay for their second position.

2. Be sure to complete a Student Change Form to reflect separation. Complete the “Comments” section at the bottom stating why the student was separated and forward that to the appropriate payroll office and a copy to the Student Employment Office.

NOTE:

Final checks should be requested through the appropriate payroll office BEFORE 10:00 AM at appo@ucmerced.edu or operations@ucmerced.edu

Checks ordered BEFORE 10 AM will take 2 BUSINESS DAYS TO ARRIVE.

Checks ordered AFTER 10 AM WILL TAKE 3 BUSINESS DAYS TO ARRIVE.

BASIC STANDARDS

DEPARTMENT STANDARDS:

Each department should have a policy covering department standards and regulations.

Items that need to be covered in your department’s policy:

- Standards of conduct and speech
- Standards of dress
- Policies covering: absences, illness, tardiness and substitutions
- Policies covering: handling of sensitive and classified information
- Use of department/office equipment
- Department/office structure
- Work schedules/breaks/time cards etc.
- Overtime policy for student employees

STUDENT STANDARDS:

A student’s conduct on the job is to be that of an honest, reliable and helpful employee. Students are expected to abide by their Department’s specific standards.

It is the responsibility of the student to report to work on time, at the proper place, ready to work. All Departments will have specific regulations covering absences, illness, etc. and students will be expected to abide by these regulations. In general, students should notify their supervisor immediately regarding illness or unusual circumstances.

Student employees are compensated only for hours worked. During the summer break students working 50% or more of full-time accrue sick time and holiday pay. Student employees are covered under Worker's Compensation.

SAFETY AND HEALTH:

The University of California, Merced is committed to providing a safe and healthy workplace and to eliminate conditions that could result in personal injury and ill health. All University operations will comply with applicable regulations, and with accepted health and safety, and environmental protection standards. Safety is everyone’s responsibility. For the university to maintain a high level of safety awareness all employees must do their part in preventing and minimizing workplace accidents and hazards. All injuries and/or unsafe work conditions must be reported to the employee’s supervisor immediately.

In order to provide a safe work environment UC Merced has implemented an Injury and Illness Prevention Program which all employees must comply with as part of their continued employment. Each employee may have to complete various EH&S safety courses, including annual refresher courses depending on their job duties and associated hazards. In addition, all employees will receive initial job specific training from their supervisor at the time they are hired, when they move to another position, or when new substances, processes, procedures, or equipment are introduced to the work place.

USE OF PERSONAL VEHICLES:

For student employees using their personal vehicles for university business, please be aware that University insurance programs do not cover damage or loss to personal vehicles used for approved university business. A vehicle owner's personal liability policy is primary in the event of an accident when using a personal car for UC Merced business. Employees must possess the minimum liability coverage prescribed by California Law.

- \$50,000 for personal injury to, or death of one person
- \$100,000 for injury to, or death of two or more persons in one accident
- \$50,000 for property damage

In order to manage your department's risk, it is strongly encouraged that all hiring managers of student employees (who travel as part of their job duties), keep on file a valid copy of their driver's license and insurance. For more information on university travel, please consult Business and Finance Bulletin G-28, Policy and Regulations Governing Travel: <http://www.ucop.edu/ucophome/policies/bfb/g28.html>.

DMV PULL PROGRAM:

Responsibilities of Hiring Managers:

1. Include a statement in the job posting/job description forms that states, "Position is subject to the California DMV's "Pull Notice System" and continued employment is contingent upon proof of a satisfactory driving record.
2. Prohibit a student employee from driving University Vehicles whose driver license indicates that the individual is considered "negligent," as defined in the California Motor Vehicle Code, Section [12810.5](#).
3. Counsel and/or discipline student employees who have been observed driving unsafely, involved in an accident while driving a University vehicle, or convicted of motor vehicle violations in University or private vehicles while on University business in accordance with UC Merced Accident Review Procedures (in draft status).
4. Notify TAPS within five days when a student employee should be deleted from the EPN program due to termination or separation.
5. Notify TAPS within five days when an existing employee becomes eligible for the EPN program through reclassification, promotion, or transfer.
6. Retain a copy of the driver license record in the employee's personnel file.
7. Obtain a signed [Authorization for Release of Driver Record Information](#) from the student employee and complete a [Government Employer Pull Notice, Enrollment or Deletion of Drivers](#) form and submit forms to TAPS.

Responsibilities of TAPS:

1. Maintain an EPN program master file.
2. Forward to the DMV the addition and deletion of student employees to the EPN program as required by state law.
3. Forward to the employee with copy to the department manager/supervisor within 24 hours of receipt, any notice or summary of DMV actions/activities for student employee enrolled in the EPN program who receives an update to their DL record.
4. Notifying the department manager/supervisor when a participating employee has accumulated the number of points considered by the DMV to be "negligent".

5. Forwarding to the department manager/supervisor within 10 working days of receipt, the annual DMV summary of actions/activity for all drivers registered in the EPN program.
6. On a continuing basis, issue a warning [Notice to Employee of Point Assignment](#) to any employee whose driving record indicates one or more points have been assigned by the DMV (see below).
7. Submit a list of all student employees participating in EPN program to hiring managers on an annual basis in order to remove inactive students.

Responsibility of Student Employees:

1. Provide hiring manager with copy of current driver license in order to determine if eligible for EPN Program.
2. To notify the hiring manager when any changes to their driving record has occurred.

Responsibility of Student Employment Office:

1. Provide text copy to place in job postings about the EPN and what applicants need to complete to be eligible for employment.

REPORTING CHILD ABUSE IN CALIFORNIA (CANRA – for students 18 and under):

- Contact the Department of Social Services – Division of Children and Family Services
- Hotline – 916-445-2771
- Contact your local Police Department
- For more information go to: <http://policy.ucop.edu/doc/4000603/CANRA>

TIME CARDS/PAYROLL

When a new student employee is hired, upon submission of the completed hiring packet to the Payroll Office, the student employee will be established in the PTR (Payroll Time Reporting) system within one week (unless employed in an off-campus work study position)

ALL STUDENT employees must complete electronic time cards, unless employed in an off-campus work study position. Student employees must submit an electronic time card bi-weekly to the supervisor(s) according to the dates indicated on the Bi-Weekly Payroll Calendar. The supervisor or the supervisor's designate will ensure electronic delivery of the approved time card to the Payroll Office on or before the Tuesday immediately following the bi-weekly period ending date. (e.g.: pay periods end on Saturday. Failure to promptly approve a timesheet which is submitted on time by the student, may result in a delay of payment to the employee and/or the requirement of a rush check. Rush checks require a minimum of 72 hours for processing and preparation charges may be charged to the supervisor's department.

The time card is the only payroll form that will be used for issuing checks. NO check will be issued without receipt of a complete time card with appropriate supervisor signature(s). Time cards submitted for a student who has not completed and returned the hiring packet will be returned to the department. Time sheets submitted by students AFTER the processing deadlines may be held until the next payroll cycle.

Paydays:

There are usually two biweekly (B1 and B2) paydays for student employees. Biweekly pay period end dates are every other Saturday, and those dates are circled on the Biweekly Payroll Calendar. Biweekly paydays are every other Wednesday, and those dates are outlined with a square on the Biweekly Payroll Calendar. The biweekly payday is normally scheduled on the second Wednesday following the associated pay period end date.

RECORDS AND FILES

EMPLOYING DEPARTMENTS:

Employing Departments will maintain files and records containing:

- Copies of all completed student employment job descriptions which are signed by the supervisor and the student employee.
- Documentation of progressive discipline, separations and terminations sending a copy to the appropriate payroll office.
- Copies of all departmental policies
- Copies of all Employee Safety Training Record (if required)
- Copies of all Confidentiality forms.
- Originals of Student Employee Evaluations.

ACADEMIC AND ADMINISTRATIVE PAYROLL OFFICES:

The Academic and Administrative payroll offices will maintain the following forms/records:

- All original hiring packet forms
- Any change of status forms
- Documentation of progressive discipline, separations and terminations

CCPA AND THE STUDENT EMPLOYMENT OFFICE:

The CCPA and SE Office will maintain only the following forms/records:

- Social Security Receipts (until they are replaced with original cards and then they will be forwarded to the appropriate payroll department.
- Documentation of Discipline or Involuntary Separation Student Change Forms.