



AS Personnel Office | VU 505, MS 9106
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 Associated Students Personnel Director
AS.Personnel@wwu.edu | as.wwu.edu/employment

To: AS Board of Directors
From: Benjamin Brockman, AS Personnel Director
Date: May 29th, 2012
RE: AS Employment Policy revisions

The AS Personnel Committee is recommending that most of the following major revisions be made to the AS Employment Policy. Sections highlighted below are suggestions made by AS employees *since* the last Board meeting and have not been reviewed by Personnel Committee. While many minor changes have been made, below is a summary of major changes:

2.01 Administrative Responsibilities	The AS Personnel Director can now delegate administration of the Employment Policy to other Personnel Office staff as appropriate
3.02 Volunteer Positions	Now differentiates for official and dedicated volunteers, as opposed to occasional helping hands for AS activities
4.02 Position Classifications	Coordinators and Assistant Coordinators are now only responsible for providing programming for the Western community, not necessarily the Bellingham community.
4.04 Position Changes and Alterations	Now defines what are major and minor position changes and alterations to be approved by the Board of Directors and Personnel Committee, respectively
4.05 Term of Position and Payment Procedures	Consistent with the rest of the document, absences greater than seven days will constitute not fulfilling the term of position
4.07 iii Hourly Positions	Employees no longer need to submit a letter to supervisors to ask for their jobs back. Now supervisors can just request they return through the Personnel Office
5.04 Failure to Meet Qualifications	The Personnel Committee now has the authority to decide what to do with vacant positions after a student employee fails to meet credit or GPA requirements
5.05 iv Weekly Workload	Added clause, "The AS values student employees as students first and they may not work during the hours they are scheduled to attend class." This is consistent with the Work Policies of the Student Employment Handbook (Section 8, Work Hours).
5.06 Multiple Positions	Employees can now be a part time AS EDGE Challenge Course facilitator in addition to the current positions
6.01 v Employee Hiring Procedure and 8.09 Staff Development Attendance	Applicants who cannot meet the term of position will now be interviewed and may even be recommended as the top pick by search committees. However, it is the Personnel Committee's decision to hire them or not if they cannot meet the term of position.
6.01 vi & x on collaborating	Current position holders still can't sit on their position's search committee, but "are highly encouraged to educate their position's search



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between search committees and current position holders	committee on the position responsibilities (not candidates)” and “Search committees are encouraged to consult with current position holders, except those reapplying for their jobs, to better understand the position and its responsibilities.”
6.01 viii-a Confidentiality Agreement	This codifies the AS Confidentiality Agreement, which must be approved by the AS Board and signed by search committee members. Violations to this agreement can result in disciplinary action.
6.01 viii-b Search Committee eligibility	To serve on a search committee, one must have completed all necessary employment paperwork, but not necessarily be on payroll. This reflects our practice of placing incoming Board members on search committees for Board assistants.
6.01 xiv on calling references	After interviews, if a committee has narrowed their selection to a few interviewees, they may call references for those being strongly considered, but not necessarily all those interviewed and have already been ruled out.
6.01 xv Indecision	If search committees can’t make a decision, the search process starts over.
6.01 xvi on Making Offer and Regret Calls	The Personnel Office now makes offer calls year-round
6.01 xix Ratifying Employees	Personnel Office new hires will not be ratified by the Personnel Committee, but the Board of Directors instead
6.01 xx Internships	Internships are now a shared responsibility between current and future position holders, not just new hires.
6.02 Alternate Selection	Codified standard practice; job offers are now made sequentially based on search committee rankings
6.07 Payroll Procedures	Added clause “Supervisors are also responsible for ensuring employees have all paperwork completed before they start.”
7.00 Reasonable Accommodation	We will support job applicants with disabilities throughout the hiring process
8.04 Performance Improvement, Discipline & Termination Procedures	Require more documentation and feedback from supervisors
8.03 Legacy Documents	Changed legacy document process so that instead of making and updating the same document every quarter, employees now take notes every quarter but finish the final document at the end of the term of position.
8.04 b Disciplining the Personnel Director	Process added where an accountability loophole may have existed before
8.04 f Personnel Committee Appeals	Appeals to the AS Board of Directors will be heard and voted on by the five Board members not serving on Personnel Committee. The appealing person may bring one additional person to the meeting for support and



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	up to two members of Personnel Committee will represent their decision to the Board.
8.07 Suspension	Added process and clarity regarding suspended employees
8.12 Absences	Absences exceeding 7 days will result in a suspension of salaried pay
9.01 Hiring Grievance	Added process time limits and grievance possibility based on state and federal laws
9.02 ii Conditions of Employment Grievances	Added possibility for employees to grieve against both student managers and full-time staff managers
9.02 iv Grievance Retaliation	To protect our employees and encourage reportage to the Personnel Office, “All employees have the right to file grievances and retaliation against them is prohibited” was added.
8/9.03 Grievance and Appeal Process	Section deleted – This was duplicated in sections 9.01 and 9.02
Code of Conduct B: Administrative Procedures	Changed revisions of the Code of Conduct from the Personnel Director to the Board of Directors
Code of Conduct C-3: Harassment	Expanded definition of harassment to include bullying and workplace intimidation. The Personnel Committee has more explicit authority in dealing with harassment



[EMPLOYMENT POLICY]

2012-2013 Associated Students Employment Policy
5-30 revision

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1.00 General Principles

The Associated Students of Western Washington University ~~is dedicated to creating educational opportunities for student employees as well as has the following objectives which, in the process of being accomplished, will provide educational experiences for all students. When these are accomplished, they will~~ provide assistance, support and resources to the members of the Associated Students of Western Washington University. The Associated Students exists in order to:

- Ensure student representation in decisions that impact students
- Support leadership development
- Provide resources, activities and information for students
- Provide opportunities for students to organize themselves around their special interests

To further achieve Western's mission and enrich students' lives, the AS is committed to employing students to complement their classroom experience. Student employment provides a rich educational opportunity through position ~~design~~ responsibilities, employee development, staff support and meaningful employment experiences. The AS is committed to providing quality student employment based on the following principles:

- AS employment provides an opportunity to plan, supervise, and carry out programs and services for the benefit of other students.
- AS employment gives students an opportunity to receive practical experience in areas of personal interest.
- AS employment offers financial remuneration for students.
- AS employment enhances the development and growth of students by providing work- related learning experience. The AS is committed to providing training and professional staff support to assure student employees have a positive and meaningful employment experience.
- Employees of the AS provide services and activities that enhance the fabric of the campus community.

2.00 Administrative Responsibilities

2.01 Administration of Employment Policy

The AS Personnel Director is responsible for the administration of the employment policy and for development of appropriate forms, guidelines and procedures (responsibilities may be delegated to other Personnel Office staff as

appropriate). The Personnel Director's responsibilities include, but may not be limited to the following:

- i) Maintaining and monitoring a centralized permanent file of all employees. This file may only be reviewed for official business by the AS Personnel Office staff, the supervisor, full-time staff and the inquiring employee. Permanent files must be kept for a minimum of three (3) years and then purged.
- ii) Actively ensuring the marketing and promotion of all AS employment opportunities and maintenance of a centralized records file of all part-time AS employment opportunities available for students.
- ~~ii)~~iii) Posting of all open positions through the University's HR system, Student Employment's website, in the AS Review, and other venues as appropriate.
- iv) An annual review and revision, as necessary, of all guidelines, job descriptions, policies and procedures pertaining to AS employment, including this policy.
- ~~iii)~~v) Maintaining records of all currently approved salaried and hourly job descriptions.
- ~~iv)~~vi) In conjunction with Western's Student Employment Center, administration of the rules and regulations pertaining to eligibility, pay rates and maximum hours of employment.
- vii) Reviewing job duties and responsibilities to determine proper classification with regard to skill levels, responsibility levels, pay rates and make recommendations to the Board for approval in consultation with the Personnel Committee.
- ~~v)~~viii) Maintaining a pay schedule for all hourly and salaried Associated Students positions.
- ~~vi)~~ix) Assuring that these policies and practices adhere to Equal Opportunity and Affirmative Action guidelines, as well as, to Washington State law, which prohibits discrimination in employment, ensuring that meaningful and equal opportunities exist for all.
- ~~vii)~~x) Compilation and maintenance of a complete online roster of all AS salaried personnel and then distribution of the roster to appropriate professional and student staff members at the beginning of each quarter.
 - (a) This document should contain names, positions and contact information of salaried employees. As positions become vacant and subsequently filled, the roster will be updated for all AS departments.
 - (b) A complete roster of hourly and work study employees will be kept on file in the AS Personnel Office.
- ~~viii)~~xi) The AS Board shall seek input from the AS Personnel Director on all issues related to personnel actions or policy.

~~ix)~~xii) If the AS Personnel Director is unable to fulfill their responsibilities, the AS Vice President for Business and Operations will serve as acting AS Personnel Director and will be responsible for administering this policy.

3.00 Administrative Rules and Regulations

3.01 Policy Application

This policy applies to all hourly, work study, veteran's work study, salaried and elected student employees within the AS. The AS By-laws and Western Washington University regulations regarding student involvement in university governance shall take precedence in the case of conflicts with this policy regarding elected student employees. All employees of the AS are subject to the provisions of the [AS Code of Conduct](#) and each student shall sign and be given a copy of that Code upon their employment or beginning of volunteer status.

3.02 **Official Volunteer Positions**

Official volunteers are students who volunteer on a regular and on-going basis with an AS Office. All official AS volunteers will be required to complete the Western Washington University Volunteer Application form (<http://www.acadweb.wvu.edu/hr/forms/docs/VolunteerApplication.pdf>) and complete a monthly Volunteer Hourly Timesheet (available at <http://www.acadweb.wvu.edu/hr/forms>), ~~appropriate Human Resources Volunteer paperwork~~, as well as sign the AS Code of Conduct. For additional information about AS volunteers, please see section ~~4.104.08~~.

3.03 Relation to University Staffing

The AS shall assure that employment of students on a part-time basis does not supplant classified positions or regular full-time employment.

4.00 Position Classifications & Assignments

4.01 Salary Schedule

- i) The AS Board of Directors will approve the appropriate salary or grade level for each AS job via the approved salary schedule. The rate of compensation is determined by the duties and responsibilities required for a particular position as outlined by the respective job description. The AS Board of Directors may change, alter or omit any AS paid position at any time (see section 4.04 iv). Wage and salary increases may be suspended by the university or state due to budget freezes.

4.02 Position Classifications

i) President

The President serves as the chief elected officer of the Associated Students organization and as the Chairperson of the Board of Directors, who have general charge and management of the affairs, funds, and property of the organization. The President is responsible for representing students, governing of the Associated Students and overseeing the Board of Directors.

ii) Vice Presidents

Vice Presidents serve as elected officers of the Associated Students organization and, as a Board of Directors, have general charge and management of the affairs, funds, and property of the organization. Vice Presidents are responsible for representing students and governing the operations of the Associated Students within a specific area of focus.

iii) Directors

Directors are responsible for coordinating the activities of different programs in a large department to ensure quality programming and/or efficient use of student resources. Specific duties include: establishing departmental goals, departmental training, program approval, personnel management and supervision, departmental budget authority, communication among employees, coordination of programs efforts, and conflict resolution. These positions operate under the management direction of the AS Board of Directors.

iv) Associate Directors

Associate Directors are responsible for coordinating the activities of different programs in a small to mid-size department to ensure quality programming and efficient use of student resources. Specific duties include but are not limited to: establishing departmental goals, departmental training, program approval, personnel management and supervision, departmental budget authority, communication among employees, coordination of programs efforts, and conflict resolution, program planning. These positions operate under the management direction of the AS Board of Directors.

v) Assistant Directors

Assistant Directors are responsible for assisting and coordinating programs under the guidance of the director. Assistant Directors serve as administrative support and program support for the director and AS organization as a whole. Specific duties include but are not limited to: establishing departmental goals, departmental training, program approval, departmental budget authority, communication among employees, coordination of programs efforts, and conflict resolution, program planning and communicating with Western's student body. These positions operate under the management direction of the AS Board of Directors.

vi) Coordinators

Coordinators provide programming for the AS as a whole and facilitate events, offices and groups throughout the Western ~~and Bellingham~~ community. Coordinators report to department directors or supervisors. Specific duties include but are not limited to: event programming, departmental budget authority, coordinating specific office functions, performing administrative work, supervising assistant coordinators, promoting office and events, and maintaining and updating programming resources for the department.

vii) Assistant Coordinator

Assistant Coordinators provide programming support to the AS as a whole and facilitate events, offices and groups throughout the Western ~~and Bellingham~~ community. Assistant Coordinators report to department coordinators. Specific duties include but are not limited to: assisting with event programming, coordinating specific office functions, performing administrative work and maintaining and updating programming resources for the department. Specific training or experience is not normally required.

4.03 Specialized Positions

The AS Board of Directors may approve -specific positions (such as the Election Board Chair) that have a salary or grade level outside of the above listing.

4.04 Position Changes and Alterations

i) Substantive Position Changes & Alterations

~~The AS Board of Directors, in conjunction with the~~ The AS Personnel ~~Director Committee,~~ may make recommendations to the AS Board of Directors to adjust employee's salaries and make substantive changes ~~of to~~ job descriptions in accordance with Washington State Law and Western Washington University policies. AS job descriptions may be adjusted at any time to fit the organization's needs. "Substantive changes" to job descriptions include, but are not necessarily limited to:

- (a) pay adjustments
- (b) reportage changes
- (c) major responsibility changes
- (d) term of position changes
- (e) job title changes
- (a) and position classification changes

1. Minor Position Changes & Alterations

The AS Personnel Committee may make minor revisions to job descriptions ~~adjust job duties~~ in accordance with Washington State Law and Western Washington University policies. Minor revisions are those that don't substantively change the nature of the position or the responsibilities. AS job

descriptions may be adjusted at any time to fit the organization's needs: "Minor revisions" to job descriptions include, but are not necessarily limited to:

(f) language or responsibility clarification

(g) job description format changes

(h) minor responsibility changes

(i) and adding departmental or office responsibilities

- ii) All minor job descriptions changes ~~made in~~ approved by the AS Personnel Committee will be presented to the Board of Director's ~~in an acknowledgement system~~ as consent items during the following AS Board of Director's meeting.
- iii) If the AS Board of Directors decides to omit a paid AS Employee's position, they will be required to inform the employee at least four weeks before the position is terminated.

4.05 Term of Position and Payment Procedures

- ~~i)~~ An employee's term of employment varies according to each specific job description and the program's needs. The section in the job description entitled, "Term of Position," will define the specific planning time, training and the length of the position. The AS Board of Directors, ~~in conjunction with the AS Personnel Director,~~ may shorten or extend an employee's term to meet program needs. Applicants should only be hired if they can fulfill the full term of the position. Enrollment in an academic program curriculum that will require students to be away from campus for an extended period of time (more than 7 days) during the term of position will constitute lack of ability to fulfill the term of position. If an applicant cannot complete the term of position, they will not be considered during the hiring process. Exceptions can be made by the AS Personnel Committee, in conjunction with the position supervisor, and adjustments to pay may be considered.
- ~~ii)~~ AS positions are salaried on a ~~bi~~ twice-monthly basis via Western's payroll schedule.

4.06 Contracted Work

An agreed sum is paid in return for services rendered to the AS when the assignment is completed. This may include a one (1) time assignment or a series of related assignments or projects. Rates for such work will be set by the AS Personnel Committee after consulting with the AS Business Director and the appropriate advisor.

4.07 Hourly Positions

- i) To maintain consistency between AS hourly positions and university guidelines, classification will follow the guidelines established by the Student Employment Center. Hourly position classifications will be based upon the level of

responsibility resulting in pay levels as listed in the student classification guidelines. Beginning wage will be the minimum rate within the pay range for the appropriate classification or at a level recommended by Personnel Committee and approved~~specified~~ by the AS Board of Directors.

- ii) Hourly employees are hired for continuous employment based upon maintaining student status, satisfactory performance, availability of work, and funding unless a different system is specified in the position description. Summer Quarter is not considered a break in continuous employment.
- iii) All hourly employees will be purged from payroll at the end of every spring quarter, and need to complete a new student employment form if they will be returning in summer or fall quarter.~~unless they continue working in their position throughout the summer.~~ Employees who wish to continue employment the following fall must complete rehire paperwork with the staff supervisor to be approved by the AS Personnel Office. Supervisors may submit a request to the Personnel Office for Aany employee who wishes to return to their position in the fall ~~must submit a written letter to their supervisor before their current position ends. The supervisor has the authority to approve or disapprove the rehire~~This decision will be based on employee's job performance, the organization's needs and/or budget issues.

4.08 Work Study and Veterans Work Study Employees

- i) The AS is committed to providing work-related learning experiences for students who have work study funding through the Financial Aid Department. These positions should balance the experience for the student employee with the services provided to the organization and the campus community.
- ii) The wage will be consistent with the guidelines provided by the Student Employment Center. The hours to be worked will be determined by dividing the student's award amount by the position wage. The resulting number of hours shall be apportioned as appropriate for the position responsibilities, organizational needs and circumstances of the student. Generally, the hours available are divided by the weeks remaining in the term of employment to determine a weekly allotment.
- iii) Veteran's work study is a specialized program through the Veteran's Administration (VA). The pay rates and hourly allotments are determined by the VA. These positions are covered by all other aspects of the Employment Policy.

4.09 Holiday and Overtime Pay

Temporary or hourly employees are not paid for holidays unless worked. Employees who are deemed "essential" and must work holidays will be paid

time and a half for their work. ~~Student employees shall not be involved in working overtime.~~

4.10 Student Employment and Official Volunteer Benefits

- i) ~~Official v~~Volunteers are required to fill out a ~~volunteer time sheet, registration form and code of conduct~~the paperwork indicated in Section 3.02 in order to be eligible for these benefits. ~~These are available from the AS Personnel Office. The University Risk Management Office provides these time sheets for the university.~~
- ii) Student employees and official volunteers, while on the job, will be covered by the Industrial Insurance and Medical Aid program provided by the State Department of Labor and Industries for injuries. The employee and or volunteers and their supervisor are responsible for submitting a Viking Union Accident Report and other appropriate forms in the event of an injury.
- iii) Student employees of the AS are not eligible for participation in Western's employee and or volunteer life insurance programs or the State Public Employees Retirement Systems.
- iv) The above benefits may be subject to change according to university, local, state and federal regulations.

5.00 Employment Eligibility

5.01 Summer Employment

~~To be eligible to work during the summer, a student employee must have been eligible for student employment during spring quarter and must intend to continue enrollment during fall quarter. Summer enrollment is not a requirement to work during summer break. After completion of their last final, student employees are allowed to work up to full-time (40 hours per week) during break periods in a student employment position.~~

~~Students may work for the AS during summer break. If the position requires 40 hours of work during the summer and the student is not enrolled full time during the summer, the student must be enrolled full time the previous spring quarter and will be enrolling fulltime for the following fall quarter.~~ The number of hours worked will depend on the job description, program needs, and term of position.

5.02 Credit Load

- i) All AS employees must carry a minimum of six (6) credit hours per quarter for undergraduates or four (4) credit hours for graduate students. The AS Board of

Directors may approve specialized credit hour specifications via job descriptions.

- ii) Persons not meeting the minimum credit requirement or at the time of employment or at any time during employment must obtain a credit waiver from the AS Personnel Director. The AS Personnel Director has the authority to grant each employee one (1) credit waiver per academic year. The employee may appeal to the AS Personnel Committee if the waiver is denied. The AS Personnel Committee may grant one (1) additional credit waiver and no employee shall be granted more than two (2) credit waivers per academic year.
- iii) Employees receiving credit waivers must be enrolled for at least one credit. The employee's credit load may be either regular credits, independent study credits, or a combination of both. Independent study credits count only for the quarter in which tuition is paid for those credits. The Employee must give a copy of the receipt to the AS Personnel Director who will then forward it to the Student Employment Center.

5.03 Grade Point Average

- i) All AS employees must maintain a minimum 2.00 cumulative grade point average at the time of application and during the period of employment. This requirement does not apply to Fairhaven students who do not have a GPA or students who have less than 20 credits of graded courses at WWU.
- ii) Persons not meeting the minimum credit requirement or academic standards (2.00 GPA) at the time of employment or at any time during employment must obtain a credit-GPA waiver from the AS Personnel Director. The AS Personnel Director has the authority to grant each employee one (1) GPA waiver per academic year. The employee may appeal to the AS Personnel Committee if the waiver is denied. The AS Personnel Committee may grant one (1) additional GPA waiver and no employee shall be granted more than two (2) GPA waivers per academic year.

5.04 Failure to Meet Qualifications

- i) If an employee fails to meet the GPA or credit load requirement, it is the employee's responsibility to contact the AS Personnel Director if he or she/they would like to request a GPA or credit waiver.
- ii) Any employee not meeting the above requirements outlined in 5.03-5.045.02-5.03 will be suspended from their position and will be removed from the AS payroll. A letter will be submitted from the AS Personnel Director to the Finance Office within 24 hours of discovering that requirements are not met. The AS Personnel Director will notify the student employee via their Western email and will notify the employee's supervisor.

~~ii)~~iii) The AS Personnel Committee will decide whether and when to rehire for the position, following standard AS hiring procedures, and to appoint an interim position holder. If the position is rehired for, the suspended employee will be terminated.

5.05 Weekly Workload

- i) No student position shall be required to work more than 19 hours in a given week in accordance with Western's student employment policy, with the exception of the AS President who shall work no more than 25 hours in a week. The weekly expected hours, including required office hours, for each position will be specified in the job description.
- ii) An exception can be made during summer quarter and periods when classes are not in session in which employees are allowed to work up to 40 hours per week as the organization needs.
- iii) The nature of salaried positions is that the workload may be flexible. It is assumed that students may work a flexible schedule based upon program needs. No additional salary beyond the position rate will be granted.
- ~~iii)~~iv) The AS values student employees as students first and they may not work during the hours they are scheduled to attend class.

5.06 Multiple Positions

- i) To provide the most students with employment opportunities, no work study, salaried, or hourly employee of the AS may receive an additional salary or hourly wage from within the AS of WWU, unless approved by the AS Personnel Committee. Due to the unique requirements and per-job nature of AS positions, any employee of the AS shall be hireable as an AS Outdoor Center Trip Leader or AS EDGE Challenge Course Facilitator with the approval of the AS Personnel Director.
- ii) No person shall work as a volunteer or work study employee in a paid AS position if such employment would supplant regular AS employees, unless approval has been given by the AS Personnel Committee.

6.00 Hiring Procedures

6.01 Employee Hiring Procedure

- i) AS supervisors or directors shall notify the AS Personnel Director of ~~the~~ position openings ~~and fill out a "Request for Open Position Form" (exemption permitted during spring hiring).~~ The AS Personnel Director, upon notification of position vacancies, shall advertise the open position for a minimum of two weeks on the University's HR system, Student Employment's website, the AS

- Review, and other venues as appropriate. A notice shall be sent to the Student Employment Center and the AS Review.
- ii) Should a minimum of three (3) applications not be ~~available-submitted~~ by the application deadline, the AS Personnel Director shall reopen the position as outlined in 6.01 i and ~~acceptance-of~~ applications for ~~at least a period of~~ one (1) additional week.
 - iii) If at the end of the extension a minimum of two (2) applications has not been received, the position may be closed or reopened at the discretion of the AS Personnel Director in consultation with the position supervisor and advisor.
 - iv) The AS Personnel ~~Director, in consultation with the Search Committee Chair,~~ will ~~Director will~~ ensure that all appropriate materials (i.e. job descriptions, applications, core questions~~hiring guidelines~~, etc.) are available to potential applicants.
 - v) Applicants should intend to meet the qualifications of the position at the time of employment including credit, grade point, ~~requirements~~ and 'term of position' requirements. If students cannot meet the term of position requirement, they are not eligible to be hired, unless an exception is approved by the Personnel Committee.~~interviewed.~~
 - vi) A search committee should be composed of three (3) voting members, one of whom acts as the chair to be chosen by the AS Personnel Director and, during spring quarter, approved by the Personnel Committee. If applicable, the full-time program supervisor ~~should-may~~ serve as a voting member of the Search Committee. ~~Any No AS E~~ employee may not be a voting member of a committee for their current position, but are highly encouraged to educate their position's search committee on the position responsibilities (not candidates).
 - vii) A staff advisor (non-voting member) shall serve on the committee and meet with the committee members as a resource person and advise employees of the Employment Policy and University Equal Opportunity Guidelines. Another individual may act as an additional non-voting resource if their experience and or knowledge is beneficial (in which case they need to be present at all interviews). Total membership of the committee should not exceed five (5) members. It is a requirement of all committee members to go through Equal Opportunity ~~training~~ with the Personnel Director or Equal Opportunity prior to serving on the committee.
 - viii) In order to sit on a Search Committee for the Associated Students, the member in question must:
 - (a) Agree to the terms of the AS Confidentiality Agreement, a document approved by the AS Board of Directors. Should any AS employee be found in violation of the AS Confidentiality Agreement, this is grounds for immediate

action, including suspension by the Personnel Director and/or other action by the Personnel Committee, including termination.

(b) Have completed the necessary employment paperwork and be eligible as an official WWU employee.

~~viii)~~ix) In a situation where a revision to a Search Committee is needed before the Personnel Committee approval can be given due to time constraints, a revision to the committee will be allowed. The revision must be approved by the AS Personnel Director in consultation with the Search Committee Chair.

~~ix)~~x) The Search Committee Chair shall be responsible for organizing a meeting with the committee (including the advisor) to review ~~the materials, noting and finalize the interview questions based on the hiring criteria job description and preferred qualifications, and review the interview questions.~~ All committee members must participate in ~~these~~this processes. Search committees are encouraged to consult with current position holders, except those reapplying for their jobs, to better understand the position and its responsibilities. All interview questions ~~and screening processes~~ must be approved by the AS Personnel Office before the committee ~~views applications may conduct~~ interviews.

~~x)~~xi) The Search Committee may require additional information or material as part of the application or interview process based on the uniqueness of the position. All applicants or interviewees will be required to present the same information. This decision must be approved by the Personnel Director before the committee views applications.

~~xi)~~xii) After the position closes, the AS Personnel Office will forward the applications ~~packet~~ to the committee ~~chairmembers~~, along with the 'Hiring Committee Packet' instructions. All committee members must screen applications in order to select finalists to be interviewed. The committee shall select, based upon the ~~listed criteria~~preferred qualifications in the job description, a minimum of three (3) applicants to be interviewed. If fewer than three (3) applications were received during the extended application period, all applicants will be interviewed. ~~Applications~~Names of those not selected for interview~~sed~~ should be returned to the AS Personnel Office prior to conducting interviews and the AS Personnel Office will notify applicants that are not selected for interviews by E-mail.

~~xii)~~xiii) It is the responsibility of the Search Committee Chair to enter dispositions of students that are not offered interviews or the position at all steps in the process. It is also the responsibility of the chair to call and offer interviews for those being considered as finalists.

~~xiii)~~xiv) The Search Committee may contact references following the interviews if additional information is required. If references are contacted for

- one applicant, then references must be contacted for all applicants that are being strongly considered as the finalist. The same questions need to be asked of all references, and at least two references should be called per applicant.
- ~~xiv) Interviews should be completed no later than twenty (20) working days after the application deadline. Upon the request of the committee chair, an extension may be granted by the AS Personnel Director.~~
- xv) The Search Committee shall interview applicants in accordance with the AS Equal Opportunity guidelines. Decisions should be based upon pre-approved AS hiring guidelines and this policy manual. If the committee is unable to make a decision, the hiring process will begin again as outlined in 6.03-6.01 with a reconstituted committee.
- xvi) The chair of the committee will notify the AS Personnel Director (in writing) of the candidate and alternate(s) recommended. ~~During Spring Hiring, the~~ Personnel Office will notify the finalists and offer the position as appropriate. ~~Throughout the rest of the year, the committee chair will make the appropriate notification calls.~~ The applicant will have 48 hours to respond, by reporting to the AS Personnel Office to sign the acceptance letter. During Spring Hiring, employment paperwork will be completed at the Mandatory Staff Development event: New Hire Night.
- xvii) All applications, questions, interview evaluation sheets, application screening forms, and criteria, notes and any other material used in the hiring process must be returned to the AS Personnel Office. ~~If the committee is unable to make a decision, the hiring process will begin again as outlined in 6.03 with a reconstituted committee.~~
- xviii) All applications shall be retained on file by the AS Personnel ~~Director Office~~ for a period of three years. (All persons with application information on file shall retain all rights pursuant to the US Federal Right to Privacy Act.)
- xix) The AS Personnel Director shall present the new employee's name to the AS Personnel Committee for ratification, except for Personnel Office employees, which must be ratified by the Board of Directors. ~~These ratifying bodies AS Personnel Committee~~ may request the appearance of new employees if deemed necessary.
- xx) ~~Current and The~~ new position holder employee will ~~together be expected to~~ complete a fifteen (15) hour internship and orientation during spring quarter with the current position holder.
- xxi) All employees hired during the spring (including returning employees) must attend AS Staff Development prior to the beginning of fall quarter, along with other trainings as per job descriptions and AS procedures.

6.02 Alternate Selection

- i) All Search Committees will select ~~an-one or more~~ alternate candidates when hiring for any AS position, unless an alternative qualified candidate is not available.
- ii) If an alternate is named and the first choice applicant does not accept the position, the Personnel Office will offer the position to the alternate candidate. If the alternate candidate does not accept the position, the position will be offered in order to any remaining alternate candidates until one accepts the position. If all alternates are exhausted and no one has accepted the position, the position will be re-opened for applications for a minimum of one week.
- ~~iii) If the first-choice candidate does accept the position but resigns any time before the end of the first quarter of employment, the student director or staff manager of the department, in consultation with the AS Personnel Director, may offer the position to the alternate.~~

6.03 Applicant's Rights

- i) Any student applicant may apply for as many positions as desired.
- ii) All applicants have forty-eight (48) hours to accept or decline the offer of employment. An applicant may request an extension, in writing, to the AS Personnel Director.
- iii) When an applicant accepts a position they will be withdrawn from all other hiring processes.

6.04 Resignation

In the case that an AS employee decides they cannot fulfill the requirements of their position, it is an expectation that they submit a letter of resignation to their student or staff manager and the AS Personnel Office. If possible, it is expected that they submit this ~~as their~~with two weeks' notice.

6.05 Vacancy Policy

- i) In the event of an unforeseen vacancy in any position other than AS Board of Director positions, the vacancy will be filled according to the quarter in which it occurs, per the following policies and procedures:
 - (a) Summer, fall, or the first two weeks of winter quarter: If the vacancy occurs during summer, fall, or the first two weeks of winter quarter, the director or supervisor, in consultation with the AS Personnel Director, will have the option of hiring the alternate (if one was selected) or completing the hourly or salaried hiring process.
 - (b) Winter and spring quarter: If the vacancy occurs during winter or spring quarter, the position will be advertised for two weeks, with exceptions granted by the AS Personnel Director, and will follow ~~for~~ the hourly, salaried or work study hiring process.

ii) In offices where there is a hierarchy of employees there is an opportunity for promotion in the case of a vacant position. The director or office manager can petition the AS Personnel Committee to promote someone within the office as long as another position is available for students to apply to.

iii) All exceptions to these procedures must be approved by the AS Personnel Committee.

iii)iv) vi). Vacancies in AS Board of Directors positions will be handled in accordance with the AS Bylaws.

6.06 Interim Appointments

A temporary employee may be recommended by the AS Personnel Director, in consultation with the appropriate student director or staff manager, to be ratified by the AS Personnel Committee at their next meeting. The appointed employee will hold the position until the position has been filled unless other arrangements have been made and ratified by the AS Personnel Committee.

6.07 Payroll Procedures

- i) The new employee will report to the AS Personnel Office who will ensure the proper paperwork is filled out and submitted to the Finance Office and University HR. The AS Personnel Director is responsible for submitting a salaried employee payroll roster to the Finance Office prior to the beginning of each quarter. Any changes in payroll information must be given to the Finance Office, in writing, by the AS Personnel Director. **No employee can begin work until the necessary employment paperwork and personnel forms have been submitted to the AS Personnel Office, and the Finance Office, and University HR. Supervisors are also responsible for ensuring employees have all paperwork completed before they start.**
- ii) Associated Students positions are paid twice a month through the University payroll system. The first paycheck will generally be received on the second payday following the beginning of employment.
- iii) Some salaried positions are scheduled to work throughout the entire year (24 pay periods). These positions are required to take seven weeks leave during the year term of employment. Leave is generally taken during intersession breaks.

7.00 Reasonable Accommodation

Western and the Associated Students are committed to supporting employees and job applicants with disabilities. Those in need of an accommodation in order to participate in the recruitment, selection and/or employment process are encouraged to use the information in the following University policies and procedures (available at www.acadweb.wvu.edu/hr/disability/Accommodation):

[WWU Policy on Accommodating Persons with Disabilities \(POL-U1600.03\)](#)

[WWU Procedure on Requesting an Employee Disability Accommodation \(PRO-U1600.03A\)](#)

[WWU Procedure on Requesting a Reasonable Accommodation for Job Applicant \(PRO-U1600.03B\)](#)

~~7.008.00~~ **Employee Expectations and Performance Evaluation**

~~7.018.01~~ **Salaried Employee Evaluations**

- i) Ongoing evaluations between supervisor and employee are required by the AS. The AS Personnel Office shall make available a set of guidelines for evaluations, which shall include an evaluation form.
- ii) The AS Personnel Office will coordinate employee evaluations for all salaried (including the AS Board of Directors), hourly and work study employees during ~~fall, winter and spring quarters~~ the middle of the academic year. All evaluations will be conducted using the developed ~~quarterly~~ evaluation form, which is available from the AS Personnel Office.
- iii) The purpose of the evaluations is to facilitate communication among AS employees and their supervisors and to aid AS employees in their development. Therefore, the evaluations will remain confidential, and the completed evaluation form will be the property of the evaluated employee. One copy is to be kept by the employee and the only other copy will be part of the employee's permanent file.

~~7.028.02~~ **Hourly Employee Evaluations**

- i) The AS Personnel Office is responsible for overseeing the Evaluation Procedures for hourly and work study employees. Western's policy states that hourly employees are eligible for an evaluation and position merit increase after 300 hours or 3 quarters of work. The Viking Union Office Support Supervisor will provide the AS Personnel Office with a list of employees who are eligible for evaluations on a quarterly basis. Supervisors must complete evaluations (in conjunction with the employee due for an evaluation) in a timely manner, and will return evaluation forms to the AS Personnel Office by the indicated due date. The AS Assistant Personnel Director I will complete a wage increase worksheet for those employees who have earned an hourly merit increase. Wage increases may be suspended by the university or state due to budget freezes.
- ii) Summer and student teaching quarters, as well as other breaks in employment beyond the student's control, (i.e. requirement of their academic program or illness), will not break continuity for evaluation purposes. The AS Personnel Office will ensure that this evaluation occurs when necessary.

7.038.03 Legacy Documents

The Associated Students ~~recognizes~~ expects that its current and future employees ~~must will~~ learn from their work experiences and are trustees who hold their positions only for a limited time until other students succeed them. It is important that employees reflect on their own and predecessors' work, as well as aid in the transfer of records, knowledge and experiences to future generations of AS employees.

- i) Employees, upon being hired or elected to their positions, will read all legacy documents created by their predecessors and review them throughout their term of position.
- ii) Salaried employees, and hourly/work-study employees at the discretion of the departmental managers will create a new legacy document (detailed descriptions of tasks involved in fulfilling position responsibilities, as created by previous position holders) for the position they serve by:

~~(a)~~ (a) Taking notes and ~~Developing, maintaining and updating this legacy document- in consultation with their supervisor- at least once every quarter the position is filled.~~

~~(b)~~ (b) ~~Completing~~ The document itself should be completed no later than four weeks prior to the end of the position term, which will likely be at the end of spring quarter. Final ~~Topics will include, but won't be limited to:~~

- (1.) A list of main duties, responsibilities and activities.
- (2.) What worked well.
- (3.) What did not work well.
- (4.) Advice and how -to suggestions.
- (5.) Information that could have made the job easier (I wish someone had told me)
- (6.) Ongoing situations to be aware of.
- (7.) Contact information for people who work with the office.
- (8.) Office marketing and outreach methods.
- (9.) Ideas/suggestions that were not implemented, but may improve/expand on the job.
- (10.) Other pertinent information.

~~(c)~~ (c) ~~Reviewing and updating the entire document with the position supervisor.~~ The document itself should be completed no later than four weeks prior to the end of the position term, which will likely be the end of spring quarter.

~~(d)~~ (d) Archiving the document by saving it on their office's AS/VU network drive folder and e-mailing it to a designated Personnel Office employee.

7.048.04 Performance Improvement, Discipline & Termination Procedures

- i) Supervisors should establish performance expectations with employees and provide performance feedback on a regular basis.
- ii) In the event that unsatisfactory performance exists, the supervisor will provide performance feedback including specific information on how to improve performance. Supervisors should document the date and the nature of the feedback provided for future reference if needed.
- iii) In the event that such feedback and subsequent discussion does not elicit improved performance, the following process will commence:
 - (a) The supervisor shall give a verbal and written warning to the employee that a serious problem exists with performance of position responsibilities, including expectations about how to improve performance. The supervisor will notify the AS Personnel Director of the warning and may seek assistance in resolving the issues. A copy of all written material will be forwarded to the AS Personnel Director.
 - (b) If performance does not improve, the supervisor, ~~and employee, and staff manager or adviser (if applicable)~~ shall meet with the AS Personnel Director to ~~resolve address performance~~ issues and develop a performance contract for the employee including expectations for improved performance and a specific timeline for review. The contract may include performance specifications for both parties. The AS Personnel Director's ~~and or a staff advisor or manager will be present at the meeting. Their~~ role will be to act as an unbiased facilitator. The process should encourage the two parties to develop a solution to the problem, which will be embodied in a written performance contract. The performance contract shall be signed by both parties and the AS Personnel Director. If the AS Personnel Director is the employee with which there are performance issues, then the VP for Business & Operations is in the supervisor role and the AS President acts in the role of the AS Personnel Director.
 - (c) If the two parties cannot agree on a performance contract, the AS Personnel Director and the ~~student director or staff managersupervisor~~ shall send the employee a written warning containing reasons for the warning, expectations for improvement of performance, and a timeline for evaluation of performance.
 - (d) The Personnel Director, ~~and supervisor, and~~ staff advisor or manager (if applicable) will meet with the two parties for a follow- up performance evaluation of their adherence to the contract or warning.
 - (e) If the performance of the employee does not meet the expectations outlined in the contract, the AS Personnel Director, in conjunction with the ~~student director or staff managersupervisor~~, will provide the evaluation to the AS Personnel Committee for review and recommendation of appropriate

action which should be taken. ~~Further~~Final action ~~shall~~may be taken by the AS Personnel Committee if deemed appropriate.

~~(f)~~—If the student employee does not agree with the outcome of the Personnel Committee meeting, they can seek an appeal to the five members of AS Board of Directors not serving on Personnel Committee, within the next two AS Board meetings. Up to two members of Personnel Committee will represent the committee's decision to the five-member Board. The appealing party may bring one additional person to the meeting for support. outlined in section 8.00.

~~7.058.05~~ The AS Personnel Director is authorized to immediately suspend, with pay, an employee at any time if they believe there has been a serious violation of policy or procedure or there is a danger in continuing employment of the individual. The suspension will be reviewed at the following AS Personnel Committee meeting in which the student will present their case and the AS Personnel Director will provide information for their suspension. The AS Personnel Committee will ~~either take further action, which may include~~ reinstatement, suspension without pay, or the employee or, in severe cases, ~~terminating~~the employee.

~~7.068.06~~ **AS Board Performance Improvement, Discipline & Recall Procedures**

- i.) The AS Board of Directors will establish performance expectations for its members. The Board of Directors chairperson, acting on behalf of the Board, will provide performance feedback to individual board members on a regular basis. For the purpose of this section, for issues regarding the performance, or for conflicts of interest on the part of the chairperson, the vice-chair of the Board of Directors shall act in their place.
- ii.) In the event that a complaint is issued to the chairperson or Personnel Director about a board member regarding issues of performance or conduct, the chairperson will investigate the matter with the Personnel Director.
- iii.) If unsatisfactory performance or conduct is not found to exist, the chairperson will inform the complainant of alternative avenues to pursue the issue, such as appealing to the larger board of directors or petitioning for a recall.
- vi.) If unsatisfactory performance or conduct is found to exist, the chairperson will proceed with the following sequential process until the board member elicits improved conduct or performance:
 - (a.) The chairperson will provide specific information that a problem exists and how to improve performance to the board member in question.
 - (b.) An official verbal and written warning that a serious problem exists with conduct or performance of position responsibilities will be given by the chairperson.
 - (c.) The chairperson will call the Board of Directors into Executive Session to discuss resolving issues and developing a performance contract for the board member including expectations for conduct or performance.

- (1.) The AS Personnel Director and a staff advisor will be present at the meeting and during executive session.
 - (2.) The Board of Directors should develop a solution to the problem, which may include but is not limited to a written performance contract.
 - (3.) Only in open session of the Board of Directors may a performance contract or other formal requirement be issued.
 - (4.) If a performance contract is issued, the Board will set a future date for review and a follow-up conduct or performance evaluation of the board member's adherence to the contract.
- (d.) If the board member's conduct or performance still has not improved, the chairperson may ask the Board to take further action including, but not limited to, suspension of pay or motion to recall.

8.07 Suspension

In the case of suspension, the following process will be followed:

- i) The employee will be moved to a suspended status without pay, except for situations outlined in Section 8.05.
- ii) The employee will be removed from the AS payroll
- iii) A letter will be submitted from the AS Personnel Director to the VU Finance Office within 24 hours of discovering that requirements are not met.
- iv) The AS Personnel Director will notify the student employee via their Western email and will notify the employee's supervisor.
- v) This situation will be addressed at the next AS Personnel Committee meeting.
- ii) Exceptions may be made by the AS Personnel Committee.

7.078.08 Termination

Reasons for termination shall include, but are not limited to the following: completion or elimination of job; loss of funding for the position; abandonment or vacation of position; unsatisfactory work or inability to carry out work assignments; lack of cooperation with co-workers; insubordination; performance based issues; falsification of credentials; violation of code of conduct; unexcused absence from mandatory trainings as outlined below, and or failure to meet minimum employment qualifications. This may also include violation of rules or policy of the AS, Western Washington University, and or the State of Washington as it relates to their ability to perform job responsibilities.

7.088.09 Staff Development Attendance

Mandatory Staff Development is determined by the AS Employee Job Description.

- i) Student employees will be held accountable for their attendance at all mandatory AS Staff Development. Failure to attend mandatory Staff Development will be handled depending on the severity of the Staff Development missed.
- ii) Four Quarter Employees will not be hired unless they are able to attend the Pre Summer Staff Development. Exceptions to this can be approved by the AS Personnel Committee. Search committees are required to disclose if the first choice and alternate applicant(s) stated that they cannot attend the summer Staff Development.
 - ~~(a)~~—If an employee misses this training without prior approval from the AS Personnel Director, they will be immediately placed on a performance contract outlining that missing any other mandatory AS Staff Development event without being excused by the Personnel Director will be required to present at a hearing conducted by the Personnel Committee where another performance contract, suspension, termination, or other consequences can be put into place. result in immediate suspension, pending a hearing with the AS Personnel Committee.
 - ~~(b)~~(a) They will also be required to complete the training aspect missed with the Personnel Director and complete an activity to get acquainted with the summer AS and VU staff.
- iii) No employee will be hired unless they are able to attend the Fall Staff Development. Exceptions to this can be approved by the AS Personnel Committee. Search Committees are required to disclose if the first choice applicant has stated that they cannot attend either the summer or fall Staff Development.
- iv) If an employee notifies the Personnel Director that they will not be able to attend Fall Staff Development, the Personnel Director will consult this section of the Employment Policy and decide accordingly:
 - (a) Five or more days of Fall Staff Development- the employee will be terminated and the alternate will be offered the position.
 - (b) Four ~~of or~~ less days of Fall Staff Development- the Personnel Director in conjunction with the Personnel Director's advisor and the advisor, director or manager of the employee in question will establish if the reasoning is appropriate and if these three people agree that it is, the excused absence will be granted. review the reason for missing the Fall Staff Development, and the impact on the organization of missing this time and decide whether or not to grant an excused absence.

- v) If an employee does not attend any part of Fall Staff Development (a session, day, week, etc.) without prior approval from the Personnel Director, they will be required to present at a hearing conducted by the Personnel Committee where a Performance Contract, suspension, ~~or~~ termination, or other consequences can be put into place.
- vi) If an employee misses a different mandatory AS Staff Development event including pre or mid quarter staff development without previously receiving an excused absence from the Personnel Director, they will be required to present at a hearing conducted by the Personnel Committee where a Performance Contract, suspension, ~~or~~ termination, or other consequences can be put into place.
- vii) All exceptions to these procedures must be approved by the AS Personnel Committee.

7.098.10 Abandonment of Position

- i) If the position holder fails to perform their duties for seven (7) consecutive days and fails to notify their supervisor or the AS Personnel Director within that time of the reason(s) for which they have been or are unable to perform these duties, they will be subject to termination. Official notification of termination shall be sent by the AS Personnel Director to their last known address and WWU email.
- ii) A position shall be considered abandoned if the employee does not register for classes by the end of the registration period, as the position requires enrollment as a student. The AS Personnel Director shall send notification of termination to the employee's last known address and WWU E-mail.

7.108.11 Sick Leave

- i) Employees that miss work due to illness must notify their supervisor of their absence. Absences of more than 4 work days require a WWU medical excuse or note from a medical professional unless approved by the AS Personnel Director in advance. If an employee is expecting to miss seven (7) work days or more due to an illness, the AS Personnel Office will consider an interim appointment to cover the position until the employee can return. Employees will not be granted pay during extensive leaves of absence due to illness.
- ii) In the event of a health pandemic or other health related crisis, the AS will follow the guidelines and sick leave policies recommended by the Center for Disease Control and Prevention (CDC) and Western's Student Health Center.
- iii) For influenza-like illnesses, the AS and CDC recommend that any employee becoming sick or demonstrating influenza-like illness remain at home until at least 24 hours after they are free of a fever (100° F [37.8°C]), or signs of a fever without the use of fever-reducing medications. All employees are still responsible for notifying their supervisor or director prior to the absence.

7.118.12 Absences

- i) Employees must report any absences to their immediate supervisor or the AS Personnel Director. Failure to do so may result in employee discipline.
- ii) It is the employee's responsibility to perform their duties during normal business hours. Exceptions can be made based on the job description responsibilities. The employee or the supervisor will notify the AS Personnel Director of any situation that significantly impacts either job responsibilities or program. The AS Personnel Director and supervisors will approve any alternate arrangements made. If an employee will have an absence of more than 7 days, they will not be granted pay during an extended leave of absence. Supervisors are encouraged to coordinate with the absent employee on how to make up missed work.

8.009.00 Grievance Procedures

8.019.01 Hiring Grievance

- i) If an applicant feels that the hiring process was unfair or that they were treated unfairly during the hiring process, they have the right to file a formal written complaint with the AS Personnel Director.
- ii) The grievance shall be in writing, specifying the parties involved, as well as where and when the incident took place, within five (5) working days of when they became aware of the incident. The grievance should include a complete description of the complaint-grievance and will list the particular section of the AS Employment Policy, ~~or~~ other policies, or any state or federal laws that have been allegedly violated.
- iii) The written complaint-grievance shall be filed with the AS Personnel Director.
- iv) Upon receipt of the written complaint-grievance, the AS Personnel Director will contact the appropriate Search Committee Chair to notify them of the complaint-grievance.
- v) The AS Personnel Director will request that give each member of the Search Committee 3 days to submit a written report of their involvement in the hiring process that specifically addresses the alleged violations.
- vi) The AS Personnel Director will then have 2 days to decide whether or not there are grounds for a grievance and will notify the grievant and the committee members of that decision.
- vii) If the AS Personnel Director finds that there are grounds for a the grievance and the student wishes to continue the process, a preliminary report shall be made to the Personnel Committee at its next meeting, citing the particular section of policy that has allegedly been violated. The AS Personnel Director will provide

the Personnel Committee with all materials associated with the grievance. If the AS Personnel Committee rules the hiring was unfair they will determine the appropriate action to be taken.

- viii) If the AS Personnel Committee finds that there are no grounds for a grievance, he or she will provide the grievant with a written document stating the reasons for their decision. If the student wishes to continue the process, they may appeal the AS Personnel Director's decision to the AS Board of Directors within the next two Board meetings.
- ix) The AS Board of Directors shall rule if there are grounds to uphold the grievance involving hiring procedures. If the AS Board of Directors rules the hiring unfair, they will determine the appropriate action to be taken.

8.029.02 Conditions of Employment Grievances

- i) In the event a student employee feels unjustly treated with regard to any employment issue, they may seek recourse by contacting their immediate supervisor and attempting to informally correct the alleged injustice.
- ii) If satisfaction is not reached or it relates to a student supervisor, the student shall contact the AS Personnel Director for a joint discussion with their supervisor. If the grievance relates to a fulltime staff supervisor the AS Personnel Director will work with the Director of Student Activities to resolve the issue through appropriate administrative procedures.
- iii) If satisfaction is still not reached, the employee may file a formal written complaint grievance with the AS Personnel Director. This written complaint grievance must indicate the particular section of the Code of Conduct, Student Rights and Responsibilities, Employment Policy or applicable law, which has been violated. Upon receipt of this written complaint grievance, the AS Personnel Director will bring the issue to the Personnel Committee for a decision follow the procedure outlined in Section 8.00.
- iii)iv) All employees have the right to file grievances and retaliation against them is prohibited.

8.03—Grievance and Appeal Process

- i) ~~Any student or employee may file a grievance to the AS Personnel Director if they feel they have been treated unjustly either during the hiring process or with regard to any employment issue. The allegation must state the employment policy, state or federal law that has been violated. The grievance must be filed with the AS Personnel Director. The AS Personnel Director will respond in writing with a decision or course of action.~~

- ~~ii) If the employee disagrees with the AS Personnel Director they have ten (10) working days after the date of the AS Personnel Director's decision to file an appeal with the AS Personnel Committee through the ASVP of Business and Operations. The grievance should be sent to the ASVP of Business and Operations and include the original grievance details, and a statement of why they disagree with the AS Personnel Director's decision. The AS Personnel Director will provide the Personnel Committee with the original written decision regarding the grievance and all responses to the reasons for appeal.~~
- ~~iii) The AS Personnel Committee shall rule if there are grounds for a grievance based on AS policy and state or federal law. If the AS Personnel Committee rules the hiring or employment conditions are unfair, they will determine the appropriate action to be taken.~~
- ~~iv)v) If the employee is still unsatisfied with the results, they may file an appeal to the AS Board of Directors that includes the original grievance, the AS Personnel Director's decision and the decision of the Personnel Committee. The AS Board of Directors will hear the case and determine the appropriate action to be taken.~~

8.049.03 Equal Opportunity Grievance Procedures

- i) A student who believes she or he has been discriminated against by the AS because of race, color, creed, national origin, sex, age, disability, marital status, sexual orientation, gender identity/expression, or veteran status is urged to use the internal grievance procedures outlined in Section 9.08.03 and/or report the issue to the University Equal Opportunity Office.
- ~~ii) If the student is not satisfied with the outcome of the internal process, they may continue the process through the University. Copies of the grievance procedure may be found in the AS Personnel Office, the Center for Equal Opportunity, and the General Catalog.~~

9.0010.00 Policy Authority

9.0110.01 Derivation of Authority

The authority of this Employment Policy shall be derived from the AS Board of Directors as governed by the AS of WWU By-laws.

9.0210.02 Waivers & Revisions

Any waivers of, or revisions to, the Employment Policy are subject to action by the AS Board of Directors, unless otherwise noted herein or superseded by law.

10.0011.00 Application of the Code of Conduct

The AS Code of Conduct (see Appendix A) applies to all AS employees. All employees shall follow the Code of Conduct and the Employment Policies. All employees found to be in violation of the Code of Conduct will be subject to applicable disciplinary action as stated in above policies and procedures.

ASSOCIATED STUDENTS CODE OF CONDUCT

A. INTRODUCTION

Welcome to the Associated Students (AS). We are glad you have joined us, and hope you will utilize the opportunities the AS has to offer.

In order for the AS to be a successful student-run organization, it is essential that we have the confidence of the student body. This confidence depends on the conduct of our employees.

This code outlines employee conduct standards that will help us maintain and enhance the organization's reputation and success. It also details those employee behaviors that are inappropriate and unacceptable. Learning about these standards and behaviors may protect you from making an innocent mistake or finding yourself in a questionable situation.

As an employee of the AS, you are expected to adhere to all rules and regulations set forth by the AS Employment Policy, University Student Employment guidelines and state laws. This includes the AS Employment Policy and other personnel policies as adopted by the Board of Directors.

To familiarize yourself with the standards in this code, you will be asked to sign the "Code of Employment Conduct Acknowledgment" at the beginning of each year. This form states that you have read the Code and agree to abide by it. The Personnel Director will supply you with the form.

B. ADMINISTRATIVE PROCEDURES

As an employee of the AS, you are responsible for following the Code. Directors and supervisors are responsible for enforcing the Code within their respective departments. The Personnel Director has ~~ultimate~~ authority for enforcing it and all revisions must be approved by the AS Board of Directors ~~revising it~~.

Employees are encouraged to notify their immediate supervisor or the Personnel Director of any Code violations. The AS will make every effort to ensure that notifications are kept confidential.

C. EMPLOYEE RELATIONS WITH THE ASSOCIATED STUDENTS

1. Disciplinary Action – Employees who violate AS procedures set forth in the AS Employment Policy, the Code of Conduct, or are involved in criminal activity will be subject to disciplinary action. The Employment Policy defines various types of disciplinary action. The type of discipline will depend on the following:
 - a. The nature and gravity of the offense.
 - b. The relationship of the violation to the employee's assigned duties and

responsibilities.

c. The employee's work record.

Supervisors should assess each situation and initiate corrective procedures whenever such action is necessary. Circumstances affecting the offense will be taken into consideration. The Personnel Director has the authority to recommend corrective action to the supervisor and disciplinary action to the AS Personnel Committee.

2. Equal Opportunity – The AS is committed to upholding University Equal Opportunity a policies and standards (<http://www.wvu.edu/eoo/policies.shtml>)y of equal opportunity for employees and job applicants. ~~See the Personnel Director or Employee Policy for the AS Affirmative Action Policy. Employees must respect and adhere to this policy and do everything possible to ensure that the right of all persons is protected.~~
3. Harassment – The AS is committed to providing an environment free from harassment of any nature. Harassment is defined as bullying, workplace intimidation, and any act that creates an intimidating or hostile environment for another employee. An employee who feels they have been harassed may notify their supervisor or the Personnel Director for options, which may include a disciplinary hearing at the Personnel Committee and/or referring the issue to appropriate University personnel. An AS employee who feels they have been harassed may also contact other appropriate University personnel.
4. Use of the AS Property and Time – AS property and time are to be used for business purposes.
 - a. Property – AS property includes everything the organization owns, leases, controls, or uses to conduct business. Some forms of property include:
 - 1) Physical assets (computers, phones, printers, copy machines).
 - 2) Physical expense items (copy paper, official letterhead, stationary, office supplies)
 - 3) Funds (travel and/or business expenses through AS budgets).
 - b. Time – AS employees either create or are assigned to office hours. Use of these hours is for conducting AS business. Potential misuse of AS time includes, but is not limited to, tardiness or early departure from work, not observing posted office hours and not using office hours for AS business purposes.
5. Privacy – The AS expects its employees to be considerate of all people involved with the organization and their right to privacy.
6. Abuse of Power – The AS will not tolerate abuses of power by any employee. An abuse of power occurs when an employee, in a supervisory position over another, takes action that is outside the scope of their employment.

7. Freedom of Opinion – The AS respects the right of all employees to hold divergent political, moral and ethical opinions. However, one may not use their role or the property of the AS to further the cause of their personal politics.
8. Conflict of Interest – A conflict of interest exists when the purpose or goals of the AS are in conflict with an individual’s purpose or goals. In such cases, decisions should be made to benefit the AS.
 - a. A conflict of interest may also occur when AS employees are in a position to influence or make decisions where they might directly or indirectly receive financial benefit or other personal gain, or give improper advantages to associates.
 - b. AS employees in a position to influence or make a decision for which they might receive material benefit should disclose the nature of the conflict to their supervisor or to others involved in the decision. Whenever possible, those with potential conflicts should remove themselves from involvement in the decision. If the individuals should continue to participate in the decision making process, discussion with supervisors and documentation of the potential conflict and final decision should be kept on file. In such cases, decisions should be made to benefit the AS.
9. Employee Suggestions – The AS encourages employees to make constructive suggestions for improving our methods and services. These suggestions may be shared informally with supervisors or with the Personnel Director.

Interpretation and Enforcement: AS Personnel Director, [AS Personnel Committee, and](#) AS Board of Directors

AS CODE OF CONDUCT ACKNOWLEDGEMENT

I have read the Associated Students Code of Conduct and I understand what is expected of me as an employee. I understand that if I do not follow this Code of Conduct I will be subject to disciplinary action in accordance with the AS Employment Policy.

Print Name

Signature

AS Position

Date