

Form 4430 (a)

Components of Employee Handbook

TABLE OF CONTENTS

LETTER FROM THE PASTOR/PARISH DIRECTOR

INTRODUCTION

- Our parish/school
- Parish/school history
- Mission statement

ORGANIZATIONAL CHART(S)

- Equal opportunity and commitment to diversity
- Equal opportunity statement
- Americans with disabilities & reasonable accommodation
- Commitment to diversity
- Harassment
- Parish grievance procedures
- Conflict of Interest
- Whistleblower

EMPLOYMENT RELATIONSHIP

- Employee classification
- Exempt vs non-exempt position status
- Positions descriptions based on hours
- Compensation
- Pay date
- FICA
- Voluntary deductions
- Travel expenses
- Work hours and recording of work hours
- Job descriptions and performance evaluations
- Personnel records
- Criminal records

EMPLOYEE COMMITMENT

- Growth:
- Wellness:
- Attendance& dependability:
- Appearance and dress:

CONDUCT

- Orientation period
- Code of ethical standards & mandatory reporting requirements
- Standards of conduct
- Progressive discipline
- Driving
- Electronic communications
 - Internet access:
 - Electronic mail (e-mail):
 - Voice mail:
 - Computer software:
 - o Cellphone
- Termination
 - Voluntary Termination
 - Involuntary Termination

WORKPLACE SAFETY

- Alcohol & drug-free workplace
- Smoke-free workplace
- Workplace violence prevention

GROUP BENEFIT PLANS

- Health insurance
- Dental/vision insurance
- Life insurance
- Disability insurance
- Pension plan
- Tax sheltered annuity 403(b)
- Workers compensation
- Church unemployment pay program

TIME OFF & LEAVES OF ABSENCE

- Vacation benefits
- Holidays
- Snow/severe weather
- Jury duty
- Bereavement
- Sick leave
- Maternity leave
 - Medical necessity
 - Maternity/paternity leave requests
- Personal leave (paid and unpaid)
- Military leave
- FMLA family and medical leave policy (if needed) Wisconsin & federal
 - o Eligibility
 - Amount of Leave Available
 - Types of Leave Covered:
 - Notification of the Need for Family or Medical Leave
 - Medical Certification of a Serious Health Condition
 - Use of Paid and Unpaid Leave
 - o Intermittent or Reduced Schedule Leave
 - o Benefit Continuation During Leave
 - Additional Certifications
 - Rights Upon Return From Leave
 - Worker's Compensation Absences
 - Early Return from Leave

DISCLAIMER & ACKNOWLEDGMENT OF RECEIPT OF HANDBOOK