

BEMIDJI STATE UNIVERSITY
STUDENT EMPLOYMENT
HANDBOOK
FOR SUPERVISORS AND STUDENTS

STUDENT EMPLOYMENT
ROOM 203 DEPUTY HALL
BEMIDJI STATE UNIVERSITY
(218) 755-2859

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INTRODUCTION

This handbook outlines procedures and guidelines to be used in administering the student employment program on the Bemidji State University Campus.

It is the policy of Bemidji State University to employ currently enrolled students whenever possible to assist in the performance of functions necessary to the operation of the University, to provide financial assistance to students for the purpose of obtaining a university education, and to enrich the academic training and experience of students to better prepare them for future employment.

I. TYPES OF STUDENT EMPLOYMENT

A. FEDERAL COLLEGE WORK-STUDY PROGRAM

Federal Work-Study is a program of the U.S. Department of Education and is funded annually with 75% federal and 25% institutional matching funds. Federal Work-Study is a financial aid program with a limited allocation of funds to the institution. Students who apply for financial aid annually and in sufficient time for funding are awarded Federal Work-Study as a part of their total financial aid package. To receive Federal Work-Study, students must meet the institution's satisfactory academic progress standard for financial aid throughout their student employment. Eligibility may vary from year to year depending upon the financial information of the student's family and the resources available to the student from other sources. A student who is awarded work-study is issued a "Work-Study Eligibility Certificate". Fall semester certificates are mailed in August. A student may earn up to the amount printed on the Eligibility Certificate and may not exceed that amount. Once the student's maximum eligibility for funds has been depleted, the department may move the student to non-financial aid funds (Regular Payroll) for the remainder of the year.

B. STATE OF MINNESOTA WORK-STUDY PROGRAM

State Work-Study is a program managed by the Minnesota Higher Education Services Office and is funded by the State of Minnesota with a 25% match from the institution. The purpose of State Work-Study is to create jobs for students who need financial aid in order to attend college. Students must demonstrate need through the Federal Need Analysis System. In addition, they must be residents of the State of Minnesota and meet the satisfactory academic progress standard for financial aid. An eligible student is notified of the State Work-Study award on the financial aid award letter. Once the student has reached the maximum eligibility for funds printed on the most recent award letter, the department may move the student to non-financial aid funds (Regular Payroll) for the remainder of the year.

C. REGULAR PAYROLL

Regular payroll refers to a number of areas of student employment, which are funded with non-financial aid funds. Student Payroll is responsible for administering all regular payroll funds to assure compliance with federal, state and institutional guidelines. Departments, however, do the initial hiring of the regular payroll student employees. Earnings from regular payroll work do not become a part of the student's financial aid package.

Department supervisors are responsible for assuring that the students selected for regular payroll positions are enrolled during the term of work, or for full-time semester break work they must be enrolled the term immediately following the period of full-time employment. Student Employment will request two forms of ID (one picture ID and one ID that establishes eligibility to work, ex. Social Security Card or Birth Certificate), W-4 Form, I-9 Immigration Form, and other required forms be completed in order to place the student on the appropriate departmental payroll and issue the time sheets.

(1) **Grants and Contracts.** The same policies and procedures as all other student employees regulate student employment positions funded through grants and contracts between BSU faculty or departments and agencies outside the institution. Student positions paid through grants and contracts must follow the same campus-wide scale as other student employees if they are performing similar duties. If a department moves a student from one type of payroll fund to another, but the student is performing the same or similar duties, the campus wide scale should determine the student's appropriate wage.

(2) **Regular M & E.** Regular payroll funds from the Maintenance and Equipment budget are appropriated by the State Legislature and distributed to each campus by the Minnesota State Colleges and Universities (MnSCU) System Office. The Vice Presidents make allocations to the campus departments from this limited funding source. The campus-wide wage scale, as well as all other student employment policies and procedures prevail for this type of regular payroll employment.

(3) **Departmental Funds.** Some areas of campus such as Residential Life, the Student Activity Account etc., provide payroll opportunities through funds received from student fees and payments. All departments must adhere to the student employment policies and procedures of the campus as well as to the campus-wide wage scale for hourly wage employees.

(4) **Graduate Assistants.** GA positions are funded through institutional funds. They are administered by the Graduate Studies Office and paid on the student payroll system. The academic department's applications are available through the academic department. The income and tuition waivers paid to graduated assistants in some instances are taxable income. The value of the tuition waiver is listed as an award on the financial aid award letter and must be considered a resource when determining eligibility for need-based loans. Full time GA's may not simultaneously work as a student worker.

D. CLASSIFIED STUDENT WORKER

Classified Student Worker is a category of state employment defined by the Department of Employee Relations for students who are concurrently enrolled in colleges or universities and employed outside the MnSCU system. Positions are funded by general revenue, auxiliary or grant funds, and are processed through the State Payroll. Eligibility as a student is required. The university may determine other criteria for employment.

E. RESIDENT ASSISTANT PROGRAM

Resident Assistant positions in the residence halls receive double-as-a-single room and 21 meals per week as compensation for their duties. In addition, they receive a minimal stipend through the Residence Hall regular payroll for their training. RA's are not hourly employees.

RA's are prohibited from working another on campus job; this includes both work study and regular payroll jobs.

II. REQUESTING STUDENT EMPLOYMENT FUNDS

Student employment funds allocated to the departments are renewed each year without the need to submit a request, providing funds are available and the department's utilization the previous year is acceptable. Changes and new requests are made through the department heads and supervisors. They, in turn, will provide the request to the appropriate vice president. The final budgeting of student employment funds for the academic year is done at mid-summer. Budgeting for the summer employment program is done during spring semester.

A. STUDENT EMPLOYMENT POLICY AND PROCEDURES

All campus student employment, regardless of funding source, must be included in the campus student employment budget, follow the campus-wide wage scale and rules, and be approved in advance by the Vice President of Finance and Administration.

B. ENROLLMENT POLICY

The student payroll is for currently enrolled students only. Non-enrolled students or formerly enrolled students may not be employed on this payroll. Half-time enrollment (6 credits) at Bemidji State University is a necessary requisite for employment on the student payroll. Audit classes do not count toward credits for work. Time sheets will cease to be printed for students who drop below half-time. A student who is dropped for non-payment is no longer in student status and must, therefore, terminate their student employment immediately. Semester break employees must certify that they will be returning to their studies at Bemidji State University at least half-time the semester following the time period in which they are employed. To be eligible for summer employment students must be pre-registered for at least 6 credits for the following fall*. Special students (those not admitted as a regular student) are not eligible for the Federal and State Work-Study Programs. (Half-time = 6 credits)

Graduate Students: Full-time is 6 credits – half-time is 3 credits.

*Students who are currently enrolled and will be completing a degree at BSU during the summer are eligible for summer employment.

C. POLICY ON WORK HOUR/DAY LIMITS

The employment hours of student employees must follow the Federal and State labor agreement rules and laws. Students may not volunteer "extra hours" while employed in a department or be asked to put in more time than what they can be legally paid.

STUDENT EMPLOYEE TIMECARD LIMITS:

Absolute Limit in Any One Day..... 8 Hrs
 Absolute Limit in Any One Week 20 Hrs
 Absolute Limit on Any One Time Sheet 40 Hrs
 Absolute Limit on Any One Time Sheet 10 Days

Full time hours (8 hrs per day, 40 hrs per week, 80 hrs per time card, 10 days per time card) are ONLY permitted during summer or semester breaks.

NOTE: Overtime or time-and-a-half pay is not permitted

D. CAMPUS WAGE SCALE POLICY

The campus-wide pay scale is based upon a seniority system, which recognizes the student's length of employment at Bemidji State University. All departments including soft-money areas, contracts and off-campus departments utilizing the BSU Payroll System will utilize this wage scale.

The Minnesota State Colleges and Universities System office may review and recommend the minimum student wage for the system. The Vice President for Finance and Administration and Director of Financial Aid at BSU review the wage scale annually for adjustments. Student Employment determines the proper wage for individual student employees on campus, regardless of the funding source, to assure consistency in adherence to the campus-wide wage scale. Exceptions to the wage scale are determined by the Vice Presidents. Remuneration provided through methods other than time sheet hours is normally not permitted with the exception of room and board for Resident Assistants.

E. STUDENT WAGE SCALE POLICY

Students will be placed on the wage scale based upon their hours of employment at Bemidji State University. All hours worked shall count toward placement on the wage scale regardless of the type of funding or payroll source. Pay increases begin with the hours on the next time sheet after crossing the 250, 500, 750 and 1,000 marks. Current wages:

Step	Hours	Wage
Step 1	1 - 250	\$7.50
Step 2	251 - 500	\$7.75
Step 3	501 - 750	\$8.00
Step 4	751 - 1000	\$8.25
Step 5	1001 +	\$8.50

Student pay for contracts and grants above the Step 5 level require the approval of the appropriate vice president.

A student may be employed with department funds (other than M & E Regular or Work-Study funds) to do a project for which the student would receive a salary, honorarium or lump sum payment. The student's time sheet in this instance may indicate hours or a wage higher than the wage scale allows. This is an acceptable accounting practice for the purpose of providing the employee with the correct compensation through the State of Minnesota hourly payroll system and should not be construed to mean that this is the actual wage or hours worked by the student employee.

F. EQUAL OPPORTUNITY EMPLOYMENT POLICY

Policy: Bemidji State University and the Minnesota State Colleges and Universities (MnSCU) systems are equal opportunity educators and employers. Bemidji State

University strives to provide an environment free of discrimination and harassment on the basis of: age, color, creed, gender, economic or marital status, mental or physical disability, national origin, race, religion, or sexual orientation. This applies to all activities at Bemidji State University.

III. COMMON MANAGEMENT PROBLEMS

Common management problems related to equal opportunity to be avoided include:

1. **Changing employment opportunities after the budget is final.** Example: Announcing the availability of a full-time position but changing it to two part-time positions after students begin to apply. Approval and announcing student employee vacancies, as with other types of employment, results in a false listing of employment opportunities available to students.
2. **Designing employment opportunities that conflict with union agreements.** Student employees will not be used in a manner which will cause the layoff of a bargaining unit employee.
3. **Treating work hours for student employees in a manner different than what is allowed by regulation, Federal or State law, or institutional policy.** Example: Working a full-time student employee over an 8-hour day or 40-hour week, or a part-time student employee over a 20-hour week is not permitted. Also, overtime pay by adding hours to a time card is not allowed.
4. **Working student employees beyond the end of the student's authorized employment period, hours or allowable earnings.** Example: Working a student beyond his/her specific allowable earnings may result in a violation of Federal and State financial aid regulations for overawarding aid and result in an institutional liability.
5. **Creating student employee positions which "lock-out" a specific individual or group of individuals who would otherwise be qualified to perform the duties.** Example: Creating positions other than entry-level positions for student employees.
6. **Treating students differently between Federal, State, institutional and private contract employment. Campus rules and wages should be followed for all similar student employment regardless of the source of funds.** Example: A staff member with private, non-institutional funding creates positions with a higher wage than the campus-wide wage scale for students performing similar duties.
7. **Using the Bemidji State University Student Payroll for non-BSU work.** Faculty and staff are prohibited from writing contracts for grants that allow a student to perform work at another facility, government or private, and be placed on the student payroll.

IV. GOVERNING REGULATIONS AND REQUIREMENTS

The Minnesota State Unemployment regulations, union contracts, Federal employment and financial aid laws and regulations are considered in determining institutional student employment.

1. AFFIRMATIVE ACTION LEGISLATION
2. AMERICANS WITH DISABILITIES ACT
3. BARGAINING UNIT CONTRACTS
4. BEMIDJI STATE UNIVERSITY POLICIES AND PROCEDURES
5. CIVIL RIGHTS ACT
6. EMPLOYEE RIGHT-TO-KNOW ACT
7. INTERNAL REVENUE SERVICE
8. OSHA REGULATIONS AND STANDARDS
9. PUBLIC EMPLOYEE LABOR RELATIONS ACT (PELRA) (Excludes full-time students)
10. STATE OF MN WORK –STUDY PROGRAM LEGISLATION AND REGULATIONS
11. TITLE IV FEDERAL LEGISLATION
12. U.S. DEPT. OF EDUCATION FEDERAL WORK-STUDY PROGRAM REGULATIONS
13. U.S. IMMIGRATION REGULATIONS
14. U.S. DEPT. OF JUSTICE REGULATIONS
15. U.S. DEPT. OF LABOR
16. U.S. SOCIAL SECURITY ADMINISTRATION REGULATIONS
17. EMPLOYMENT OPPORTUNITY LEGISLATION (EEOC)
18. BEMIDJI STATE UNIVERSITY NONVIOLENCE POLICY
19. TENNESSEN WARNING

V. STUDENT EMPLOYMENT POLICIES

Absence from work. Absence from work without an acceptable excuse may result in disciplinary action by the supervisor and could lead to possible dismissal.

Academic progress. Federal and State Work-Study employees must meet the satisfactory academic standing of the institution to be continued on the payroll. A review of the grades and credits of Work-Study students is conducted annually by the Financial Aid Office. Regular payroll employees are not reviewed and as long as they are readmitted, may continue their employment at the discretion of the department. Supervisors are encouraged to review the academic progress of their student employees to assure that employment does not negatively affect their academic standing.

Access to buildings, offices and campus mail boxes. Student employees may be granted access to work areas through the authorization of the student employee supervisor or employee responsible for the area. This may include the issuance of keys on a temporary basis. Students may not duplicate university keys or retain keys after leaving the employment of the authorizing department.

Bloodborne Pathogens Containment rule. Bemidji State University's Official Work rule on Bloodborne Pathogens Containment is provided to comply with Federal OSHA Standard 29 CFR 1910.1030, Bloodborne Pathogens. This standard was adopted to insure uniform guidelines and procedures to limit occupational exposure to human blood and other potentially infectious body fluids and materials. As part of the university's compliance with this standard, an exposure control plan has been written. Copies of the plan are available to all student employees through their supervisors or the Human Resources Office. Supervisors are responsible for ensuring the compliance of employees, the provision of personal protective equipment and reporting requirements as contained in the plan. Failure to use personal protective equipment or appropriate containment procedures will subject the involved employee to progressive disciplinary measures. Student employees who hold positions on campus that have a possibility of exposure to blood or bodily fluids inherent in their job duties; will be required to attend training on this subject. For further information, contact the Human Resources Office at 755-3966.

Computer use. The personal use of university computers for studying or playing games is prohibited.

Confidential information. Student employees are prohibited from revealing confidential information to others. To reveal such information may be grounds for dismissal and possible legal action by the offended party.

Consultants. Employees of Bemidji State University, including student employees, may not be employed as consultants by the state of Minnesota.

Criminal acts. Student employees are expected to report all criminal acts immediately to BSU Security at 755-3888. The reporting of criminal acts may require the submission of a written or verbal statement. Full cooperation with BSU Security Services and Law Enforcement Center

personnel is expected and required. Student employees who engage in criminal acts will be subject to University behavioral review and possible suspension/dismissal from the University.

Disciplinary action. Disregard for employment policies and procedures of Bemidji State University and /or the employment department may result in the following disciplinary action: verbal warning, written warning, conduct probation, suspension, dismissal or expulsion from the University.

Dismissal. Student employees may be dismissed for unacceptable job performance, scheduling problems, budget considerations or other reasons. Dismissal may be immediate, however, supervisors should discuss the reasons for dismissal with the student. (also see termination)

The following are grounds for disciplinary action and dismissal:

- tardiness
- unexcused absences
- under the influence of alcohol or other drugs while on duty
- violation of BSU and employing department regulations, policies, and rules
- violation of BSU Code of Conduct Standards
- violation of local, state or federal laws
- unacceptable job performance

Driving State Vehicles. Student employees may drive a state vehicle if they possess a valid and unrestricted US or Canadian driver's license for the type of vehicle they are driving and are on the payroll at the time. Authorization to drive the vehicle must come from an appropriate school authority as part of the student's work assignment.

Escort Service. Escort service is available at Bemidji State University for all students. Student employees living within a four-block radius of the campus who are in need of this 24-hour service may call Campus Security at 755-3888.

Expectation of work. Student employees are expected to be present and working during the entire time period they are scheduled to work. While on duty, they are expected to focus their attention on the work for which they are employed. Unauthorized activities or preferential treatment toward friends and acquaintances while on duty are not permitted and may be grounds for disciplinary action or dismissal.

Foreign Student Employment. Department of Immigration and Naturalization Service regulations state that an F-1 student may accept employment at the institution he or she is authorized to attend without prior approval from INS, provided the student is enrolled in a full course of study and the employment will not displace a U.S. resident. Therefore, all international students must be enrolled full-time (12 credits per semester) while working. Foreign students may not be employed on the State or Federal Work-Study programs.

Hazardous Material. (See Right-to-Know Act).

Injury on the job and workers' compensation. Injuries sustained by an employee in the performance of his/her duties are covered by Workers' Compensation. If an employee is injured on the job, WorkerCare's Nurseline must be called at 1-800-854-6780. In case of an emergency the employee should seek immediate medical attention. Employees must use health care providers who are in the WorkCare Network. The Bemidji Clinic/Meritcare Urgent Care Center is available during normal business hours and the North Country Hospital Emergency Room is available at all other times.

As soon as possible after receiving medical care for an emergency, the supervisor or the employee should report the injury to Nurseline. In all non-emergency cases, Nurseline can also provide first aid and other injury care medical information to employees, as well as referrals to health care providers such as chiropractors, eye care specialists, etc., who are in the work Care Network.

In all instances of illness and injury reported by employees as work related, supervisors must report the incident to the Human Resources Office (755-3966) and complete the First Report of Injury and Agency Claims Investigation forms. Fines are assessed for late reporting and will be charged to the employee's home department. Please follow these procedures. **DO NOT DELAY SEEKING EMERGENCY MEDICAL ATTENTION IN ORDER TO REPORT AN INJURY.**

Internet Use. Use of the Internet while on duty should be job related.

Performance Evaluation. The performance evaluation of student employees is left to the employing department and records will be maintained at the department level.

Personal appearance. Appearance is an important aspect of public relations and student employees are expected to show pride in their personal appearance. Appropriateness and cleanliness must always be considered in personal attire. Individual supervisors may discuss their expectations for appropriate dress during the initial interview or training session.

Personal work. Work of a personal nature for faculty, staff, students and others during work hours is prohibited.

Position Description. The written position descriptions for student employees are left to the departments to develop and maintain. Position descriptions should be as general as possible and not contain terms such as instructor, manager, director, assistant director, and supervisor, etc., which are reserved for career employment positions on campus. The terms, student assistant and lead worker are acceptable student employee titles.

Positions involving community service must be identified in the position description for federal audit purposes. "Community service positions are defined as those which help improve the quality of life for community residents, particularly low-income individuals, or to solve problems related to their needs including: (1) such fields as health care, child care, literacy training, education, welfare, social services, and others; (2) work in service opportunities or youth corps as defined in the National and Community Services Act of 1990; (3) support services for students with disabilities; and (4) activities in which a student serves as a mentor for such purposes as tutoring, supporting educational and recreational activities, and counseling, including career counseling.

Areas with community service positions should maintain a list of students in these positions for legislative auditors.

Post-secondary Education Options Students. PSEO students are not matriculated students; therefore, they are not eligible for student employment.

Resignation. When resigning from a position, a student employee is expected to inform the supervisor at least two weeks in advance. This will allow time for a replacement to be found and trained.

Right-to-Know-Act. The Right-to-Know Act is intended to ensure that employees are aware of the dangers associated with hazardous substances, harmful physical agents or infectious agents that they may be exposed to in the workplace. The Act requires employers to evaluate their workplaces for the presence of hazardous substances, harmful physical agents and infectious agents and to provide training to those employees concerning the substances or agents to which the employees may be exposed. Written information on hazardous substances, harmful physical agents or infectious agents must be readily accessible to employees. Employees have a conditional right to refuse work under conditions of imminent danger. Labeling requirements for containers or hazardous substances and equipment or work areas that generate harmful physical agents are also included in the Act. Student employees may be required to attend mandatory training on this subject.

Safety and health. Student employees share the responsibility for the health and safety of residents, guests, fellow workers and themselves. Working under the influence of drugs or alcohol is forbidden and grounds for dismissal. Appropriate protective clothing, hearing protection gear, hardhat, etc. are to be worn if required by the supervisor. Musical headphones are not appropriate while on duty. Student employees are to contact the supervisor or BSU Security Services immediately if they become aware of a safety or health related issues while on duty.

Schedule for work. Some student employment positions may require that specific hours be left free on the student's class schedule. Accommodating the department needs may not always be possible; in this case employment in another area may be advisable. Supervisors should, however plan student work schedules around class schedules whenever possible. Bemidji State University recognizes student employees as students first and employees second. Work schedule conflicts should be worked out with the immediate supervisor.

Scope and Limitations of Student Employee Responsibilities. Student employees will be assigned work to augment and supplement the duties and responsibilities of classified and unclassified employees. Student employees will not be utilized in a manner that will cause the layoff of a bargaining unit employee.

Sexual Harassment. Sexual harassment means objectionable behavior such as remarks of a sexual nature, sexually suggestive invitations, or when a student's educational or personal situation can be affected by refusal to consent to requested sexual favors. Sexual harassment will not be tolerated. All cases of sexual harassment should be reported to the Affirmative Action Officer, Deputy Hall, at (218) 755-2900, or BSU Security Services, Walnut Hall at (218) 755-3888. Allegations and complaints of sexual harassment will be investigated and offenders dealt with according to institutional policy and the criminal justice system.

Some student employment positions place employees in positions of authority over others, (i.e., Assistant Resident Hall Directors, Security Services, Resident Assistants, etc.). Student employees in positions of power may be more vulnerable to allegations and /or actions of sexual harassment. Students employed in these types of positions should be conscious of their physical and verbal interactions with fellow employees, students and guests in order to avoid situations that could be construed as threatening or harassing.

Special Students. Special students are students admitted to the University because they are not pursuing a degree or something is missing which prevents them from being admitted as a regular student. Federal regulations prohibit special students from receiving Title IV financial aid including Federal Work-Study Employment.

Substitutes. If a student employee is unable to report for employment because of illness or for other reasons, the supervisor should be contacted immediately. A substitute employee must meet the qualifications for employment and possess their own official time sheet from Student Employment. UNDER NO CIRCUMSTANCES MAY A STUDENT WORK UNDER ANOTHER STUDENT'S TIME SHEET. Also, allowing a non Work-study eligible student to earn funds under the Federal of State Work Programs by "working for a Work-study eligible student" and including those hours on the eligible student's time sheet is illegal and strictly prohibited. Violations of the substitute employee rule may require the repayment of funds, subject the employee to possible dismissal and charges of fraud and subject the department to the loss of employment positions. A Federal Work-Study authorized student may, with the supervisor's permission substitute for another Federal Work-Study authorized student as long as the substitute uses his or her own time sheet for the hours worked and does not exceed 20 hours per week or the authorized dollar eligibility on their award letter.

Supervision. A classified, professional, or career staff employee will supervise each student employee. With the exception of Graduate Assistants, student employees may not supervise other student employees. While a supervisor does not need to be physically present at all times when a student employee is working he/she does need to be accessible.

Supervisor. A student employee supervisor is defined as the BSU employee that is the signature authority for that department. Supervisors are responsible for hiring of student employees, signing time sheets, evaluating performance and arranging for mandatory job-related training. A supervisor may not be another student employee.

Supplies and Equipment. The department will provide the supplies and equipment necessary to fulfill the requirements of a specific job. Personal use of BSU supplies and equipment is prohibited. Also, the students may not provide their own supplies and equipment. If additional

supplies and equipment are needed, the supervisor should be contacted. Abuse of supplies and equipment may be grounds for disciplinary action including dismissal. Student employees are expected to secure and protect the supplies and equipment of the institution.

Tardiness. Student employees' supervisors must be informed of reasons for tardiness. Repeated tardiness may lead to dismissal.

Telephones. Telephones may not be used for personal calls. Unapproved collect telephone calls are not to be accepted. The campus 800 number may not be given out to others to call back to the campus for personal business.

Termination. Student employees may be discharged for just cause, such as improper performance of duties, improper conduct, dishonesty, insubordination, failure to follow policies and procedures, tardiness and unexcused absences. Terminated employees may appeal in writing to the appropriate Department Chair, Dean or Director of the area of employment. (see also dismissal)

Time Sheets. Student employees may not begin work without a time sheet issued by Student Employment. A student is not on the payroll or considered officially hired until a time sheet is issued. The logging in of daily duty hours by student employees for a.m. and p.m. hours worked etc. is an audit requirement and is to be done at the departmental level. The student and the supervisor must personally sign time sheets. This is also an audit requirement. Time sheets are due in the Payroll Office, Deputy 203 at 12:00 noon on the last day of the pay period.

Student employees must complete an IRS W-4 form and the U.S. Department of Justice Form I-9 at Student Payroll within three working days. Students must meet the conditions of the forms for employment with the State of Minnesota. It is illegal to put hours worked on another person's time sheet and for a supervisor to approve this procedure.

The first time sheet will be provided when Student Payroll receives a completed Regular Payroll Authorization Form or a Work-Study Eligibility Certificate and the student's eligibility is verified. Future time sheets will be automatically generated until the student terminates employment with the department or has expended the authorized work allocation. Forms are available at Student Employment for departments with regular payroll funds.

The Vice President of that area will review time sheets showing an excess of the 20-hour part-time limit and 40 hour full-time limit. Students working in more than one department must keep within these limits between all departments.

Training and meetings. Training and meetings required by the employer are considered paid duty times.

U.S. Social Security Number. All student employees must have an U.S. Social Security Number prior to starting work. Students may obtain a Social Security Number from the local office of the Social Security Administration, at 2900 Hannah Ave, in Bemidji.

Vehicle Use. Vehicle Use Agreements must be completed annually and be on file for all student employees driving on Bemidji State University business, whether they use their personal vehicle or a fleet vehicle. If a student is not on the eligible driver list, according to the criteria established by the Risk Management Division, it will be their responsibility to obtain a copy of their motor vehicle record and resolve any outstanding issues.

Withholding. All student employee earnings are taxable income and subject to withholding for Federal and State taxes, including earnings under the Federal and State Work-Study Programs.

W-2 Form. A single Federal W-2 Form will be sent to each student employee by the Bemidji State University Accounting Office indicating the student's total earning for the past calendar year from all types of employment. Students should keep track of their Federal and State Work-Study earnings separately if they plan to apply for financial aid the next year. Federal and State Work-Study earnings are taxable.

New Hire Orientation. New student employees will be required to read the following information, and sign a sheet saying that they have received and understand it.

Student Employment
New Hire Orientation

By signing this form you agree that you have read the following information:

- 1) Policies and Procedures
- 2) Worker's Compensation
- 3) Tennessee Warning
- 4) Employee Handbook

Date	Employee's Signature
------	----------------------

Date	Student Employment Representative's Signature
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Worker's Compensation

Injuries sustained by an employee in the performance of his/her duties are covered by Worker's Compensation. The Worker's Compensation Law requires the prompt filing of accident reports in cases of injuries suffered on the job. Fines are assessed for late reporting and will be charged to the employee's home department. Employees are responsible for notifying their supervisor of an injury and for assisting the supervisor in the prompt and accurate completion of the reporting form. Forms are available in the Human Resources Office. **DO NOT DELAY SEEKING EMERGENCY MEDICAL ATTENTION IN ORDER TO REPORT AN INJURY.** Any serious injuries should be verbally reported to the Human Resources Office immediately. Injury reports must be filed within 48 hours of the occurrence of a serious injury, and within six days for all other injuries.

For work related injuries, the following steps should be taken:

- 1) Report the injury to your supervisor as soon as possible. In the event your supervisor is not available, contact the Human Resources Office. If this is a medical emergency, go immediately to the Meritcare Clinic Urgent Care Center during day hours or the Emergency Room of the North Country Regional Hospital after normal business hours.
- 2) If the injury requires medical attention, or if you need first aid information, call Worker's Compensation Managed Care Nurseline at 1-800-486-2913. Trained nurses staff this line 24 hours a day, 365 days a year to provide medical information and to put employees in contact with a network of doctors and other providers who can treat employees with work related injuries. You must use the State's network of health care professionals to care for work related injuries. The State's Compensation Managed Care Plan (CMC) personnel will monitor your recovery and facilitate your return to work if any time is lost.
- 3) As soon as possible after the injury occurs, the supervisor should contact the Human Resources Office and secure the appropriate accident report forms that must be submitted to the Worker's Compensation Division. The Human Resources Office will provide assistance in completing the forms, if necessary.

Any questions regarding accident reports or Worker's Compensation should be referred to the Human Resources Office, Deputy 350, 755-3966.

Workers' compensation is a no-fault insurance program that pays benefits for employees, including student employees, who sustain work-related injuries or illnesses. Medical treatments through the workers' compensation program are provided by a managed care plan described in the following notice from the Minnesota Department of Employee Relations.

Notice of Enrollment in a Certified Managed Care Plan for Workers' Compensation Injuries and Illness

Under Minnesota Rule 5218.0250, the Minnesota Department of Employee Relations provides this notice to inform you that:

Effective July 1, 2005, your employer (the State of Minnesota) will be enrolled with CorVel, a certified workers' compensation managed care plan that provides state employees and covered volunteers with all necessary medical treatment for work-related injuries and illness.

If injured in the course of your work, you may receive treatment from a medical doctor, chiropractor, podiatrist, osteopath, or dentist; if the treatment is available within the community and is appropriate for the injury or illness. As a state employee or covered volunteer, you must receive all necessary medical treatment from a health care provider who is a member of CorVel's plan, except in the following circumstances: you have already established a treating relationship with a non-participating provider (who maintains your medical records)* prior to the work-related injury; or if you require emergency treatment; or if your place of employment and residence are beyond the mileage parameters set forth in part 5218.0100, subp. 1.F.(7). Furthermore, if you sustained your work-related injury prior to the State's enrollment with CorVel, you may continue to receive treatment from a non-participating provider until you change doctors.

On July 1, you can access care for a work-related injury or illness by going to a clinic or health care provider from CorVel's network; or by asking your agency's Workers' Compensation Coordinator to share CorVel's provider directory with you; or by accessing CorVel's provider directory on-line at <http://www.doer.state.mn.us> (Click on State Employee Information; then, click on the Workers' Compensation link where you can access the CorVel Provider Directory; or by calling CorVel's 24-hour Nurse Phone Line at (612) 436-2542 or (866) 399-8541. You may also contact CorVel's Nurse Phone line if you have questions about managed care for workers' compensation; or direct such inquiries to the State Workers' Compensation Program at (651) 296-6521. You may also contact your agency's Workers' Compensation Coordinator if you need assistance.

Additional information may be obtained by calling the Minnesota Department of Labor and Industry (DOLI) in St. Paul at (651) 284-5005 or (800) 342-5354. In Duluth, call DOLI at (218) 733-7810 or (800) 365-4584.

*In accordance with part 5218.0500, subparts 1 and 2, except that if you later change doctors you must then choose a doctor who participates in CorVel's plan.

If you sustain a work related injury or illness, take the following steps:

For emergencies:

- CALL 9-911 IMMEDIATELY FOR LIFE THREATENING OR SERIOUS INJURIES
- DO NOT DELAY SEEKING EMERGENCY MEDICAL ATTENTION IN ORDER TO REPORT AN INJURY OR COMPLETE FORMS.
- Report all injuries to your supervisor as soon as possible.

For all other work injuries or illnesses:

- Report the injury or illness to your supervisor as soon as possible.
- For non-emergent conditions that require medical attention:
 - Get your initial evaluation and treatment at BSU's designated clinic, [MeritCare Bemidji](#).
 - Inform your supervisor of any condition or treatments or special requirements that will impact your work, such as days away from work and restrictions or limits on physical activity.
 - Provide your supervisor with "doctors slips", workability reports, or other written medical orders that document conditions or treatments that affect your work schedule or duties.

Questions about BSU's workers' compensation procedures should be directed to the Human Resources office, located in Deputy Hall 350 or contact them by phone at 218/755-3966.