STUDENT EMPLOYMENT HANDBOOK 2011-2012

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Dear Students,

On behalf of the Financial Aid Office, it is my pleasure to welcome you to the University of Massachusetts Lowell Student Employment Programs.

This handbook will provide you with important information about the policies and procedures for securing employment through one of the financial aid work programs, as well as suggestions for finding off-campus work while you are a student at the University. The Student Employment Handbook explains the Federal Work Study, the Campus Work and the Community Service programs we offer. You will also find copies of forms that need to be filled out prior to working on-campus, and details on how to receive your paycheck.

Please read this handbook carefully. If you should have any further questions, please contact me at 978.934.4228 or jobs@uml.edu

Best of luck in the coming year.

Sincerely,

Maureen Souza
Student Employment Coordinator
Introduction to the Student Employment Programs

The University of Massachusetts Lowell is working with you and for you at the Student Employment Office. With approximately 1000 participants this year in the work programs, students will choose from hundreds of diverse job opportunities, most of which offer flexibility in scheduling, and all of which offer comfortable work environments and a competitive pay rate of $10.00 per hour. Whether building on existing skills or adding new skill sets, students build their resumes when working with our University’s nationally recognized faculty and staff.

It is the goal of the Student Employment Office to make on-campus employment opportunities fair and accessible to all students who qualify. Money earned in the work programs is to be used for educational expenses. Your work award is not directly applied to your University bill, but it is highly recommended that you complete a work study Withholding Authorization form. This form authorizes the University of Massachusetts Lowell to deduct 70% of work study earnings to apply to any outstanding charges on your account, and will allow you to receive the remaining 30% from your earnings. If you choose not to participate in the withholding, any balance due on your student account is subject to late fees and possible holds for non-payment. This would prevent a student from registering for the next semester.

There are two types of student employment programs on-campus: the Federal Work Study (FWS) and the Campus Work Program (CWP). For the most part, these programs are the same, with a few exceptions. When establishing your work schedule it is important to keep in mind you may not work more than 22 hours per week while classes are in session, and not more than 37.5 hours per week during spring break, or winter inter-session.
The Basics of On-Campus Employment

Students who receive a CWP award or FWS award will receive a work study contract. Contracts are produced and validated by the Student Employment Office yearly. All contracts will outline the terms of employment.

**New students**, who have never participated in the work programs, should visit the financial aid website [www.uml.edu/financialaid](http://www.uml.edu/financialaid). Click on the campus employment link for a list of available jobs. Choose a position that you might be interested in, and contact the supervisor to set up an interview. It is always a good idea to apply to a few different positions.

**Returning students**, who are awarded work study in subsequent years, may return to their department if their supervisor has requested them. Contracts for student returning to their previous year job can have their contracts delivered to their current supervisor. Contact your supervisor or the student employment Coordinator if you have any questions.

Please note:

**UML Financial Aid Work Study Policies**

- **Students must secure a work study job and return the signed contract to the Financial Aid Office.**
- **Contracts will be available for pick up the first week of August and must be returned by September 16th. Any contracts not picked up or returned by 9/16 will be considered declined by the student.**
Eligibility

If you are eligible to work through the Campus Work (CWP) or Federal Work Study (FWS) program, you would have been offered a work award on your financial aid award notification letter from the Office of Student Financial Aid. A work award is equally divided between two semesters on your financial aid award notification letter. Your contract will reflect the amount for the year. Only students offered CWP or FWs as part of their financial aid award are eligible to work on campus through the Student Employment Program.

As part of your financial aid process, your financial aid application may be selected for a process called verification. Verification is a process by which a student is required to submit documentation to verify the financial and family information reported on the FAFSA. If you have been chosen for verification, the Financial Aid Office must receive all necessary paperwork (i.e. taxes, W2’s) before an employment contract is generated and before you proceed to look for employment on-campus. Changes made during the verification process could result in a change to your work award. Students are notified of changes through subsequent award notification letters.

Obtaining a Job On-Campus

A student seeking employment must have been awarded either a Federal Work Study award or UML Student Employment award for the academic year. Students who have never worked on campus before must complete the W-4 and I-9 documents before a contract will be generated. These documents can be obtained on the financial aid website, or from the Financial Aid Office. These forms can be completed throughout the summer. If you are having difficulty in locating a job that specifically suits your needs, please email the Student Employment Coordinator to schedule an appointment at jobs@uml.edu

Federal Work Study and UML Student Employment earnings are considered taxable income, and you must declare these wages when you file your taxes with the IRS each year. The Human Resources Office will send a W-2 form to you at the end of each calendar year indicating your earnings. The form will be sent to the address you reported on your W-4 form. If your address changes after filling out your original W-4, please notify the Payroll Office.

The Homeland Security Act requires UML to verify the identity and employment eligibility for every employee hired after November 6, 1986 by completing an I-9 form. In addition, the law obliges UML not to discriminate against individuals on the basis of national origin or citizenship, or to require more or different documents from a particular individual.

In order to complete the I-9 form, you must provide acceptable documentation Any hours worked before an I-9 is completed will be considered volunteer time and will not be paid.
Determining How Many Hours to Work Each Week

How does a student determine the number of hours he/she should work during a semester to earn his/her award?

Amount of Semester Work Award ÷ Pay Rate
÷ Number of Weeks in Academic Year
= Number of Hours to Work per Week

For example: A student’s financial aid award notification letter indicates a $2250.00 work award for fall term and a $2250.00 Work award for spring term. Therefore, the student’s work award for the year is $4500.00. By applying the above formula, this student would be able to determine that he/she would need to work 14 hours a week.

$4500.00 (full award amount) ÷ $10.00 (jobs on-campus pay $10.00/hour) ÷ 32 weeks (16 weeks/per semester) = 14 hours a week

Please note: If you plan on working during the winter intersession or spring break, adjust the number of weeks to work in the above formula accordingly.
Tracking Your Hours

Completing your timesheet by appropriate deadlines is essential to getting your paycheck. Timesheets are used by both department supervisors and timekeepers to log and track the amount of hours you are working to be sure you do not exceed your allotted contract amount. You will log onto HRdirect to report your time. It is on this system that your employer will log in and approve your time worked. For more information on using HRdirect to record your hours work please visit: www.uml.edu/hr/hrdirect/training/student

Online timesheets are due every other week. To view the dates when timesheets are due and when you can expect your check please view http://www.uml.edu/hr/hrdirect/communications/payroll_calendar.pdf

Students are required to keep track of their hours. Once you have completed your contract it is terminated and you must stop working immediately. You will not be paid over your award amount.

Pay Scale

The University of Massachusetts Lowell recognizes the value of student employees working on-campus. All undergraduate student workers will receive a $10 per hour rate of pay if they are working at an on-campus department. Undergraduate students working at an off-campus community service site will be paid $12.00 per hour. We expect students to take their jobs seriously and put their best effort into their work.
Receiving a Paycheck

The process, which takes place for a student employee to receive their first paycheck, is as follows:

- Both the department supervisor and the student employee must sign contracts and return them to the Financial Aid Office prior to the first day of employment.
- The Student Employment Office sends all contracts to the Payroll Office where they are entered into the payroll computer system.
- All University employees are paid on a biweekly schedule. The pay period ends on a Saturday and the paychecks are available the following Friday.

Students who need to use their work program paychecks to pay their tuition bill must fill out a Work Study Withholding form. Only then will their paycheck be applied to the University bill.

A student may choose to have their paycheck deposited directly into their personal bank account. A direct deposit authorization form is available in the Payroll Department and also on the Human Resources website. A student can sign up through HRdirect for Direct Deposit. If one chooses to use direct deposit, your pay stub will be sent directly to your department. Direct Deposit it is HIGHLY RECOMMENDED so that you can receive your checks quickly and do not have to stand in line at the Treasury Office when it is open.

Reasons You May Not Receive a Paycheck on Time

Every effort is made to ensure prompt payment of earnings. However, there are a number of steps that could cause a paycheck to be delayed or not issued. They are as follows:

- Contract not signed by all authorities before employee begins working.
- Completed contract not received by payroll before processing deadline.
- Timesheet was submitted after the deadline.
- Timesheet was not approve by the supervisor.
- The maximum value of the employment contract has been exceeded.
- The number of hours in a given week exceeds the maximum allowed. (Remember, you may not work more than a total of 22 hours per week for all on-campus jobs while classes are in session, and not more than 37.5 hours per week during spring break, winter inter-session and summer months.)
- Students should check with their department timekeeper if they were not paid in a given pay period.
Student’s Responsibilities

*It is the student’s responsibility to:*

- Choose departments that you are interested in working with, and research the available job openings on Campus Employment link at [http://www.uml.edu/financialaid/campus/job_listings.aspx](http://www.uml.edu/financialaid/campus/job_listings.aspx)

- Contact potential supervisors and secure employment.

- Not begin working until your supervisor has completed the Employer Section of your contract.

- Submit your signed contract to the Student Employment Office prior to beginning work.

- Be sure all hours worked are entered each time you work in HRDirect for your supervisor’s approval and signature.

- Monitor your work award to be sure you do not work over your allotted hours. Remember, you may not exceed a total of 22 hours per week while school is in session, and 37.5 hours per week during spring break, winter inter-session and summer months.

- Take part in any training deemed necessary by the department supervisor.

- Report to your department in a timely manner each workday. Always provide as much notice as possible if you are ill and not able to work. Speak directly to your supervisor. Do not let friends call in for you.

- Speak to your supervisor about appropriate dress for the office environment. Remember that when you are at work you represent not only your department, but also the University.

- When you leave a position always give 2 weeks notice and write a letter of resignation.

- If you are unsuccessful in resolving any employment issues with your supervisor contact your Student Employment Coordinator for assistance.

- Please do not study while on the job. **You are paid to work, not study!**

- Please be sure you understand the supervisor’s expectations prior to signing the contract. Be sure to communicate with your supervisor if you are experiencing difficulties in your work environment.
Supervisor’s Responsibilities

*It is the supervisor’s responsibility to:*

- Update their departmental job descriptions each spring to be posted for the following academic year.

- Inform the Student Employment Office when all jobs are filled, or changes need to be made to the descriptions, in order to maintain accurate information on the website.

- Interview and hire student employees. Discuss with student expectations they have, and acceptable dress for their department.

- Sign the Employer’s section of the work study contract prior to allowing students to work.

- Approve hours reported through HRDirect by the deadlines given by the Payroll Office. **It will be the responsibility of the individual department to pay the student if timesheets are turned in late.**

- Monitor the work award for each student to be sure they do not work over their allotted hours. **If a supervisor allows a student to work more hours than their contract allows, the department is responsible for paying the student.** There is a report in Peoplesoft, UMPAY706: Payroll Commitment Report-Students that is helpful in monitoring students work award.

- If a student employee is not performing up to expectation, the employer is expected to meet with the student and provide a verbal warning and try to find ways to help the student improve.

- Notify the Student Employment Coordinator if there is a problem with the student worker that cannot be resolved.

- Provide the appropriate training for each student employee.
Student Code of Conduct

As a student employee, I understand that I am expected to act in a professional and ethical manner.

I understand and agree that the following is expected of me.

1. I will maintain absolute confidentiality of work-related projects and personnel.
2. I understand what constitutes permissible work absence and who to notify if absent.
3. I will be on time and prompt with assignments.
4. I will dress appropriately for the work setting.
5. I will follow through on commitments.
6. I will not conduct personal business during work hours (e.g. emails, cell phone, internet, facebook, etc.)
7. I will keep a positive attitude

I agree to the above stated Code of Conduct and will make every effort to abide by its terms.

Student Name: ____________________________
Supervisor: ______________________________
Student Employment Office’s Responsibilities

It is the responsibility of the Student Employment Office to:

- Maintain contact throughout the year with students in both the UML and FWS programs in order to be sure they understand their responsibilities.
- Maintain contact throughout the year with department supervisors in order to be sure they understand their responsibilities.
- Assist students in the process of gaining employment
- Be sure that all students complete the I-9 and W-4 forms prior to receiving a contract.
- Collect UML and FWS contracts and forward them to the Payroll Office for Processing
- Produce UML and FWS contracts on a weekly basis for students who are ready for placement
- Maintain job postings on the Job Locator board outside the Student Employment Office in the Financial Aid Office, Dugan Hall.
- Update the Campus Employment website periodically to be sure information is accurate.
- Notify students periodically when they are close to earning their award.
- Conduct periodic training programs, or informational meetings for department supervisors.
- Assist supervisors and students when employment problems arise.
- Notify students, supervisors and the Payroll Office when a change has been made to a financial aid package that affects a work award.
The Job Locator Program

The Job Locator Program aids University of Massachusetts Lowell students in their search for part-time off-campus employment. There are two large bulletin boards outside the Student Employment Office where job descriptions are posted. The Student Employment Office is located in the Financial Aid Office, Room 102 Dugan Hall on South Campus. The Job Locator Program offers a variety of employment opportunities, which coincide with students’ educational studies. These jobs are available to any UMass Lowell student regardless of their financial aid eligibility. International students on a J1 or F1 visa cannot obtain employment through this program. There are jobs posted with varying pay rates. Steps to follow in obtaining a job in the Job Locator program:

1. View the jobs posted on the bulletin board outside of the Student Employment Office located in the Financial Aid Office, Dugan Hall, Room 102 and choose a few jobs that interest you. OR view the JLD openings online at www.uml.edu/financialaid/campus/Job-Location-Development.html

2. In the Office: write down the job numbers from the job descriptions that you are interested in on the JLD slips provided and bring the JLD slip to the customer service representative at the desk.

3. If viewing online follow instructions to request a posting.

4. The Office staff will give you the employer’s information and complete job posting for the jobs you have chosen.

5. Contact the employers to set up interviews.

6. Notify the Student Employment Office when a job has been secured.

7. If you have questions about JLD please feel free to contact us by email student_jobs@uml.edu
Off-Campus Community Service Employment

We are pleased to offer opportunities for students to earn money while giving back to our community. We have several openings for community service student employment. These positions are listed on our job postings on the website. We wanted to highlight two wonderful programs in particular that are available to students who have been awarded CWP or FWS. These positions pay $12/hour.

America Reads
President Clinton initiated this national campaign to ensure that every child can read well and independently by the end of third grade. Work Study students will be trained as reading tutors and placed in a Lowell elementary school. Tutors gain educational experience as they help children to improve their literacy skills. This program offers students 15 hours per week of employment, Monday – Friday mornings beginning in late June and lasting for 6 weeks.

Jumpstart
Jumpstart Corps members have the unique opportunity to inspire young children to learn, serve in a local community, work on a team, and build professional skills. All Corps members receive professional-caliber training to help them implement Jumpstart’s outcome-based program, promote children’s school success, and build family involvement. Corps members complete 300 hours of service during the school year. During the school year, Corps members participate in the following activities:

- Serve part-time, 10-15 hours per week, during the school year
  - Jumpstart sessions with team and small groups of children, 4 hours per week (two afternoons a week for two hours each)
  - Team planning meetings and session preparation, which includes planning, reflection, and/or training, 2-3 hours per week
  - 2-5 hours each week in a preschool classroom during the regular school day
  - 1 hour of individual planning and preparation for Jumpstart sessions
- Communicate with children’s family
- Participate in intensive pre-service and on-going trainings
- Attend periodic service days, often held on weekends

In addition to the student employment pay you earn, after successfully completing your Jumpstart term of service, you may be eligible to receive an AmeriCorps Education Award. You can use your AmeriCorps Education Award to pay education costs at qualified institutions of higher education, for educational training, or to repay qualified student loans. You can access the award in full and part, and can take up to seven years after your term of service has ended to claim the award.