



## Human Resources Department Memorandum (707) 864-7128

**TO:** New Student Workers  
**FROM:** Human Resources Department  
**RE:** Information for Employment

The following documents are **required** prior to the beginning of employment at Solano Community College. Delay in submitting documentation may result in the delay of paycheck processing.

1. Live Scan (**Fingerprint clearance must be received prior to beginning work**)
2. Tuberculosis Clearance (**clearance must be received prior to beginning work**)
3. Student Worker Job Application Form
4. State of California Oath or Affirmation of Loyalty
5. Student Confidentiality Statement (**requires Supervisor's signature**)
6. IRS W4 Federal Income Tax Withholding Form
7. CA DE 4 State Income Tax Form
8. Employment Eligibility Verification Form I-9 – must have a wet signature and documents used must be verified by SCC
9. Photocopies of document(s) used to support your Employment Eligibility (Form I-9) (See page 2 of the Employment Eligibility Verification Form for the acceptable documents)
10. Receipt and Acknowledgement Form of Student Worker Hiring Documents & Information

Complete these forms and return them to the department/division where you will be working.

### **General Information:**

- 1. Eligibility:** Student workers **must be enrolled in 6 semester units.**
- 2. Timesheets:** Student workers must keep a monthly Student Time Sheet (available from your Supervisor or Fiscal Services) to verify work dates and times. The time sheet must be signed by you, your immediate supervisor, and the Budget Manager, then submitted to Payroll (Building 600) **by the 21st of each month.**
- 3. Pay Period/Payday:** A pay period is the **21st of one month to the 20th of the following month** (e.g., September 21 through October 20). Paydays are on the **10<sup>th</sup>** of each month. If the 10<sup>th</sup> falls on a weekend or a holiday, payday will be the day before. Checks can be picked up at the Cashier window in the 600 Building M-W & payday between 10:00 a.m. and 4:00 p.m. If checks are not picked up within this timeframe, they will be mailed the following workday.
- 4. Breaks/Meal Period:** Eligible for a paid ten-minute rest period for every four hours worked; an unpaid meal period of 30-minutes for a five-hour work period (except that when a work period of not more than six hours will complete the day's work, the meal period may be waived by mutual consent of the employer and employee).
- 5.** Student workers are not eligible for paid holidays, vacation, and health and welfare benefits.
- 6.** Effective July 1, 1991, student workers employed by a school district who are not vested members of a public retirement system **will** have Medicare deductions withheld from their paychecks at a 1.45% contribution rate.
- 7. District Policies:** It is your responsibility to read and comply to the district's policies on Drug-Free Workplace #4300, Sexual Harassment #4270, Unlawful/Prohibited Discrimination #4285, Smoking #4215, and Computer & Communications Technology Use #2067 (copies attached).
- 8. Sick Leave:** Please read the DLSE notification on this website regarding The Health Workplaces/Health Families Act of 2014: Paid Sick Leave. Employees may use accrued sick days beginning the 90<sup>th</sup> day of employment.