

Safe Harbor Policy



Policy Number: 02.016	Responsible Office: Human Resources	Governing Body: College Council	Last Review Date: September 2014
Scope: This policy applies to all exempt Antioch College employees.			

I. Introduction

It is our policy and practice to accurately compensate employees and to do so in compliance with all applicable state and federal laws. To ensure that you are paid properly and that no improper deductions are made, you must review your pay stubs on-line promptly to identify and report all errors.

II. Policy

- A. If you are classified as an exempt salaried employee, you will receive a salary which is intended to compensate you for all hours you may work for the College. This salary will be established at the time of hire or when you become classified as an exempt employee. While it may be subject to review and modification from time to time, such as during salary review times, the salary will be a predetermined amount that will not be subject to deductions for variations in the quantity or quality of the work you perform.
- B. Under federal and state law, your salary is subject to certain deductions. For example, unless state law requires otherwise, your salary can be reduced for the following reasons:
 - 1. Full-day absences for personal reasons.
 - 2. Full-day absences for sickness or disability, provided the employee is covered by a plan or policy providing compensation to eligible employees for sickness or disability related absences.
 - 3. Full-day disciplinary suspensions for infractions of our written policies and procedures.
 - 4. Family and Medical Leave absences (either full- or partial-day absences).
 - 5. To offset amounts received as payment for jury and witness fees or military pay.
 - 6. The first or last week of employment in the event you work less than a full week.
 - 7. Any full work week in which you do not perform any work.
- C. Your salary may also be reduced for certain types of deductions such as your portion of health, dental or life insurance premiums; state, federal or local taxes; social security; or voluntary contributions to a 401(k) or pension plan.
- D. In any work week in which you performed any work, your salary will not be reduced for any of the following reasons:

Partial day absences for personal reasons, sickness or disability.

1. Your absence on a day because your employer has decided to close a facility on a scheduled work day.
 2. Absences for jury duty, attendance as a witness, or military leave in any week in which you have performed any work.
 3. Any other deductions prohibited by state or federal law.
- E. However, unless state law provides otherwise, deductions may be made to your earned leave for full- or partial-day absences for personal reasons, sickness or disability.
- F. If you believe you have been subject to any improper deductions, you should immediately report the matter to your Supervisor. If the Supervisor is unavailable or if you believe it would be inappropriate to contact that person (or if you have not received a prompt and fully acceptable reply), you should immediately contact the Chief Human Resources Officer or his/her designee or any other Supervisor in the College with whom you feel comfortable.