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Autozone Employee Attendance Policy

On the other hand, the stock currently carries a Zacks Rank of #3. Your policy should be provided to each employee in writing – either in print or electronically. On October 1, 2014 the Attendance Points/Reward System replaced the "attendance and punctuality occurrences" system to reward our non-exempt/hourly contact center employees while aligning those rewards with our business needs, attendance policies, and job expectations. Military spouses Military spouses relocating under PCS orders, or whose spouse is 100% disabled or died while on active duty. The employer implements a new attendance management policy that requires the top 25% of employees ranked by number of days absent to attend for an interview. Plus, robust reporting options enable data-driven decisions that will save you time and money. The DC Advisor assists the DC Operations Manager with leading company initiatives and ensuring maximum productivity, training and retaining high performing AutoZoners in a safe environment, while controlling expenses and shrink, and remaining compliant with company procedures in accordance with AutoZone's expectations. School Attendance Policy. Attendance Settings. Apply your gross pay calculations and attendance policies in real-time as employee time is captured Prominently display your urgent messages and tasks to easily address with the click of a button. When managers delay notifying HR, the worker may be disciplined under the company's attendance policy. Attendance Records For reasons of consistency and fairness, all instances of absence, tardiness, and leaving early. Or you've. Employees generally want to do well at work and will usually correct the problem after the initial meeting or a verbal warning. School attendance shall be the responsibility of parents/legal guardians and students. Employees have the right to refuse to telework if the option is made available. Attendance Settings. Whether potential legal.

Together, they enable managers to easily record staff attendance, capture how much time employees spend on shift, collect automatic timesheets for approval, and export timesheets to their payroll software with one tap. Although unwritten, AutoZone had in effect (and still maintains) a policy that "to be a full-time employee at Auto Zone, you have to be available seven days a week, no matter what. Jackets Managers Men Apparel Managers Ladies Apparel Shirts Red Men's Apparel Ladies Red Apparel Standard and Parts Expert > DURALAST Shop Gear Duralast Shop Logo Promo Items Personalized Items Ladies & Men's Pants > Sale & Clearance. 9656 (local) 877. By EEOC - AutoZone, Inc. Vision insurance: the basics. Funeral attendance may be an eligibility requirement for paid bereavement, and additional, unpaid days may be granted, especially when out-of-state travel is needed. The Civil Service Employee Policy (CSEP) and procedure have been designed to encourage line managers and employees to take action when health and well-being are at risk and to support managers in managing attendance effectively by placing a greater emphasis on the line manager. Learn what vision insurance is, why you need a vision care plan, and how much it could cost. employee benefits and perks data. •Communicate. If an employer has unionized employees, the grievance process will involve the employee, union representatives and management representatives. to provide a precise depiction of working pattern. Policy documentation. If employees are having trouble clocking in or clocking out, try entering a larger number to extend the radius around the address. Put Your Attendance Policy in Writing. The responsibility of school attendance is that of both parents and students. In lieu of MEASUREMENT AND BENCHMARKING 17 8. 5th 257, 269. We all need to become familiar with them and use their guidance and direction in our daily work activities. regular and predictable on-site attendance from all. Addre*: understand my i (and roquifed) end 'hat mRY. Good management practices begin with developing attendance policies and end with properly managing excessive absenteeism when it arises. Department of State COOP Beltsville (BIMC), 8101 Odell Road, Floor/Room—173, Beltsville, MD 20705; and USAID. 1 Attendance policy 20 8. The company also generally lets employees know about important information like benefits and time off. Eliminate error-prone and time-consuming manual processes, workarounds, and workflows. Office of Human Resources 21 N. To the BI-WEEKLY Employee (on the second Friday of the time reporting period), Timesheet Action Required. The Labor Management Institute has worked with organizations of all sizes in many industries over the last 30 years to analyze time and attendance management practices and finds correlations in both worked and nonworked time that contribute to the abuse of labor hours in the form of extra and unnecessary overtime, conflicts in practice and. Your policy should be provided to each employee in writing – either in print or electronically. Analyse Attendance Records. Self-Harm - Guidance for Schools. How to Get Rehired by a Former Employer?. Employees are expected to report to work as scheduled and on time. We offer opportunities to all job seekers including those individuals with disabilities. Equal Employment Opportunity Commission (EEOC) charged in its fourth disability lawsuit in recent years against the giant auto parts retailer which the agency filed here today. They are also called employee cell phone policies. 1 Attendance policy 20 8. Ipsidy will capture the app's geo-location data, validate the photo's live nature, and match it against the employee's reference template, stored in Ipsidy's secure platform. A written plan of action should be included in your policies. Progressive discipline is a method often used by managers/supervisors to provide notice to employees who are not meeting expected or communicated Research Foundation (RF) job performance standards, not behaving appropriately at work, or are not following RF policies and procedures. A timekeeping policy informs employees of the method for recording time worked and the importance of accurately recording their time. Though 87% of small businesses sized 10-200 have employee handbooks , HR experts agree that it's best practice to start a handbook as soon as you hire your. No-fault policies punish tardiness and absence with demerit "points" and, at a certain threshold, result in termination. Employee absenteeism can be difficult to address once it's become a habit or accepted behavior by your team. Delaware's sexual harassment prevention law requires businesses with four or more employees to address sexual harassment prevention through notification, while businesses with 50 or more employees have notification and interactive training requirements. This manual contains additional guidance and revised limits for all travel & entertainment. All efforts have been made to remove all documents from the McNeese State University website that contain information that is misleading or in conflict with its policies regarding harassment, discrimination, and retaliation. Unauthorized use may result in civil or criminal prosecution or corrective action up to and including AutoZone's termination of any and all agreements between parties. Sample Notification Letter to Inform Employees of New or Change in Policy. , the District of Columbia and Puerto Rico as well as 524 stores in Mexico, 26 IMC branches and 14 stores in Brazil, for a grand total of. By EEOC - AutoZone, Inc. MODELS OF ATTENDANCE AND ABSENCE BEHAVIOUR 17 7. Poor attendance is one of the major problems that majority of the employers are facing with their employees. Learn what vision insurance is, why you need a vision care plan, and how much it could cost. Don't pass the blame Along with bashing, blaming is a bad way to go. This site is maintained by the Administrative Policies and Compliance Office and the links on this site are maintained by the content owners. 5 Employee Handbook: Sample Policies Rev. Each employee's willingness to report concerns is an important part of the effectiveness of Kindred's Compliance Program. During the current COVID-19 pandemic, a safe & touchless entry for your employees is a vital safety measure. Administrative Policy Statements (APS) Board of Regents Governance (BRG)* Employment and Administrative Policies (EAP)* Faculty Code and Governance (FCG)* Presidential Orders (PO)* Student Governance and Policies (SGP)* Washington Administrative Code: Title 478 WAC - UW Rules (WAC). Companies usually follow a "three warnings plus dismissal" policy when it comes to employee attendance (absences and tardiness). Employees would automatically receive points for absences. Non-Biometric Region: 1. May also be referred to as an Attendance Management Policy , Absenteeism Policy , Tardiness Policy. However, all employers should take note of the EEOC's scrutiny of no-fault attendance policies as it may signal a new point of emphasis for the agency. Supervisors may change employees' schedules as needed at their own discretion. At this early stage, it is impossible to determine whether the EEOC's allegations have merit. Equal Employment Opportunity Commission (EEOC) charges that AutoZone, Inc. 59 Plan 1 Plan 2 Plan 3 Daily In-Hospital Indemnity Benefit Per day over 23 hours (max of 30 days per confinement) \$100 \$200 \$400. Your attendance reflects on your overall work record with Regions. Plus, robust reporting options enable data-driven decisions that will save you time and money. Vulnerable Persons State law requires a state university administrator, upon receiving information from another institution employee , to report known or suspected child abuse, neglect or abandonment. AUTOZONE participates with 50% of the costs of the policy which makes it enticing for employees to buy it. 58 Employee + 1 \$35. Procedure: When it's time to work, employees are expected to be at their stations, ready to perform their duties when their shifts begin. A free inside look at company reviews and salaries posted anonymously by employees. Attendance management software is a crucial function to measure various parameters on which an employee is evaluated such as attendance, leaves taken, assignments completed, etc. Peter Formanek died Saturday at the age of 76. interests and public policy objectives. The department attendance policy must be communicated and distributed to all employees. The EEOC says AutoZone refused to allow an employee with a herniated disc to sit during portions of his shift and denied a schedule change aimed at decreasing the likelihood of another employee's migraines. Our ability to do our work rises and falls based upon the quality of our employees – and Nashville is home to the best. Harding, 653 So. Autozone applies

points to employees who are not at work at their scheduled time regardless of the reason for the absence. Employee Resources Center; Benefits; Non-Managers (Group 12) Employees; Non-Managers (Group 12) Employees. , medical certification or court documentation) to justify the absence, the supervisor may approve the employee's request for annual leave, sick leave, other paid leave, or leave without pay, as appropriate. The Labor Management Institute has worked with organizations of all sizes in many industries over the last 30 years to analyze time and attendance management practices and finds correlations in both worked and nonworked time that contribute to the abuse of labor hours in the form of extra and unnecessary overtime, conflicts in practice and. There are three options for entering employee time and attendance in OSPA: The employee can complete a paper timesheet. This sort of information should be made clear at an employee's induction and reinforced through your employee manual, code of conduct and/or Personal/Carer's Leave policy. Thus, any employee who violated AutoZone's twelve (12) point attendance policy regardless of the reason for the absence was terminated. Through their work, these volunteers embody our corporate motto of "Hard Stuff Done Right," and they prove, every day, that HII produces much more than the ships we build and the services we provide. School Attendance Policy. AutoZone, Inc. AUTOZONE participates with 50% of the costs of the policy which makes it enticing for employees to buy it. The mobile version of the employee attendance software is convenient, easily accessible, and you can take it with you wherever you go. Employees would automatically receive points for absences. The employee can enter his / her own time through On-line Daily Time (ODT). finds that this Code, AutoZone policy or the law has been violated, AutoZone will take action to deal with the situation. Board of Education Policy 204 – Student Attendance. Department of Human Resources. After all, you can't force employees to show up to work on time. 5 Employee Handbook: Sample Policies Rev. The employer sends a letter on May 1 notifying him of his right to receive continuation health insurance coverage. MyHR; MyTime - Time and Attendance (Outside of SMH Network Only) Proof of employment/employment verification service for SMH staff: The Work Number database — visit [worknumber](#). Effective January 1, 2021, the salary threshold for overtime exemption is \$40,500, then will increase to \$45,000 in 2022, to \$50,000 in 2023, and to \$55,000 in 2024. VOUCHER (24 days ago) Autozone Employee Discount - ABC. employee may appeal a denial of a request for religious accommodation to the "Look Policy" and requires Abercrombie to inform applicants during interviews that it may be possible to get an exception to the "Look Policy. With biometric attendance systems, companies can cut the amount of time spent on payroll each period. Each employee's willingness to report concerns is an important part of the effectiveness of Kindred's Compliance Program. At our 2019 Annual Meeting, all directors were present. In lieu of. To the BI-WEEKLY Employee (on the second Friday of the time reporting period), Timesheet Action Required.

- Communicate. 59 Plan 1 Plan 2 Plan 3 Daily In-Hospital Indemnity Benefit Per day over 23 hours (max of 30 days per confinement) \$100 \$200 \$400. Each employee's willingness to report concerns is an important part of the effectiveness of Kindred's Compliance Program.

Procedure It is the responsibility of all departments and managers to ensure the consistent application of the Attendance Management Program Policy. Analyse attendance records to properly identify the extent of employee absence and any particular trends. AutoZone is limiting the number of in-store customers to 10 at one time. Using a well-designed template will make the employer's task easy, and fast. UMW may designate employees to work at alternate work locations for all or part of their workweek in order to promote general work efficiencies and meet operational needs. If the employee is not in work status for any part of the day complete the Absent from/to blocks showing clock time when absence began and ended. The supervisor will provide a warning to the employee through a documented conversation with the employee in order to improve the performance and/or attendance concerns and put the employee on notice that additional performance and/or attendance issues will result in corrective action. The Court held Autozone did not have to tell Alicia Cox, the employee seeking FMLA leave, that the 13 weeks of paid disability leave it granted ran concurrently (and not consecutively) with her 12-week FMLA entitlement. Customer Service Promise. For information regarding culpable conduct, see the PS-803 Corrective Discipline Policy. For information regarding culpable conduct, see the PS-803 Corrective Discipline Policy. Implementing the Progressive Discipline Policy Background. It may contain job-related information, company policies, safety as well procedures & working conditions. is an American retailer of aftermarket automotive parts and accessories, the largest in the United States. The accredited provider is free to choose whatever registration method works best for their organization and learners. 1 DEFINITIONS Scheduled absences: Time away from work which is scheduled and approved in advance by the staff member's supervisor. Employees get around this by using personal devices to access the net. AutoZone Benefits, employee Healthcare with MDLIVE Find a web MD Online, ask a provider medical questions with Telehealth – Telemedicine. Equal Employment Opportunity Commission (EEOC) charged in its fourth disability lawsuit in recent years against the. today at (203) 221-3100 or Each policy specifies the employee group(s) to which the policy applies. Replicon's Time & Attendance Software help manage your workforce in real-time, apply relevant pay rules to ensure compliance & streamline your payroll. , the District of Columbia and Puerto Rico as well as 524 stores in Mexico, 26 IMC branches and 14 stores in Brazil, for a grand total of. However, if your policy states that employee vacation is accrued every 4 weeks, but you have a bi-weekly pay period, you'll need to modify these values. The UNM Policy Office oversees the development, revision, and issuance of the Regents' policies and the University's administrative policies, while serving as the official repository for historical and current versions of the policies. In lieu of. Employees are expected to report to work as scheduled and on time. Schools, in partnership with parents, are responsible for promoting the regular attendance of students. The KRONOS system tracks exception time (vacation, sick, etc. Team members can spend those. All efforts have been made to remove all documents from the McNeese State University website that contain information that is misleading or in conflict with its policies regarding harassment, discrimination, and retaliation. AutoZone does not tolerate retaliation against those who speak up in. Technically cell phones are forbidden for anyone but store managers a policy which is obviously impossible to enforce. AutoZone, Inc. Funeral attendance may be an eligibility requirement for paid bereavement, and additional, unpaid days may be granted, especially when out-of-state travel is needed. Any employee serving alcohol to guests should be properly certified and adhere to all the rules set forth by the province. Keep concise employee tracking records, so there's never any doubt about working hours. Your policy should be provided to each employee in writing – either in print or electronically. And let's face it, a company with a "no vacations, ever" policy isn't going. The policies included or referenced on this page apply to all Dartmouth College employees unless specifically stated otherwise in each policy. 76, respectively, compared to national average of \$10. The expenses for spouses in attendance and/or alcohol served cannot be charged to University funds. sick leave abuse) is not addressed in this policy. Refer to the. Start the fightback to a healthier you today. At our 2014 Annual Meeting.) for both Exempt and Non Exempt employees. 802-01 Vacation Leave for Academic Employees (PDF) 802-02 Vacation and Personal Leave for Support Staff Employees (PDF) 803 Shared Benefits Program (PDF) 804 Campus Holidays and Floating Holidays. Submit the signed attendance roster to your facility Educator. The conventional way of attendance management has many flaws like inaccessibility, inaccurate data, lengthy process, high cost, non-environment friendly, and more. Paid vacation 4 paid holidays and 3 paid floaters. An Employee Handbook is a document established by the business that outlines the rules, practices, and procedures for

employees at the company. Benefits eligible staff employees begin accruing personal holidays at their most recent date of benefits eligibility. Employee has to sign on a register during IN TIME and any delay during IN TIME will be rounded on & it will be consider as late coming. AutoZone was able to solve these labor operations problems by implementing Reflexis Workforce Scheduler and Time and Attendance solutions. Each Child, Our Future, Ohio's shared plan for ensuring each student is challenged, prepared and empowered for his or her future by way of an excellent prekindergarten through grade 12 education. An attendance policy will help lay out the ground rules for tardiness and other attendance matters and explain the procedures for disciplinary actions. Fill, sign and download Attendance Sheet online on Handypdf. What is AutoZone's policy with respect to directors' attendance at the Annual Meeting? As a general matter, all directors are expected to attend our Annual Meetings. By state law, attendance in a public school, private school, or home school program is required for children between their sixth and sixteenth birthdays. Employers must be mindful of... Read More; How to Create an Employee Attendance Policy from Scratch You've just realized that your company needs an official employee attendance policy and you're looking for some tips. If you are in an accident, then you are guaranteed be drug tested. This has resulted in an Earnings ESP of +3. Twelve points resulted in an employee's termination. violated federal law when it implemented a nationwide attendance policy that failed to accommodate certain disability-related absences, the U. Giles v Transit Employees Federal Credit Union, 794 F3d 1 EEOC v AutoZone, Inc, 809 F3d 916 (CA 7, 2016). This policy applies to all public schools, excluding preschools. labor law, at-will employment is an employer's ability to dismiss an employee for any reason (that is, without having to establish "just cause" for termination), and without warning, as long as the reason is not illegal (e. , certificate of attendance or course completion. DAS Anti-Harassment and Discrimination Policy Department of Administrative Services policy pertaining to providing a work environment in which all people are treated with respect and dignity. Consecutive absences of up to three days may be counted as one absence, and anything beyond that requires a leave of absence as covered under the Family and Medical Leave Act of the United States Department of Labor to protect employees. You need to enable JavaScript to run this app. Employees are. Department of Human Resources. • Co-ordinate with the Corporate office regarding the Salaries Medical Insurance • Co-ordination with the corporate office for the mediclaim cards of the employees. Employers must be mindful of... Read More; How to Create an Employee Attendance Policy from Scratch You've just realized that your company needs an official employee attendance policy and you're looking for some tips. Educators should consider distributing this plan to families. These policies aim to create a safe and respectful environment for all those who enter our doors, while ensuring compliance with applicable laws (including laws that govern healthcare, research, and employment). As a result, the complaint alleges, qualified employees with disabilities with even modest numbers of disability-related absences. The policies are intended as guidelines only, and they may be modified, supplemented, or revoked at any time at the College's discretion. Supervisors must have each employee sign an acknowledgement sheet indicating the employee has received the attendance policy. The practice/scrimmage is free to the public, and fans in attendance will receive vouchers for a Grizzlies 2018 preseason game and a Memphis Hustle 2018-19 regular season game. Top Ten Tips Disclaimer. MEASUREMENT AND BENCHMARKING 17 8. Supervisors must have each employee sign an acknowledgement sheet indicating the employee has received the attendance policy. It must also include the duration of every break. Employees may not use any social media tools to invite people to fundraising events or to raise any funds. Geofencing Attendance Management Assign your employees to specific work locations with geofencing to ensure they can only clock in/out from the pre-set designated locations. Individual is at work area when scheduled and remains for duration of required hours in order to be available to perform responsibilities. No other policies related to these two deadlines have changed and tuition refund dates remain the same. It is a resource that provides answers for the most frequently asked employee questions. AutoZone review from Groton, Connecticut with 4 Comments: I am presently an ex-employee of AutoZone. These policies are drafted to address genuine sick absences, therefore employers could treat COVID-19 like any other illness. A written plan of action should be included in your policies. Employee absenteeism can be difficult to address once it's become a habit or accepted behavior by your team. Equal Employment Opportunity Commission (EEOC) charged in its fourth disability lawsuit in recent years against the giant auto parts retailer which the agency filed here today. This includes practicing good attendance habits. Posted by Training eTracking on Wednesday, September 9, 2020. Progressive discipline is a method often used by managers/supervisors to provide notice to employees who are not meeting expected or communicated Research Foundation (RF) job performance standards, not behaving appropriately at work, or are not following RF policies and procedures. Employees who display a pattern of absenteeism, tardies, or early outs within the 12 month rolling period, or from year to year, may be subject to additional disciplinary action.. 2011 Raleigh, NC 27695 919. Is an employee that we can rely on Gets the job done every time Shows up to work on time every day Demonstrates that they are dependable to others. , certificate of attendance or course completion. The eCommerce. Each Child, Our Future, Ohio's shared plan for ensuring each student is challenged, prepared and empowered for his or her future by way of an excellent prekindergarten through grade 12 education. I have been in the automotive service/parts field for about 30 years. Patriot's small business time and attendance software add-on integrates with our payroll software. Access benefits, education, My Total Access and more. employees present to entertain the guest should be limited to three. Please feel free to contact the WSU Policy Office at 313-577-5580, for further assistance in drafting policy statements. Empowering Arkansas State Employees - EASE; Online Help Desk; ARBenefits. May also be referred to as an Attendance Management Policy , Absenteeism Policy , Tardiness Policy. According to McKinney, taking those types of measures is a responsibility of the company. Policies A-Z. Policy administrators should contact the University Policy Coordinator regarding Auburn University's Policy on Policies and the policy adoption, revision, and withdrawal processes. The uAttend cloud system instantly records and stores all employee punches. To the BI-WEEKLY Employee (on the second Friday of the time reporting period), Timesheet Action Required. If you could only eat the same meal for the rest of your life, it would be: Sweet and Sour Chicken, Fried Rice, Crab Rangoon If you were stuck on an island, what 3 things would you bring?. Employee Records. violated federal law when it implemented a nationwide attendance policy that failed to accommodate certain disability-related absences, the U. (Depot Campus - Unit 5075). 1017 (toll free). cases, employers are faced with providing a safe and healthy work environment for their employees while avoiding accidental (and sometimes non-intuitive) legal liability stemming from well-meaning policies and preventative measures. Call Back Pay Attendance Yes; CLBC Call Back Comp To be used when employee is called back to work and desires compensatory time. Note: Board policies do not generally repeat legal or regulatory provisions. The Fort Bend Independent School District, an Equal Opportunity Educational Provider and Employer, does not discriminate on the basis of race, color, religion, gender, sex, national origin, disability and/or age, military status, genetic information, or any other basis prohibited by law in educational programs or activities that it operates or in employment decisions. To foster a workplace culture that supports the health and well-being of all employees; To promote and achieve acceptable standards of attendance from all employees;. When it comes to a payroll management system, nothing is more important than paying your payroll taxes and your employees on time and accurately. The Memphis Redbirds (Class AAA; Pacific Coast

League) have completed nearly \$2 million in AutoZone Park upgrades, adding features that make the facility conducive to professional soccer and baseball. By state law, attendance in a public school, private school, or home school program is required for children between their sixth and sixteenth birthdays. AutoZone, Inc. You can revoke your consent to receive emails at any time by using the SafeUnsubscribe® link, found at the bottom of every email. With the approval of the employee, the agency may. The employee is subject to a federal, state, or local quarantine or isolation order related to COVID-19. 93 per share for the fourth quarter of fiscal 2020 (ended Aug 29, 2020), up from the prior-year figure of \$22. Glassdoor is your resource for information about AutoZone benefits and perks. 3,323 AutoZone reviews. Telework is a cooperative arrangement between supervisor and employee, not an entitlement. A reward like this will surely motivate employees who miss perfect attendance by a hair to strive for better attendance during subsequent evaluation periods. State employees are prohibited during work and non-work hours from soliciting or receiving any campaign donations. 2d 1140 (Fla. The Ministry of Personnel, Public. The onboarding policy, its associated training and tools are intended to provide new employees with a comprehensive onboarding experience that reinforces their choice to work at UW-Madison and supports them in performing the functions of their job at a high level. Your employees can mark attendance on the employee portal itself without any hardware-based, time-tracking devices. What this tells me about Autozone is they don't care about their employees. Get answers to your biggest company questions on Indeed. Indiana is an "at will" employment state. To foster a workplace culture that supports the health and well-being of all employees; To promote and achieve acceptable standards of attendance from all employees;. When attendance used to be kept using paperwork it would take hours to go over every single employee's time sheet, and then enter it into the computer system to print checks. Technically cell phones are forbidden for anyone but store managers a policy which is obviously impossible to enforce. Reflexis Systems Inc. 2/2016 Exempt employees are not required to record hours worked, except for billing purposes. Policy Guide - Withdrawing an Employment Offer; Policy Guide - What is a "Sensitive" Position? Policy Guide - Retirement Boomerang Interpretive; Policy Guide - Criminal History Records; Policy Guide - Criminal History Reports/Background Checks (Amended) Implementation Procedures for 32-Hour Per Week Classified Employee PDF | Word. If the employee were subsequently dismissed following absences due to the COVID-19 crisis, employers risk being subject to a claim for unfair dismissal, where an Employment Tribunal (ET) would have to decide whether this. Hence looking into all these facts, an employee may decide to gain back a job from their previous company that had once fired them. My sentence at Autozone ended shortly after this took place, since there is no sick day policy at the company. Technically cell phones are forbidden for anyone but store managers a policy which is obviously impossible to enforce. An attendance control supervisor in Grand Rapids answers the call, pulls up the employee's attendance record on a computer monitor and questions the employee about the reason for the absence. After all, you can't force employees to show up to work on time. (See The importance of attendance management and Measuring absence) The main aim of an attendance procedure is to encourage reliable attendance among all employees. Beneficiaries of team members can expect to get up to 1 year worth of employee's salary. AutoZone, Inc. Policies Directory This site contains links to key campus and system-wide policies, procedures, guidelines, and delegations of authority, organized by topic. Policy documentation. In the past, we have covered must-have policies for your employee handbook, but it is also important to know which policies to avoid. 4) Keep employees informed An all-too-common question for those working in HR is how much time off an employee has left this year, or whether they have any sick days remaining. Note: Board policies do not generally repeat legal or regulatory provisions. The employee will document mandatory attendance at appointments and other required appearances. Sample Home School Attendance Record. The EEOC says between early 2009 and at least until 2011, AutoZone had a "no fault" attendance policy under which employees earned a certain number of "points" every time they missed work — even. School attendance shall be the responsibility of parents/legal guardians and students. Supervisors and managers are responsible for reviewing each employee's attendance record/time sheet for completeness and accuracy of any leave accrued/earned or used, prior to signing. The employee can enter his / her own time through On-line Daily Time (ODT). Links to policies and resources for New York State employees. violated federal law when it implemented a nationwide attendance policy that did not accommodate certain disability-related absences. Box 2198, Dept. The second policy specifies how vacation days are accrued and alerts employees to the need to obtain their supervisor's approval of their leave: "Each full-time employee may take vacation with full pay at such time as is mutually agreed upon between the employee and the owner or manager of operations. - Accrued Every N Periods & Accrual Starting Period: If the employee vacation accrual period is identical to the pay period, then these values should probably all be 1 (one). Thus, the total value of the attendance of the employee and the guest must not exceed \$390. Deputy is easy to use scheduling & time clock software. AutoZone is limiting the number of in-store customers to 10 at one time. Whether potential legal. Sex and Relationships Policy. (2) Under the AutoZone, Inc. All efforts have been made to remove all documents from the McNeese State University website that contain information that is misleading or in conflict with its policies regarding harassment, discrimination, and retaliation. Federal Drug Testing Laws Job applicants or employees in positions such as airline pilots, bus drivers, railroad employees, taxi drivers, and truck drivers are regulated by the Department of Transportation and must comply with federal laws, which require applicants to take and pass a pre-employment urine test. , Attn: General Counsel, P. Portland Community College employees are considered public employees and are held to the same ethics laws as other Oregon public employees. An employee attendance policy is a documented set of rules designed to improve employee productivity, reduce absenteeism, and set clear and consistent expectations for employees. Empower your employees to handle daily time and attendance tasks like clocking in and out with flexible options that work best for your business. Military spouses Military spouses relocating under PCS orders, or whose spouse is 100% disabled or died while on active duty. Vision insurance: the basics. CHICAGO - AutoZone, Inc. We'll start with a very simple one-paragraph version. Veterans Veterans of the U. The policies are intended as guidelines only, and they may be modified, supplemented, or revoked at any time at the College's discretion. Replicon's Time & Attendance Software help manage your workforce in real-time, apply relevant pay rules to ensure compliance & streamline your payroll. Links to policies and resources for New York State employees. to provide a precise depiction of working pattern. Employee Attendance Tracker and Database using Microsoft Access Templates (with Employee Photo or Picture). The file serves as the historical record of information pertaining to an employee from the date of hire to separation. AutoZone has also added a benefit for its full- and part-time hourly workers, which provides paid emergency time off. It is on-line and applies comprehensive means to process, record, and track a variety of time-related benefits for employees. Glassdoor is your resource for information about AutoZone benefits and perks. Employee Attendance Tracker and Database using Microsoft Access Templates (with Employee Photo or Picture). Visit Recent Changes for policies that have been updated in the last 45 days. Peter Formanek died Saturday at the age of 76. Small Business Trends. Employees get around this by using personal devices to access the net. — It is essential to have a properly laid down and unambiguous company policy that defines the code of conduct expected from employees in various contexts (attendance, leave, employee interactions, customer interactions, sexual harassment, dress code, submission of expenses etc. Do AutoZone's non-management directors meet regularly in executive

session?. 5 Employee Handbook: Sample Policies Rev. The EEOC says AutoZone refused to allow an employee with a herniated disc to sit during portions of his shift and denied a schedule change aimed at decreasing the likelihood of another employee's migraines. The swipe card attendance system keeps the attendance records up to date with time management of each staff member. Giant Auto Parts Retailer Failed to Accommodate Disability-Related Absences of Employees Then Retaliated. Any employee serving alcohol to guests should be properly certified and adhere to all the rules set forth by the province. Get answers to your biggest company questions on Indeed. All the relevant days of the week and the employee's names should be recorded and hours are often self-recorded when using a sheet for weekly attendance. A district may have policies allowing an excused absence for various purposes such as illness, religious beliefs, testing, etc., however, there is no authority to give attendance credit for state aid purposes for students neither in attendance nor under the. (2) Evidence of attendance at approved continuing professional education program or activity, e. The expenses for spouses in attendance and/or alcohol served cannot be charged to University funds. All students who plan to be on an STLCC campus for any reason must complete a daily self-health assessment using the Healthfully App., (2016) 5 Cal. 217, a district shall accept applications from nonresident students who are the children of full-time certificated and classified school employees, and those children shall be permitted to enroll. violated federal law when it implemented a nationwide attendance policy that failed to accommodate certain disability-related absences, the U. CHICAGO - AutoZone, Inc. To the BI-WEEKLY Employee (on the second Friday of the time reporting period), Timesheet Action Required. Workstem helps you save time & money and reduce errors. We all need to become familiar with them and use their guidance and direction in our daily work activities. Employees who display a pattern of absenteeism, tardies, or early outs within the 12 month rolling period, or from year to year, may be subject to additional disciplinary action. A comprehensive bereavement policy explains employee options for using accrued personal, vacation and sick leave when additional time is needed. (2) Under the AutoZone, Inc. Usually, the handbook subsistence common job concerns information which employees need to know from employer. PAID TIME OFF: AUTOZONE has an outstanding vacation program for its team members with a great deal of paid vacation days. employee may appeal a denial of a request for religious accommodation to the "Look Policy" and requires Abercrombie to inform applicants during interviews that it may be possible to get an exception to the "Look Policy. It's pretty obvious why employees shouldn't simply shred or dispose of paperwork right after an issue is resolved or an event is "over. The accredited provider is free to choose whatever registration method works best for their organization and learners. The university maintains personnel information for each employee to ensure a complete, accurate and current record of documents related to the job and employment status of an employee. It is a robust, accurate, and secure attendance management system, which suits all your time and attendance needs. violated federal law when it implemented a nationwide attendance policy that failed to accommodate certain disability-related absences, the U. Compliance Hotline. The State of Maryland pledges to provide constituents, businesses, customers, and stakeholders with friendly and courteous, timely and responsive, accurate and consistent, accessible and convenient, and truthful and transparent services. In 1979, Formanek and his friend Pitt Hyde co. The University counts on all employees to be at work during their regular scheduled work hours. The EEOC further alleges AutoZone created no general exceptions for disability-related absences. It takes between two and three weeks from an employee's start date to receive a Common Access Card, and in the interim, supervisors handle time and attendance for the employee. The Investor Relations website contains information about AutoZone, Inc's business for stockholders, potential investors, and financial analysts. While not required, employees are STRONGLY ENCOURAGED to watch the online learning below and to review departmental policies regarding time reporting as part of the orientation process when they are hired or transfer into a department. 58 Employee + 1 \$35. The employee will document mandatory attendance at appointments and other required appearances. Benefits Guide 2021 - Physician/Director; Benefits Guide 2021 - Staff; eSelf-Service Login (PeopleSoft HR & Payroll read-only) Employee Handbook. Loading AutoZone OpenAM. HonorHealth provides tools and resources to help you achieve your overall health, fitness and lifestyle goals. Create a written policy document, and make it easy for your employees to access it. Educators should consider distributing this plan to families. violated federal law when it implemented a nationwide attendance policy that failed to accommodate certain disability-related absences, the U. AutoZone, Inc. Sample Attendance Policy Subject: Attendance Applies to: Every Employee Policy: ABC company has enacted an attendance policy to ensure all employees are timely and present to perform their assigned duties. 802-01 Vacation Leave for Academic Employees (PDF) 802-02 Vacation and Personal Leave for Support Staff Employees (PDF) 803 Shared Benefits Program (PDF) 804 Campus Holidays and Floating Holidays. Employees get around this by using personal devices to access the net. Apps provide an efficient opportunity to manage time-off requests and track attendance. Polston was happy to oblige. The purpose of an employee handbook is to orient new employees with the company. The employee again needs to show good performance as per the expectations or even more. The Office of Attendance and Truancy serves to offer training and supportive services to all members of the school community, to help improve student attendance, to account for all District students, and to comply with the compulsory school attendance laws. All employees of the College, except for certain faculty, are "employees at will. Workstem helps you save time & money and reduce errors. Consecutive absences of up to three days may be counted as one absence, and anything beyond that requires a leave of absence as covered under the Family and Medical Leave Act of the United States Department of Labor to protect employees. The company focuses on providing customers with personal assistance and trustworthy advice from associates. (2) Under the AutoZone, Inc. "It's summed up well in the article Recordkeeping Policy: Record Maintenance, Retention and Destruction: "The laws typically impose civil monetary penalties for failure to maintain statutory records. In creating employee attendance policy, all issues related to attendance should be addressed. A leave policy helps you define the number of leaves your employees have, the types of leaves that they are eligible for, and how to apply for leaves. Find 6 answers to 'Policy on absence' from AutoZone employees. Affirmative Action Plans All state departments or agencies with twenty (20) or more employees are required to prepare Affirmative Action Plans according to the standards established by the Equal Opportunity Office within the Office of Diversity, Equity. Employees may not use any social media tools to invite people to fundraising events or to raise any funds. State employees are prohibited during work and non-work hours from soliciting or receiving any campaign donations. At our 2019 Annual Meeting, all directors were present. King County Administration Building 500 4th Ave. He did this by escaping out the back door, retrieving a legally registered pistol from his car and returning to yell "freeze" at a robber pointing a gun at his manager's head as his manager knelt in front of the. You can use them as attendance and leave management app, to plan employees. Exempt employees don't punch a clock, but they need to follow time-off request policies. 1:10cv11648WGY (resolved 3/29/2012). Start the fightback to a healthier you today. According to McKinney, taking those types of measures is a responsibility of the company. 58 Employee + 1 \$35. These policies are drafted to address genuine sick absences, therefore employers could treat COVID-19 like any other illness. Giles v Transit Employees Federal Credit Union, 794 F3d 1 EEOC v AutoZone, Inc, 809 F3d 916 (CA 7, 2016). The Investor Relations website contains information about AutoZone, Inc's business for stockholders, potential investors, and financial analysts. Holidays HRM Policy Communications. An attendance control supervisor

in Grand Rapids answers the call, pulls up the employee's attendance record on a computer monitor and questions the employee about the reason for the absence. Official NSW Government response to COVID-19: symptoms and testing, what you can and can't do under the rules, information for businesses plus the latest news and updates. 802-01 Vacation Leave for Academic Employees (PDF) 802-02 Vacation and Personal Leave for Support Staff Employees (PDF) 803 Shared Benefits Program (PDF) 804 Campus Holidays and Floating Holidays. Federal Drug Testing Laws Job applicants or employees in positions such as airline pilots, bus drivers, railroad employees, taxi drivers, and truck drivers are regulated by the Department of Transportation and must comply with federal laws, which require applicants to take and pass a pre-employment urine test. As a result, the complaint alleges, qualified employees with disabilities with even modest numbers of disability-related absences. SUMMARY & PURPOSE: Emory Healthcare encourages employees to take advantage of all opportunities that will assist them in the development of their job-related skills and, in turn, enhance their job proficiency. Having absence procedures in place should ensure that all employees know exactly when they should call in to report their absence and who to. The EEOC says between early 2009 and at least until 2011, AutoZone had a "no fault" attendance policy under which employees earned a certain number of "points" every time they missed work — even. So I'd say the only good thing about Lavonia D. For instance, Malne says, one unnamed employer with a significant population of diabetic employees used the BenefitSAIGE system to analyze their data, identify the cohort of employees that were not compliant with best-practice diabetic care and engage those employees to drive a 24% improvement in diabetic compliance within one year. Make your attendance policy very clear. The present case is unique in that it challenges AutoZone's no fault attendance policy. Market value for non-sponsor support includes the market value of the attendance of the employee, plus the market value of a spouse or other guest. 4) Keep employees informed An all-too-common question for those working in HR is how much time off an employee has left this year, or whether they have any sick days remaining. AUTOZONE participates with 50% of the costs of the policy which makes it enticing for employees to buy it. Find information about retirement plans, insurance benefits, paid time off, reviews, and more. Depending on the type of violation that is found, disciplinary action can include termination of employment. Regular attendance is essential to the Company's efficient operation and is a necessary condition of employment. That said, not many employers can afford to give out brand-new cars to employees, so there are numerous other less costly options for recognizing employees who come to work every day. Originally named "Auto Shack", the company first started as a division of Malone. New York University ("University") will provide paid sick and safe leave (collectively, "sick leave") to covered employees (as that term is defined below) working in the State of New York, in accordance with the terms of this Policy, the New York Labor Law ("NYLL"), and New York City's Earned Safe and. On the other hand, the stock currently carries a Zacks Rank of #3. Salary Payroll & Attendance • Overseeing Attendance Records, Leave, LTA and send to the corporate office. . 12 & Appendix I April 2020 Page 3 of 9 1. Simply enough, the attendance tracking template can take care of this predicament. 1 Definition. Fill, sign and download Attendance Sheet online on Handypdf. Get answers to your biggest company questions on Indeed. All students who plan to be on an STLCC campus for any reason must complete a daily self-health assessment using the Healthfully App. Beneficiaries of team members can expect to get up to 1 year worth of employee's salary. A reward like this will surely motivate employees who miss perfect attendance by a hair to strive for better attendance during subsequent evaluation periods. A student should inform the faculty member of the religious observances of their faith that will conflict with class attendance, with tests or examinations, or with other class activities prior to the class or occurrence of that test or activity. violated federal law when it implemented a nationwide attendance policy that failed to accommodate certain disability-related absences, the U. In an Employee Handbook, the company informs employees about the standards that are expected of them. In the past, we have covered must-have policies for your employee handbook, but it is also important to know which policies to avoid. Team members provide expert knowledge and friendly, hands-on assistance to customers. As coronavirus strain 2019-nCoV 1 continues to spread beyond China, including multiple confirmed U.Autozone Employee Attendance Policy Top Ten Tips Disclaimer. Reddit gives you the best of the internet in one place. EEOC filed suit on May 9, 2014, alleging that from 2009 until at least 2011, the company assessed employees attendance "points" for absences, without permitting any general exception for disability-related absences. Who is Governed by this Policy: This policy applies to all benefits eligible staff employees. When written and applied correctly, no-fault attendance policies can also provide clear guidance on just how much time off workers get and help employers and employees better track missed days. If the employee is not in work status for any part of the day complete the Absent from/to blocks showing clock time when absence began and ended. With biometric attendance systems, companies can cut the amount of time spent on payroll each period. 1 Definition. Policies under review by the School Board are listed in BoardDocs either under the meetings or library tab. a defined contribution plan An employer is terminated for poor attendance. AutoZone's Pledge, Values, Code, policies and procedures exist to help us make good decisions. Next to Clock In With Personal Computer, click the toggle to move it to the on position. Call 901-495-7777. Self-Harm Early Intervention and Support in Schools Policy. EMPLOYEE ATTIRE GUIDELINES 1. Employee Management System Documentation 4f5d815834daa1331528024 Results for Employee Management System Documentation Subject: Employee Per. Allyn Larabee Brown Building 9 Walters Ave. It is a robust, accurate, and secure attendance management system, which suits all your time and attendance needs. Policy documentation. The EEOC says AutoZone refused to allow an employee with a herniated disc to sit during portions of his shift and denied a schedule change aimed at decreasing the likelihood of another employee's migraines. AutoZone Benefits, employee Healthcare with MDLIVE Find a web MD Online, ask a provider medical questions with Telehealth – Telemedicine. Subject: Electronic submission of employee's record of attendance CDCR 998-A. The EEOC further alleges AutoZone created no general exceptions for disability-related absences. The attendance policy and program were adopted by the board in 1996 for full implementation during the 1996-1997 school year. Schedule your employees 100% online with TixTime. What is AutoZone's policy with respect to directors' attendance at the Annual Meeting? As a general matter, all directors are expected to attend our Annual Meetings. violated federal law when it implemented a nationwide attendance policy that did not accommodate certain disability-related absences. A modified attendance policy should also include a statement that employees are expected to return to work when they meet the then-current CDC guidelines for ending home isolation or when they are no longer subject to a stay-at-home order. The employer sends a letter on May 1 notifying him of his right to receive continuation health insurance coverage. Indiana is an "at will" employment state. Equal Opportunity Commission (EEOC) filed suit against AutoZone, claiming the company violated the law by applying its attendance policy in a way that failed to accommodate certain disability-related absences. Technically cell phones are forbidden for anyone but store managers a policy which is obviously impossible to enforce. We encourage employees to ask their supervisor about any such policies/directives. Buzz, our mobile employee portal, works on any mobile device with zero data costs. • Nineteen of the employees—approximately half of the CHEC Office employees whose time and attendance we analyzed—had discrepancies of more than 400 hours over the four-year span. DAS Anti-Harassment and Discrimination Policy Department of Administrative Services policy pertaining to providing a work environment in which all people are treated with respect and dignity. Policy 5500 EMPLOYEE

ATTENDANCE INCENTIVE PROGRAM The board of directors hereby determines that exempt employees are eligible to receive monetary remuneration pursuant to RCW 28A. Relief Staff Relief staff will have access to the school portal and eMinerva using their own BCE Username and Password and are to mark attendance in eMinerva for each class they are supervising. These 14 guides cover a range of different types of work. It gives the employer full control of their workforce. Welcome to the Sharp HealthCare Time and Attendance System. This memorandum is to provide direction to all CDCR and CCHCS staff regarding the electronic submission of the Employee Record of Attendance (CDCR 998-A) for all employees not live in Workforce TeleStaff (WFTS). I understand and agree that if I at an. The policies and procedures contained in the Handbook may be changed or amended at any time and the online version will be the most current version available.

- 79% of MTA employees are at locations with biometric clocks installed
- Remote, low density locations are currently having installs by LIRR, this point. Supervisors should manage exempt employees consistently to avoid morale issues. Links to Department of Civil Service's website containing the attendance and. a defined contribution plan An employer is terminated for poor attendance. The law also expands the definition of employee and the types of workers covered. 72 Family \$44. 12 How should registration fees be paid?. The employer sends a letter on May 1 notifying him of his right to receive continuation health insurance coverage. All PCC employees are mandatory child abuse reporters. More details will. Bonuses at Symbotic, an employee told The Morning Call, are given out weekly and are contingent on perfect attendance, payments that accrue each week until a worker calls off. Don't pass the blame Along with bashing, blaming is a bad way to go. 9-4-12] (121. 72 Family \$44. The EEOC also alleges that AutoZone failed to accommodate an employee with a back condition by allowing him to sit during portions of his shift, and failed. - Accrued Every N Periods & Accrual Starting Period: If the employee vacation accrual period is identical to the pay period, then these values should probably all be 1 (one). It is intended that employees take the annual personal holidays to which they are entitled each year. Access benefits, education, My Total Access and more. VOUCHER (24 days ago) Autozone Employee Discount - ABC. Sex and Relationships Policy. New Premium Hours Request — Certifi'b} Created Date:. Addre*: understand my i (and roquifèd) end 'hat mRY. The file serves as the historical record of information pertaining to an employee from the date of hire to separation. Depending on the type of violation that is found, disciplinary action can include termination of employment. With the approval of the employee, the agency may. It's the Law. We'll start with a very simple one-paragraph version. Keep in mind that many local and state court systems also pay jurors a modest daily stipend, such as \$15 or \$30. The Penns Manor High School Student Council is reaching out to help the students and families of our District who are in need, by sponsoring the COMETS CARING FOR THE COMMUNITY Donation Drive. AutoZone has a very strict customer service policy and they put their business on how they treat their customer this is something that should never happen ever again this person should not only be a manager but his disrespect for the authority of the leader that was on the sign of the door was very surprising to me I hope that this kind of. 5th 257, 269. (See The importance of attendance management and Measuring absence) The main aim of an attendance procedure is to encourage reliable attendance among all employees. 8074, Memphis, TN 38101 before any link is created. The first warning is an oral warning issued against the employee, the second is a written note, while the third warning is an automatic suspension or fine, depending on the company's discretion. UMW may designate employees to work at alternate work locations for all or part of their workweek in order to promote general work efficiencies and meet operational needs. ranges from an average of \$9. , the court will consider the employee's authority and ability to act on their own discretion. employee benefits and perks data. Equal Opportunity Commission (EEOC) filed suit against AutoZone, claiming the company violated the law by applying its attendance policy in a way that failed to accommodate certain disability-related absences. The EEOC alleges that AutoZone had a "no fault" attendance policy under which employees received points for absences, even if those absences occurred for reasons relating to disabilities. - Accrued Every N Periods & Accrual Starting Period: If the employee vacation accrual period is identical to the pay period, then these values should probably all be 1 (one). Individual is at work area when scheduled and remains for duration of required hours in order to be available to perform responsibilities. According to the EEOC's complaint, from 2009 till at least 2011, AutoZone assessed employees nationwide "points" for absences, without permitting any general exception for disability-related absences. The company is based in Memphis, Tennessee. (1) An attendance incentive program is established for all eligible employees. MyHR; MyTime - Time and Attendance (Outside of SMH Network Only) Proof of employment/employment verification service for SMH staff: The Work Number database — visit worknumber. Equal Employment Opportunity Commission (EEOC) charges that AutoZone, Inc. Director-approved TDY Requests, will be submitted to the. Employees whose attendance pattern shows that their total absences were greater than the standard for the division/department, will have their attendance reviewed. The Investor Relations website contains information about AutoZone, Inc's business for stockholders, potential investors, and financial analysts. Links to Department of Civil Service's website containing the attendance and. It is your responsibility to confirm the status of policies or other information provided. You may be able to implementing a new attendance policy across the board, giving employees written notice of it, and then enforcing it uniformly and consistently from that point forward. Employees may not use work time or resources to support or run for political office or supporting fundraisers. However, all employers should take note of the EEOC's scrutiny of no-fault attendance policies as it may signal a new point of emphasis for the agency. The EEOC says between early 2009 and at least until 2011, AutoZone had a "no fault" attendance policy under which employees earned a certain number of "points" every time they missed work — even. Loading AutoZone OpenAM. Sometimes, the problems are obvious, such as attendance issues or a failure to deliver results. Sex and Relationships Policy. Our remote employees must follow all Company policies like their office-based colleagues. , (2016) 5 Cal. Step 1: Ask yourself what culture you're going for. Send shift notifications, see coverage graphs, and get automatic attendance and payroll calculations. With biometric attendance systems, companies can cut the amount of time spent on payroll each period. Empower your employees to handle daily time and attendance tasks like clocking in and out with flexible options that work best for your business. MyHR; MyTime - Time and Attendance (Outside of SMH Network Only) Proof of employment/employment verification service for SMH staff: The Work Number database — visit worknumber. Funeral attendance may be an eligibility requirement for paid bereavement, and additional, unpaid days may be granted, especially when out-of-state travel is needed. I hereby agree, upon a request made under the drug/alcohol testing policy of ____ (the Company), to submit to a drug or alcohol test and to furnish a sample of my urine, breath, and/or blood for analysis. Who is Governed by this Policy: This policy applies to all benefits eligible staff employees. Autozone applies points to employees who are not at work at their scheduled time regardless of the reason for the absence. Policy for the Purchase of Food and Business Related Entertainment for more information. Culpable conduct (e. Loading AutoZone OpenAM. Purpose** It is vital to the essential operation of the College for all employees to attend work as scheduled. Policy administrators should contact the University Policy Coordinator regarding Auburn University's Policy on Policies and the policy adoption, revision, and withdrawal processes. Put Your Attendance Policy in Writing. Employees are. , medical certification or court documentation) to justify the absence, the supervisor may approve the employee's request for annual leave, sick leave, other paid leave, or leave without pay, as appropriate. Payment of

Holidays Upon Separation or Movement to Another Agency [Rev. a defined contribution plan An employer is terminated for poor attendance. For many small businesses without a formal HR department, an employee attendance policy can seem a bit formal. Absences and tardiness is not tolerated. Although unwritten, AutoZone had in effect (and still maintains) a policy that "to be a full-time employee at Auto Zone, you have to be available seven days a week, no matter what. firing because of the employee's race, religion or sexuality). Employees would automatically receive points for absences

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- [xL](#)
- [vH](#)
- [QP](#)
- [wD](#)