HAND DELIVERED OR REGULAR MAIL

February 17, 2020

Name

Address

City, State Postal Code

RE: Appointment – Probationary

Dear Name:

On behalf of Area/College, I am pleased to offer you an appointment with Washington State University (WSU). The terms of the offer are as follows:

|  |  |
| --- | --- |
| **Title | Title Code:** | Official Title | Title Code |
| **Position Number:** | XXXX |
| **Location:** | This is a Civil Service position located on the Pullman campus of WSU [alter to specific location plus potential assignment other location/campus as required] |
| **Reports to:** | Name, Title | Phone  |
| **Salary:** | Range xx, Step A, $x,xxx.00 per month  |
| **Appointment:** | xx FTE (40 hr/wk) |
| **Overtime Eligibility:** | Overtime Ineligible – You are to document leave activity by completing and certifying the Leave Report as described in the Business Policies and Procedures Manual (BPPM) 60.63. OR Overtime Eligible – You are to track hours worked and leave taken by completing and certifying the Time Report as described in the Business Policies and Procedures Manual (BPPM) 60.60. |
| **Schedule:** | Monday through Friday; 8:00am – 5:00pm  |
| **Effective Date:** | Month Date, Year |

On Month Day, Year at Time, you are to report to Name, in the Location Name, Room number. Included with this letter is a copy of your position description and performance expectations. Please sign and return them to Name.

During the first six (6) months of your appointment, you will serve a probationary period in accordance with Washington Administrative Code 357-19. Additional information on probationary periods is available at the Human Resource Services website, [hrs.wsu.edu](http://www.hrs.wsu.edu).

WSU employs only U.S. citizens and lawfully authorized non-U.S. citizens. All new employees must provide identity and employment eligibility verifications as required by the U.S. Citizenship and Immigration Service to comply with the Immigration Reform and Control Act. See the attached List of Acceptable Documents. You will need to complete Form I-9 no later than the first day of employment and provide acceptable documents no later than the third business day of employment.

[Select language regarding orientation – two samples are provided below.]

Sample 1

I have scheduled you OR you will be scheduled to attend to attend New Employee Orientation on Day, Date, Month, at Time, in Building Room # and Employee Retirement Orientation on Day, Date, Month, at Time, in Building Room #. New employee information is available through the Human Resource Services’ website: [hrs.wsu.edu/new-employee-resources](https://hrs.wsu.edu/employees/new-employee-resources/).

Sample 2

You are encouraged to attend New Employee Orientation and Employee Retirement Orientation. New employee information, including benefits, is available through the Human Resources’ website: [hrs.wsu.edu/new-employee-resources](https://hrs.wsu.edu/employees/new-employee-resources/).

As a new WSU employee, you will be required to complete training regarding prevention of discrimination and sexual harassment within six months of your date of hire. Information regarding this training is available at the following website: [hrs.wsu.edu/dshp](https://hrs.wsu.edu/dshp).

[If appointment is to a supervisory/management position include:]

You will be required to attend the Supervisory Training series. Enrollment and schedule information is available through the Human Resource Services website [hrs.wsu.edu/supervisory](https://hrs.wsu.edu/training/learning-programs/supervisory-training/).

WSU is committed to providing equal opportunity in education and employment, and in all aspects of university activities. A critical element of our commitment to diversity lies in our ability to collect and assess student and employee demographic data. Your response to the voluntary WSU Employee Demographic Information Survey would be very helpful in our efforts to create a rich and inclusive community for all at WSU. Visit the Office of Civil Rights Compliance and Investigation’s website at [crci.wsu.edu/eeo-aa-compliance](https://crci.wsu.edu/eeo-aa-compliance/) for more information and to complete the survey.

We look forward to you joining Department.

Sincerely,

A list of appointing authorities can be found at: [hrs.wsu.edu/managers/appointing-authority/](https://hrs.wsu.edu/managers/appointing-authority/)

Appointing Authority Name

Title

Encl: U.S. Citizenship and Immigration Services required documentation

Important Benefits Information for New Employees

Position Description

cc: Appropriate Area/Department Representative(s)

HRS Employment Services

 HRS Personnel File

Human Resource Services/Department File



**Important Benefits Information for New Employees**

**Welcome to Washington State University!**

Human Resource Services (HRS) has been informed that you have recently been offered employment with WSU. As a new employee, you will have benefit options which need to be addressed, primarily within the first 30 calendar days from your hire date.

**New Employee Benefit Information**

In an effort to provide you with this information as soon as possible, we would like to direct you to the HRS Benefits website at [hrs.wsu.edu/new-employee-information](https://hrs.wsu.edu/employees/benefits/new-employee-information/).

This webpage provides valuable information for you to review in order to begin making your benefit decisions. In the event you would like to complete and submit benefit forms early, the forms are also linked on this webpage. Additionally, the New Employee Resources [hrs.wsu.edu/new-employee-resources](https://hrs.wsu.edu/employees/benefits/new-employee-information/) website will provide you with a schedule of the new employee orientations, where helpful information and resources for new employees are provided.

**New Employee Benefits Packet**

In addition to this web link, HRS Benefits will mail you a new employee packet, which will include hard copies of the materials found at the above link. This packet will also include information about your retirement plan options. Although retirement plan resources are available online, please be aware that many factors are used to determine which plan an employee is eligible for. If you wish to address your retirement benefits prior to receiving the packet, please contact HRS at (509) 335-4521 or hrs@wsu.edu.

If you have not received a benefits packet within two weeks of your hire date, please contact HRS immediately. Packets are also available at the HRS office, located in 139 French Administration in Pullman. For locations other than Pullman, please contact us at (509) 335-4521 or hrs@wsu.edu.

**Dual Enrollment**

In the event you are already enrolled on a spouse’s, registered domestic partner’s, or parent’s Public Employee Benefit Board (PEBB) coverage, dual enrollment in WSU medical/dental coverage is **not** allowed. Both you and the individual on whom you already have coverage will need to complete benefit paperwork. Additional details will be available in the benefit packet. Contact HRS with questions about dual enrollment, and the paperwork that needs to be completed.

Again, Welcome to WSU! If you have questions please contact Human Resource Services at (509) 335-4521 or hrs@wsu.edu.