

**SUSPENSION WITH PAY/MISCONDUCT
SAMPLE LETTER**

Date

Employee Name

Social Security #

Employee Address

Dear *Employee Name*:

This is to inform you that you have been placed on suspension with pay effective *DAY AND DATE*, pending investigation of alleged misconduct. This action is made pursuant to the provisions of Department of Juvenile Justice Disciplinary Actions policy.

While you are in suspension with pay status, you will not enter **any** Department work unit, office, or other facility. During the period of 8:00 a.m. through 4:30 p.m., Monday through Friday, you must remain at your residence where you can be contacted by telephone should the need arise. Each morning, during the hours of *(SPECIFIC TIME PERIOD)*, you must contact either *(NAME AND TITLE)* or *(NAME AND TITLE)* by telephone at the following telephone number(s): *(PHONE #S)*.

Your failure to strictly comply with these requirements may result in additional disciplinary actions being taken against you.

Sincerely,

*DEPUTY COMMISSIONER, OFFICE DIRECTOR, OR DESIGNEE
(NAME AND TITLE)*

cc: Director of the Office of Human Resources

Sample Suspension Letter For Employee

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101 Sample Write-Ups for Documenting Employee Performance Problems Paul Falcone, 2010-03-24 Whether you're addressing an initial infraction or handling termination worthy transgressions you need to be 100 percent confident that every employee encounter is clear, fair and most importantly legal. Thankfully HR expert Paul Falcone has provided this wide ranging resource that explains in detail the disciplinary process and provides ready to use documents that eliminate stress and second guessing about what to do and say. Revised to reflect the latest developments in employment law, the third edition of *101 Sample Write Ups for Documenting Employee Performance Problems* includes expertly crafted, easily customizable write ups that address sexual harassment, absenteeism, insubordination, drug or alcohol abuse, substandard work, email and phone misuse, teamwork issues, managerial misconduct, confidentiality breaches, social media abuse and more. With each sample document also including a performance improvement plan, outcomes and consequences and a section of employee rebuttal, it's easy to see why over 100,000 copies have already been sold, making life for managers and HR personnel significantly easier when it comes to addressing employee performance issues.

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The AMA Handbook of Business Letters Jeffrey L. Seglin, Edward Coleman, 2002 This book/CD-ROM reference for professionals teaches letter writing basics and offers style and grammar guidelines along with some 365 sample letters for sales, marketing and public relations, vendor and supplier issues, credit and collections, transmittal and confirmation, personnel matters and every other business situation. Appendices list frequently misused words, punctuation guidelines, abbreviations and telephone and online grammar hotlines. The CD-ROM contains all of the sample letters from the book which can be customized for immediate use. Seglin teaches magazine publishing in the graduate department of writing literature and publishing at Emerson College. Annotation copyrighted by Book News, Inc. Portland, OR

AMA Handbook of Business Letters Jeffrey Seglin, Edward Coleman, 2012-07-15 Though the fundamentals of letter writing have remained the

same the way we communicate in business is constantly evolving With the understanding that consistently professional correspondence is essential to success in any industry The AMA Handbook of Business Letters offers readers a refresher course in letter writing basics including focusing the message establishing an appropriate tone and getting your readers attention You ll also receive tips that apply to all written forms of communication on things like salutations subject lines signatures and formatting Jeffrey Seglin communications director and professor of Harvard University s graduate and professional school and author Edward Coleman provide over 370 customizable model letters divided into categories reflecting various aspects of business such as sales marketing public relations customer service human resources credit and collection purchasing permissions and confirmations With helpful appendices listing common mistakes in grammar word usage and punctuation the latest version of this adaptable book extensively updated with more than 25 percent new material will assist professionals through every conceivable business correspondence with confidence

Compendium of Drafts of Employment Contracts and Appointment Letters Saurabh Munjal, Som Nath Munjal, 2021-05-30 About the book This all inclusive well delved into book is a one stop solution pertaining to the drafting nightmares of the legal professionals HR professionals and the students The book has been so designed that it caters to their everyday requirements With an aim to be a remedy to all the possible pitfalls while drafting the contracts service rules appointment letters etc this book is extensive but to the point The language is coherent and well suited to the content of the book Measures have been taken to carefully examine and include all the important points while drafting the samples for the reference of the readers A large numbers of sample drafts included in the book make the day to day working of the professionals easy and hassle free All in all it is a go to book for professionals in search of a scrupulous yet relevantly put together book of draft appointment letters and service rules the book stands true to its name Key features Covering Appointment Letter with policy of Work from Home Samples of appointment letters along with guidelines for drafting Common Formats of Leave TA DA LFC Housing Loan and Furniture Loan application Guidelines for drafting Service manual Samples of Probation Transfer Resignation Retirement Exit Interview and Relieving Letter Different types of Memorandum Show Cause Notices Chargesheet Detailed coverage of The Industrial Employment Standing Orders Act 1946 Meticulously integrated Simple and crisp language Sample draft for various letters contracts Eye for every minute detail Covers common concerns in the industry Highlights the common pitfalls while drafting the letters contracts New Chapter on Force Majeure New Chapter on Force Majeure

Personnel Management Manual United States. Defense Contract Audit Agency, 1984

The Manager's Pocket Guide to Documenting Employee Performance Terry L. Fitzwater, 1998 This step by step guide will help you document and change unwanted work behaviors before they become issues leading to termination It is presented in a format that is easy to understand and apply The guide presents specific measures for accurate performance documentation that will protect your organization against discharge litigation

DEA Personnel Management Series ,1973 [Addressing and Resolving Poor](#)

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The Guide to Processing Personnel Actions ,1995 *HR Policies on Employee Separation in PSUs in India* DR. M. K. RAVI, This book addresses human resource management in PSUs The aim was to explore the Human Resource Policies of the employee separation of employees in PSUs in India The book consists of a compilation of six chapters and an extended summary The study in the book is based on a combination of multiple comparative and single case studies of PSUs in India The core studies were conducted by the author at 29 PSUs in 40 Cities of 18 States The results indicate central challenges regarding HR Policies on employee separation by Termination Suspension Dismissal Retirement Voluntary Retirement Scheme Layoff Resignations Non Promotion Physical Disability besides other policies The increased responsibility and pressured work environment for PSU s employees workers This study was aimed at identifying certain variables related to HR policies on employee separation in PSUs in India The study determines the effect of HR policies on the satisfaction level of employees as well as legal compliances with the impact of gender experience age wise difference type of separation The population of the study was HR Directors General Managers HR Managers and employees working in PSUs in India There were 14100 male and female PSU employees who responded to the author The questionnaire instrument was used for data collection from various PSUs and the HR policies assessment was done The author used it after getting the formal permissions from the PSUs The study addressed the following specific objectives the first was to survey HR Policies of employees of PSUs the second was to study and determine the different types of HR Policies related to employee separation in PSUs in India and the third was to survey the behavior of employees towards Voluntary Non voluntary Separation The study specifically discussed the hypothesis of study mainly classified into seven hypothesis such as 1 HR Policies Related There was no significant difference of perception about HR Policies between PSU regular and separated employee 2 HR Policies and Discrimination Harassment related There was no significant difference of perception between regular and separated employees so far as HR Policies of PSU and Discrimination Harassment at PSU 3 Employee Separation related There was no significant difference between regular and separated employees about HR Policies and employee separation at PSU The author had used a comprehensive and stratified questionnaire distributed to about 15000 persons consisting of workers supervisors officials and managers of PSUs out of which only 14275 were received back duly filled the remaining didn t respond in spite of repeated visits The 175 questionnaires were rejected due to incomplete and wrong answers by respondents There were 14100 valid questionnaires that were found valid for the purpose of the study There were total three questionnaires which were 1 ESS1 What employees Say For regular and separated employees of PSUs 2 ESS2 What PSUs Says For Director Managers of HR Legal Dept of PSU 3 ESS3 What Govt Dept Says For Govt Dept of Public Enterprise The statistical tools used for analysis include Frequency Percentages Mean Standard Deviation S D T Test and Chi Square Test The author is sure that the study was a fact finding and pioneer and motivates and stimulates further researches in this field

I wrote this book especially for Director Human Resource Human Resource Managers which will certainly help them to understand the various legal aspects of HR Policies related to Employee Separation to enhance the productivity and efficiency of performance of employees in the organizations GSA Contract Fraud Investigation United States. Congress. Senate. Committee on Governmental Affairs. Subcommittee on Federal Spending Practices and Open Government,1979

Decisions and Orders of the National Labor Relations Board United States. National Labor Relations Board,2002

Basic Guide to the National Labor Relations Act United States. National Labor Relations Board. Office of the General Counsel,1997 *Alternative Discipline* United States. Merit Systems Protection Board,2008 **Personnel Management for Managers & Supervisors** Iowa. Department of Personnel,1989 The basic information supervisors and managers in Iowa state government need to carry out their personnel responsibilities *Ask a Manager* Alison Green,2018-05-01 From the creator of the popular website Ask a Manager and New York s work advice columnist comes a witty practical guide to 200 difficult professional conversations featuring all new advice There s a reason Alison Green has been called the Dear Abby of the work world Ten years as a workplace advice columnist have taught her that people avoid awkward conversations in the office because they simply don t know what to say Thankfully Green does and in this incredibly helpful book she tackles the tough discussions you may need to have during your career You ll learn what to say when coworkers push their work on you then take credit for it you accidentally trash talk someone in an email then hit reply all you re being micromanaged or not being managed at all you catch a colleague in a lie your boss seems unhappy with your work your cubemate s loud speakerphone is making you homicidal you got drunk at the holiday party Praise for Ask a Manager A must read for anyone who works Alison Green s advice boils down to the idea that you should be professional even when others are not and that communicating in a straightforward manner with candor and kindness will get you far no matter where you work Booklist starred review The author s friendly warm no nonsense writing is a pleasure to read and her advice can be widely applied to relationships in all areas of readers lives Ideal for anyone new to the job market or new to management or anyone hoping to improve their work experience Library Journal starred review I am a huge fan of Alison Green s Ask a Manager column This book is even better It teaches us how to deal with many of the most vexing big and little problems in our workplaces and to do so with grace confidence and a sense of humor Robert Sutton Stanford professor and author of The No Asshole Rule and The Asshole Survival Guide Ask a Manager is the ultimate playbook for navigating the traditional workforce in a diplomatic but firm way Erin Lowry author of Broke Millennial Stop Scraping By and Get Your Financial Life Together **Fire Officer** Michael Ward,2005-03 Fire Officer Principles and Practice covers NFPA 1021 Standard for Fire Officer Professional Qualifications 2003 Edition for the Fire Officer I II levels from fire officer communications to managing fire incidents The text is the core of the teaching and learning system with features that will reinforce and expand on the essential information and make information retrieval a snap It combines current content with

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