

Termination Due to Expired Work Authorization

Employees – Exempt Employee Code

CWU Policy 305-20

Effective: September 5, 2012

Policy Review Date: YEAR

Policy Executive: Senior Vice President – Finance and Administration

Responsible Office/Unit: Human Resources

Policy Statement:

Applicability:

Content:

Policy

- (1) The notification requirements and other benefits of CWU 305-15 through CWU 305-22 (Separation from Employment) do not apply to an exempt employee who is separated due to the expiration of work authorization. However, appointment may be terminated in accordance with the provisions of any section of CWU 305-15 through CWU 305-22 (Separation from Employment) prior to the expiration of authorization to work.

History:

EEAGB: 4/7/08; BOT: 6/6/08; BOT: 2/09; BOT: 6/09; Responsibility: CFO/BFA; Authority: President's Office; Reviewed/Endorsed Cabinet/PAC; Review/Effective Date: 9-5-12; Approved by: James L. Gaudino, President Reformatted and Assigned new Policy Number - Previous Policy CWUP 6-40-060, June 2025