CURRENTDATE

APPLICANTFNAME APPLICANTLNAME

APPLICANTSTREET1

APPLICANTSUBURB, APPLICANTSTATE APPLICANTPOSTCODE

Dear APPLICANTFNAME:

You are being offered the JOBWORKTYPE position of JOBTITLE within JOBDEPARTMENT, beginning on OFFERSTARTDATE or such other date as mutually agreed upon in writing. Please review all of the information below before accepting this offer. GENERIC\_GRANTFUNDED\_

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| **Worksite Information** | |  | **For CUIMC Only** |
| Will any of the following be present at the worksite: | |  | Will the casual employee: |
| Blood borne pathogens  Formaldehyde/Xylene  Radioactive materials  Infectious agents (e.g. varicella, polio) | Chemicals  Laboratory animals  Class 3b or 4a lasers |  | Participate in physician billing  Interact with patients and/or research subjects  Be required to use a respirator |

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| **Notice to Casual Employees** | | | | | |
| Your employment with Columbia University is on a “casual” basis. The estimated duration of your employment with the University should not exceed 560 hours or 4 months, whichever comes first, in a 12-month period with limited exceptions.  The limited duration does not apply to students who are enrolled half-time or more at Columbia University, Barnard College or Teachers College.  As a “casual” employee you are not eligible to participate in the Columbia University benefits programs, except for the Voluntary Retirement Savings Program (VRSP). To learn more about VRSP benefits, visit the Human Resources website at <https://humanresources.columbia.edu/benefits>.  As a condition of your employment, please be sure to review the Important Compliance Information (which includes the I-9/Employment Eligibility Verification process, and other compliance information) attached to your offer. Please also note that, absent a medical or a religious exemption, the University requires its students, faculty and staff to receive COVID-19 vaccination.  Please be advised that there is no guarantee of your continued employment nor is it for any definite term, regardless of any other oral or written statement by any Columbia University Officer or representative. | | | | | |
| **Pay Information (NYS DOL Law 195)** | | | | |
|  | | | | |
| **Employer Information** | |  | **Employee Information** | |
| Columbia University | |  | Name: | APPLICANTFNAME APPLICANTLNAME |
| FEIN: 13-55980931 | |  | Address: | APPLICANTSTREET1  APPLICANTSUBURB, APPLICANTSTATE APPLICANTPOSTCODE |
| Street Address: | 615 West 131st Street New York, NY 10027 |  | Hire Date: | OFFERSTARTDATE |
| Phone: | (212) 851-7008 |  |  |  |

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| --- | --- |
| **Your Rate of Pay:** $OFFERBASE | **Your overtime rate of pay:** $ADDITIONALALLOWANCE1 |
| **Designated pay day:** all casual employees are paid on a bi-weekly pay schedule. For more information please refer to the [Pay Resources](https://humanresources.columbia.edu/content/pay-resources) section of the Human Resources website.  **Preparer:** REPORTSTOFNAME REPORTSTOLNAME | |

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| **General Statement Regarding Overtime Pay in New York** |
| Almost all employees in New York must be paid overtime wages of 1 ½ times their regular rate of pay for all hours worked over 40 hours per workweek, with a few exceptions. | |

If you understand these terms, and accept our offer of employment, please acknowledge your acceptance on the Applicant Portal.

Sincerely,

REPORTSTOFNAME REPORTSTOLNAME

OFFERSUPPLEMENTARY\_TEXT06

**IMPORTANT COMPLIANCE INFORMATION**

**PRE-EMPLOYMENT BACKGROUND CHECK**

Your offer of employment is contingent upon the satisfactory outcome of a personal [background check](https://universitypolicies.columbia.edu/content/columbia-university-background-check-policy) which will consist of a criminal history search (including the 50 states sex offender registry), education and employment verification. Depending on the position, the background check may also include drug testing, motor vehicle search, finger printing and the ability to perform the required job duties, which shall include, where applicable, the ability to receive and disclose export-controlled technology consistent with applicable export control laws and regulations. The background check must be completed before commencing employment at the University.

**FORM I-9/EMPLOYMENT ELIGIBILITY VERIFICATION**

Your employment is contingent upon verification of your identity and eligibility to work in the United States.  Newly hired or rehired employees are required to complete a Form I-9 in compliance with the Immigration Reform and Control Act of 1986 within the first three (3) working days and present valid, original documentation. Section one (1) of the I-9 must be completed online, no later than the first day of employment on the [Columbia University I-9 and E-Verify](https://humanresources.columbia.edu/I9-everify) page. Section two (2) must be completed in person using original and unexpired documents (electronic versions and photocopies are not allowed under the law). Instructions on how to schedule an appointment for completing section 2, either on campus or using the I-9 Anywhere service if you are working outside New York City can be found on the [University’s I-9 and E-Verify website](https://humanresources.columbia.edu/I9-everify).  

**COVID-19 Compact**

All faculty, officers of research, students, and staff reporting to campus must comply with the basic public health protocols that define Columbia’s approach to protecting the safety of the community. These include the following, described in detail on the University COVID-19 website at <https://covid19.columbia.edu/>:

* Gateway testing
* Online Return-to-Work Training
* Proof of COVID-19 vaccination (or approved religious or medical exemption)
* Daily symptom self-check through the ReOpenCU app
* Participation in surveillance testing if and when the university implements an ongoing testing regimen
* Continued observance of all protocols including wearing face coverings, maintaining physical distance, etc.

Compliance with these measures is mandatory. Additional information about the vaccination requirement can be found [here](https://covid19.columbia.edu/content/faqs-regarding-covid-19-vaccination). The health of all depends upon our collective and ongoing commitment.

**Compliance Information and training**

Columbia University is committed to operating with integrity and in full compliance with all applicable laws, regulations, and policies. The University does not tolerate retaliation against individuals who report compliance concerns. There are a number of resources available at the University to individuals who have a concern about unethical, illegal or suspicious behavior. We encourage you to visit the University's Compliance website: [compliance.columbia.edu](https://compliance.columbia.edu/) to familiarize yourself with University policies.

Maintaining a positive work environment and promoting a workplace free from discrimination and harassment supports the academic and research mission of the University by ensuring all members of our community can contribute to their fullest potential. As a condition of employment, you will be required to complete The New York Anti-Sexual Harassment training upon hire and every year thereafter in accordance with New York State and City Law. In addition, you will also be required to take Columbia’s Anti-Harassment, Discrimination and Title IX Training.

As a member of the National Collegiate Athletic Association (NCAA) and the Council of Ivy Group Presidents (Ivy League), the University requires all members of the community, in all matters related to the intercollegiate athletics program, exhibit the highest professional standards and ethical behavior with regard to adherence to NCAA, Conference, University, and Department of Intercollegiate Athletics and Physical Education rules and regulations.

All CUIMC faculty, staff, students, and other designated individuals at the University are required to complete HIPAA Privacy and Security Essentials training upon hire and annually thereafter to ensure continued vigilance in protecting our patient information.  After activating your UNI, you will be automatically registered to complete the course and will receive an email from Columbia’s Enterprise Learning Management system (columbia@sabacloud.com) with instructions.  This training must be completed within thirty (30) days of your employment.