

SUBJECT: CASUAL WORKER APPOINTMENTS**DATE: March 2024****I. PURPOSE / DESCRIPTION**

Casual Worker appointments are available to assist hiring departments with intermittent work assignments that are temporary in nature, are frequently very short-term, and do not fall within a CSU classification.

Casual Workers are not bargaining unit members. They are not eligible for holiday pay, vacation time, sick leave, or health benefits.

The Casual Worker is paid an hourly rate which falls within a specified CSU salary range. They are paid once per month (on the 15th of the month).

Casual Worker Appointment shall not exceed one year (fiscal).

Casual Workers cannot start work prior to a successful completion of a background check.

II. PROCESS**A. Hiring Department Responsibilities**

1. Prior to hire, the department must submit the [Rationale to Recruit](#) form. A list of duties being done by the Casual Worker must accompany the Request for Temporary Support.
2. Recruiting will arrange for a background check prior to hiring.
3. Escort the Casual Worker to People & Culture on their first day of employment in order to complete required documents.
4. At the end of the appointment, department needs to submit an Employee Profile to separate the Casual Worker from the system.

B. People & Culture Responsibilities

1. Upon receipt of the Request for Temporary Support, Recruiting will determine that the work needing to be done fits within the Casual Worker category of temporary support.
2. Recruiting will determine that the hourly rate being requested falls within the Casual Worker salary range.
3. Recruiting will arrange for a background check prior check to hiring.
4. Recruiting will notify the hiring department that the Casual Worker may begin working.

C. Casual Worker Responsibilities

1. Complete an SJSU employment application.
2. Respond to the request for information to conduct a background check.
3. Sign and return offer letter to Recruiting.
4. Upon confirmation of appointment to a Casual Worker position, complete employment documents in the People & Culture office on the first day of employment.