

National Employment Code

This document is considered legal and it can be called the “Hegismton Employment Code” that talks about all related to employment in the country. States are expected to regulate.

This document is valid and will be developed as time goes by.

Federal minimum wage: \$11

Younger minimum wage: \$9

This is placed on any employment wage, note that states also have their own codes, and can change the minimum wage for certain people.

Working hours and overtime: 6 hours maximum for overtime, working hours up to 100 are limited each week.

Leave policies:

A business has the rights to allow or reject depending on their type of ‘leave policy’ set, however a business should allow the right to leave at any time during an emergency that they state so, the employee has to specify it is an emergency to be considered as one.

If a business rejects an employee’s leave excuse for more than 3 times in a two-week period, they could get their salary reduced, depending on the court views.

States have to follow these regulations, but know that they also have their own codes.

Visit: “How can states customize their employment code” document.

Forum for Employers:

We offer 1 free forum for employers relating to application and to manage any type of delivery data they want to, at no cost. However, since this is given by the Federal Government, we have no option but to collect the data given too, the location is in our files.

The forum is managed by Dyno, and Dyno is property of the Federal Government. The regular forum from Dyno will be given to you, and the information sent by ‘applicants’ with the application can be later collected when you ask and receive a copy of the submissions at no cost.

Advantages: We provide extra security when giving you the forum since it is in federal-level security.

Disadvantages: The Federal Government has also the rights to manage the data ongoing.

Trainings Types:

Any type of business can provide whatever training they want to their employees. The only person that can provide this training is a person who is considered with the role 'Trainer' in the business.

What types of training cannot be done: Military training, unlawful or dangerous training, federal training, or a private organization training that can be proven done in court.

You are to report the training use when filling out the business ID application, or updating it again as a request.

Firing reasons:

The following statements are reasons to fire employees.

- Fired due to incompetence in the business' terms.
- Fired due to multiple warnings given, more than 3 in total and not consecutively in the same day.
- Fired due to violations to local, state, or federal laws. This should be backed up with evidence when reporting to your state government.
- Fired due to multiple valid customers complaints.
- Fired due to federal criminal charges. At least 2 in total have to be present to be considered.

- States have the right to customize any of the two statements above following federal regulations.

- A state can add 3 or more codes for their state codes in employment, following federal regulations.

- States are now allowed to customized any other code here unless stated otherwise.

- States are to report the codes archived, altered, included, deleted, or any other alternation in codes not stated here.

- States should always have a report made from all their territorial cities that included, but not limited to: total of employees, employers, customers, total budget/salary gained, expenses losses or gain, total of goods available, a message called 'Plan for Tomorrow', stating in short messages what they expect for the next day. And any other detail that they should think they should inform. Appropriate punishment should be set to those cities who did not present.

- States can receive charges for not complying with these rules.

- States should report a "Monthly Plan" message: The Monthly Plan Report includes what they will think and do for the next month, with all the objectives and risks that could be present. When the month reaches, the report should match the actions done in that month, if it is a "made up story" or completely fake, you can face fines.

Punishments List

Punishments are ordered from top of the list (“least punish”) to bottom of the list (“worst punish”).

List is taken in this order, for general mistakes:

→ The following punishments apply in money-relation

- ★ Verbal Warning ~ Depending on the severity, the court has the right to provide at least 1 and up to 3 warnings in total.
 - The first warning can be categorized if the amount is lower than *4-digits*, or *\$1000*. The second warning can be applied if the quantity does not exceed *\$1670*. The third warning applies when the quantity reaches *\$1999*.
 - Warnings are to be taken consecutively, no repeats are allowed. Higher quantities are to be taken into other higher levels of stars.
- ★ Fines ~ A total of 10 or more fines are placed against the owner. If the court reaches more than 10, the fine should be given to the manager too directly.
- ★ Imprisonment ~ The owner can face imprisonment depending on the local state.
- ★ The removal of the business ~ You could lose the rights to a part/sell business, the removal of the business entirely, or be suspended for a while.