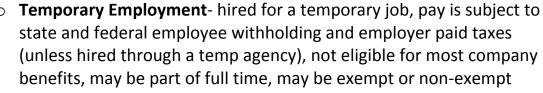
## **Physical-Pre-Employment**

## What is it?

- <u>Employment Status</u>— independent contractor, temporary employment, regular employment, full time, part time
  - Independent Contractor- pay is not subject to withholding or employer paid taxes, not eligible for company benefits



- Regular Employment- pay is subject to state and federal withholding and employer paid taxes, eligible for company benefits, may be full or part time, may be exempt or non-exempt
- Full Time- usually works 35 to 40 hours per week, depending on company hours
- Part Time- works less than 35 hours per week, depending on the company hours (usually have to work > 30 hours for coverage)
- Overtime Status- exempt and non-exempt; must have specific criteria to qualify as an exempt position
  - Exempt- position is not subject to overtime pay
  - Non-Exempt- position is subject to overtime pay
- Pre-Employment Physicals employers rely on to screen prospective employees to make sure they are capable of performing the job for which they are being considered; checking for preexisting disabilities that might later be claimed; employee may reject if they feel the applicant would pose a health or safety threat, being aware of obligations under OSHA and MSHA from the possible hazards of the job
  - o OSHA- Occupational Safety and Health Administration
    - MDS/Multiple Data Sheets- Right to Know, the employee has a right to know what the chemical is and what is in the chemical; there should be a sheet on all chemicals located in an area for all to view

## What can I do?

- See your Health Care Provider for more information
- See a Registered Dietitian for help as needed

