

ARTICLE 5—POSITIONS AND APPOINTMENTS

A. Career Appointments

Career appointments are established at a fixed or variable percentage of time at fifty percent (50%) or more of full-time, and are expected to continue for one (1) year or longer.

B. Limited (Casual) Appointments

1. Limited (Casual) Appointments are established at any percentage of time, fixed or variable, and are not expected to continue for more than two thousand and eighty (2080) hours in a twelve (12) month period.
2. Limited (Casual) Appointments shall not normally be hired instead of career employees.
3. Conversion to Career Status. Except as provided in Section 4 below, in the event that an employee with a limited (casual) appointment attains 2080 hours of qualifying service within a 12-month period, without a break in service of at least 120 consecutive calendar days, the incumbent shall convert to career status of at least 50% time upon reaching the 2080 hour threshold.
 - a. Qualifying service includes all time on pay status in one or more limited (casual) appointments. Pay status shall not include on-call or overtime hours.
 - b. Such conversion to career status shall be effective on the first day of the month following attainment of 2080 hours of qualifying service.
 - c. Any break in service of 120 days or longer shall result in a new 12-month period for purposes of calculating the 2080 hours of qualifying service.
 - d. Employees who have been converted to career appointments shall serve a probationary period in accordance with the provisions of Article 6, Probationary Period.
4. Conditions for Non-conversion to Career Status. Conversion to career status, as provided in Section 3 above, shall not occur when:
 - a. The employee is hired as replacement for another person who is on an extended leave; or,
 - b. The position into which the employee is hired is not an “ongoing” position, in that the position is established and funded for less than a year at any percent of time; or,
 - c. The funding for the position is “one time” funding of 18 months or less; or,
 - d. The employee was hired specifically to work on a short-term project lasting no more than one (1) year.

5. Termination of Limited (Casual) Employees. Employees in limited (casual) appointments may be terminated or have their time reduced at the sole discretion of the University and without recourse to Article 25, Arbitration Procedure, of this Agreement.

C. Disputes

A dispute for a Limited (Casual) employee except for those limited (casual) employees who have been converted or should have been converted to career employees under Section B3 above, shall be processed under the grievance procedure, but not the arbitration procedure.