

ARTICLE 35 SENIORITY

A. DEFINITION OF SENIORITY FOR LAYOFF AND REDUCTION IN TIME AND TRANSFER/PROMOTION/RECLASS

For the purposes of Article 16, Layoff and Reduction in Time and Article 40 Transfer/Promotion/Reclassification, seniority shall be based on the most recent date of hire in a staff career position at the University. Employment prior to break in service shall not be counted. Tiebreaker: when bargaining unit employees in the same layoff unit have the same date of hire, seniority shall be determined according to total hours on pay status since the most recent date of hire into a career position.

B. DEFINITION OF SENIORITY FOR HOURS OF WORK AND VACATION

For purposes of Article 13 - Hours of Work and Article 43 – Vacation Leave, seniority shall be defined as an employee's most recent date of hire into or transfer within the same job title into the department.

C. SENIORITY LISTS

Upon written request the University shall provide appropriate specific seniority lists ten (10) business days from the date the written request is received.