

ARTICLE 18 TEMPORARY APPOINTEES

A. A TEMPORARY APPOINTMENT

1. Shall have a specified date of termination;
2. Shall fill a temporary and finite need in the library and may be created to address situations such as, but not limited to:
 - a. Librarian leaves
 - b. Time-limited projects
 - c. Temporarily reassigned librarians
3. Shall be for two (2) years or less, unless supported by external funds. Externally funded appointments may be continued for one (1) additional year. Positions funded by extramural funds may be continued for the duration of the fund. The anticipated length of the temporary appointment shall be included in the librarian's appointment letter. Nothing in this section precludes extending a temporary appointment of less than two (2) years to the time limits set forth herein. When the length of the appointment permits, the librarian shall be reviewed following the same procedures and review cycles set forth for review of potential career or career appointees;
4. Is automatically self-terminating, and notice of intention not to reappoint is not required.
5. Prior to the conclusion of a temporary external or extramurally funded position, at the University's sole, non-grievable discretion, the University may convert the temporary appointment to a potential career status appointment and, if needed, may conduct an off-cycle review towards informing this decision.

B. TEMPORARY APPOINTEES

1. Are expected to perform their duties with the same proficiency as the career status and potential career status appointees in accordance with the terms of their appointment letters.
2. Are eligible for merit increases and promotions on the same basis as potential career and career appointees. Temporary appointees whose next successful review would move them to another rank must provide a review file prepared in accordance with library and campus guidelines and procedures. Career status cannot be achieved while in a temporary librarian title code.
3. Shall be given the same opportunity as potential career or career appointees to participate in activities which fulfill the second, third and fourth criteria listed in Article 4 - Definition, Criteria, and Terms of Service for Appointment, Merit Increase, Promotion, and Career Status;
4. May apply for professional development funds, except that such funds may not be awarded to them for activities with a time duration longer than the terms of their

appointments;

5. If appointed to a permanent position with potential career status, will be given consideration for time spent in temporary status when determining assignment to rank and salary point.

C. RELEASE

1. Release is the termination of the employment of a temporary librarian prior to the completion of the appointment.
2. UC-AFT, and any temporary librarians who are released prior to the conclusion of their period of appointment, shall be given written notice at least fourteen (14) calendar days in advance of the effective date. The notice shall include the reasons for the release, and a right to an informal hearing with the initiator of the release or the designated campus official no later than five (5) working days after the effective date.

D. GRIEVABILITY

Disputes relating to Sections B.2., B.3., B.5., C.1., and C.2. shall not be subject to arbitration.