

**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 a break in service shall not be counted.

B. DEFINITION OF SENIORITY FOR HOURS OF WORK AND VACATION LEAVE

1. For purposes of Article 13 - Hours of Work, Article 43 – Vacation Leave, and Article 30 – Positions and Appointments, seniority shall be defined as an employee’s most recent date of hire into a job title within a department or transfer within the same job title into another department.
2. Departments shall have the discretion to use the definitions applied below as an alternative to the definition in B.1.
 - a. Departments that currently define seniority as an employee’s most recent date of hire into a title series may continue to define seniority by title series. Such department may only change this definition by mutual agreement.
 - b. Departments not currently defining seniority as an employee’s most recent date of hire into a title series may define seniority by title series by mutual agreement.

C. TIE BREAKERS

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.

D. 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.