

## ARTICLE 26 – SENIORITY

- 26.1 Seniority. An Employee’s seniority will be the total length of unbroken service, measured from the last period of unbroken service in a civil service position, adjusted as provided in Section 26.2.
- 26.2 Adjustment of Seniority Date. Approved unpaid leave shall not result in a break in service, but will result in adjustment of an employee’s seniority date on a day-for-day basis for each day the employee spends on unpaid leave, except as follows:
- 26.2.1 Cyclic employees will not have their seniority dates adjusted because of their regularly scheduled period(s) of unpaid leave.
  - 26.2.2 Employees who are receiving time loss benefits through workers’ compensation, and who are not augmenting those time loss benefits through use of other paid leave, will not have their seniority date adjusted unless their time in such status exceeds six (6) months.
  - 26.2.3 Employees will maintain their seniority date during a period of unpaid military leave as required by applicable law.
- 26.3 Losing Seniority. Employees who have established seniority will lose their seniority rights in the event of the following occurrences: discharge for cause; resignation amounting to a complete separation from employment with the University; failure to reasonably comply with the layoff-recall requirements of this Agreement.
- 26.4 Seniority Ties. Ties in seniority will be broken by measuring the employee’s last continuous time within their classification. If the tie remains, seniority will be determined by measuring the employee’s last continuous time at the University. If the tie remains, seniority will be determined by measuring the employee’s total accumulated time with the state. If the tie remains, seniority will be determined by lot.
- 26.5 For Bargaining Unit 16 Only: Seniority Personnel Preferences. The term “seniority” as used in this subsection shall mean an employee’s rank in terms of length of service in the bargaining unit with respect to other members of the bargaining unit. The employee with the earliest seniority date shall have preferential rights regarding the following personnel actions: shift selection requests, scheduling annual leave, and overtime offers. These rights shall, however, only be applicable within individual departments.
- 26.6 Layoff Seniority Rights. Time spent in layoff status will not be considered a break in service if the employee is recalled to work from a layoff list. Upon recall from a layoff list, an employee’s seniority date will be adjusted by the period of time the employee spent in layoff status. Employees on layoff status must provide the University Human Resource Services department with their current contact information, including mailing address. A copy of each position opening notice (job posting) will be mailed to each bargaining unit member in layoff status. In lieu of mailing the information may be transmitted via electronic mail.