ARTICLE 12
SENIORITY

12.1 SENIORITY

A. With a view to maintaining the most harmonious relations possible and the utmost teamwork between Employees, work will be distributed as evenly as possible among Employees in their various classifications.

B. Seniority consists of the Employee’s total length of service, measured from the Employee’s continuous service date and adjusted as noted below. The continuous service date is the most recent hire date without a break in state service.

1. Days of Leave Without Pay (LWOP) are deducted from the Employees seniority, except for Military Leave. LWOP days are determined based on the appointment full-time equivalency (FTE).

2. Eligible veterans also receive seniority credit not to exceed five (5) years. Veterans are required to supply copies of Department of Defense (DOD) form 214, Certificate of Release or Discharge from Active Duty to Human Resource Services.

C. Seniority will apply to all employees as provided by this Agreement.

D. Less than full-time employees’ seniority will be computed on a payroll hour basis. When less than full-time employees become full-time employees, their payroll hours will be pro-rated on a comparable basis to full-time employment.

E. Ties in seniority will be broken by measuring the Employees’ last continuous time within their classification. If the tie remains, seniority will be determined by measuring the Employees’ last continuous time at the University. If the tie remains, seniority will be determined by measuring the Employees’ total accumulated time with the state. If the tie remains, seniority will be determined by lot.

F. Any leave of absence granted by the University or separations due to layoff will not be considered a break in service for the purpose of calculating seniority.

G. Time spent on the University layoff list will count for seniority purposes.

H. Time spent under the jurisdiction of the higher education personnel rules and under the jurisdiction of general government rules will be interchangeable.

I. For a permanent employee who has been temporarily demoted for cause, seniority will not be denied for the period of demotion and will not be considered time out
of classification for the determination of layoff tie.

J. A seniority list will be available in the department. This list will be kept current. Before the list is made available, it will be presented to the shop stewards for their review.