

## **ARTICLE 12**

### **SENIORITY**

#### **12.1 SENIORITY**

- A. Seniority will consist of the employee's total length of service, measured from the last period of unbroken service in positions in classified service.
- B. Seniority will apply to all employees as provided by this Agreement.
- C. For employees with established seniority dates at the time of the signing of this Agreement, those seniority dates will remain in effect.
- 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. Cyclic employees whose positions are less than twelve (12) months will not have their seniority date adjusted.
- F. 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 employees' total accumulated time with the state. If the tie remains, seniority will be determined by lot.
- G. A permanent employee has the right to withdraw their resignation without loss of seniority provided that written notice of the withdrawal is received by the University within seventy-two (72) hours excluding Sunday and holidays after submitting the resignation.
- H. 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.
- I. Time spent on the University layoff list will count for seniority purposes.
- J. Time spent under the jurisdiction of the higher education personnel rules and under the jurisdiction of general government rules will be interchangeable.
- K. For a permanent employee who has been suspended without pay for cause, seniority will not be denied for any period of suspension.
- L. 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.