

Section 13 - Seniority

- 4.13.1 Seniority for employees shall mean an individual's length of service with the District in a regular position. All bargaining unit members as of September 1, 1990 will retain all previous District seniority. The seniority of an employee in the bargaining unit hired after September 1, 1990 shall be established and begin to accrue as of the date of hire as a regular employee in a bargaining unit position.
- 4.13.2 The seniority rights of an employee shall be lost for the following reasons: a) resignation, b) discharge for any reason, c) retirement.
- 4.13.3 Seniority rights of an employee shall not be lost for the following reasons: a) time lost by reasons of industrial accident, industrial illness, or jury duty, b) time spent on other authorized leaves of absence.
- 4.13.4 Seniority will not accrue for an employee who is on extended leave per Section 4.10.9.

Section 14 - Layoff/Recall

- 4.14.1 A reduction in force due to a District cut shall be administered as follows:
 - A. An employee that has the least seniority within a classification, as determined by the hire date, shall be the first to be dismissed
 - B. Should the District decide to lay off or cut back any employee for the next work year, the employee shall be notified in writing by August 1st of the existing year.
- 4.14.2 Employees whose positions have been eliminated for any reason or who have been affected by a layoff shall have the right to assume a position for which they are qualified, which is held by the least senior employee. The District, after input from the Association, shall be responsible for determining the qualifications for the various positions covered by this Agreement.
- 4.14.3 Laid off employees shall be recalled in reverse order of layoff to any position for which they are qualified. Any employee who has served more than forty-five (45) working days in a classification shall be deemed qualified to assume, or be recalled for any position in that classification.
- 4.14.4 Notices of recall shall be sent by certified or registered mail to the last known address as shown on the District's record. The recall notice shall state the time and date on which the employee is to report back to work. It shall be the employee's responsibility to keep the District notified as to their current mailing address. A recalled employee shall be given at least five (5) calendar days from receipt of notice, excluding Saturdays and Sundays, to report to work. The District may fill the position on a temporary basis until the recalled employee can report for work, providing the employee reports within the five (5) day period. Employees recalled to work for which they are qualified are obligated to take said work. An employee who declines recall to perform work for which they are qualified shall forfeit their seniority rights provided the job offered is of equivalent monetary value (full-time not part-time) and does not involve a reduction in rank of total compensation.
- 4.14.5 Employees on layoff shall retain their seniority for purposes of recall for a period of two (2) years.