

Article 11
SENIORITY

A. "Seniority" is defined as follows:

1. "Series seniority" means the number of continuous months (of qualifying service) as a regular employee in a series beginning with the latest date of hiring or transfer into the series; provided, however, when an employee remains in the employee's series, but is transferred to another location as a result of the application of Article 8, Promotion and Transfer, as distinguished from a reallocation of the work force, the employee's series seniority shall date from the employee's transfer.

When an employee in the General Helper class (title code 8876) is permanently assigned to a department, the continuous months of qualifying service in that class, regardless of departmental assignment, will be credited to the employee's seniority in the series to which he/she has been permanently assigned.

2. "Class seniority" means the number of continuous months of qualifying service in a class beginning with the latest date of hiring or transfer into a class; provided, however, when an employee remains in the same class, but is transferred to another location as a result of the application of Article 8, Promotion and Transfer, as distinguished from a reallocation of the work force, the employee's class seniority shall date from the employee's transfer.
3. "Continuous months" means uninterrupted employment but includes layoffs and periods of paid absence authorized by and consistent with this Agreement.
4. "University seniority" means the number of continuous months of qualifying service with the University beginning with the latest date of hiring with the University and shall include periods of service outside the bargaining unit.

B. An employee shall lose his/her status as an employee and his/her seniority if:

1. The employee resigns or quits;
2. The employee is discharged or released;
3. The employee retires;
4. The employee has been on layoff for more than one hundred and twenty (120) consecutive calendar days;
5. As described in Article 12.D the employee abandons the job by being absent from work, including the failure to return to work at the expiration of a leave of absence or vacation for five (5) consecutive working days without notifying the University, except when the failure to notify and work is due to circumstances beyond the control of the employee;
6. The employee does not return to work from layoff within five (5) calendar days of the recall date as stated in the recall notice, which has been sent by certified or registered mail or by telegram addressed to the employee at the employee's last

known address on file with the Printing Services Department. An employee who changes address must notify the Printing Services Department of the change.

- C. Except as provided by statute, time in excess of sixty (60) calendar days on an approved leave without pay is not counted for the purposes of determining seniority under this Article. Time on an approved leave without pay for 60 days or less is counted to determine seniority under this Article.