

ARTICLE 6. POSITIONS/APPOINTMENTS

A. Career Appointments

1. Career appointments are established at a fixed or variable percentage of time at fifty percent (50%) or more of full-time, and are expected to continue for one (1) year or longer.
2. In addition, a career appointment may be established by conversion from a limited appointment pursuant to section B.2. of this Article.

B. Limited Appointments

1. Limited Appointments are established at any percentage of time, fixed or variable, and are not expected to continue for more than one thousand (1,000) hours in a twelve (12) month period.
2. In the event that a limited appointment employee attains 1,000 hours of qualifying service within a 12-month period, without a break in service of at least 120 consecutive calendar days, the incumbent shall convert to career status upon reaching the 1,000 hour threshold.
 - a. Qualifying service includes all time on pay status in one or more limited appointments.
 - b. Such career conversion shall be effective on the first day of the month following attainment of 1,000 hours of qualifying service.
 - c. Any break in service of 120 days or longer shall result in a new 12-month period for purposes of calculating the 1,000-hours of qualifying service.

The automatic conversion to career service as described in B.2. above will not occur when the limited employee was hired as a replacement for another person who is on an extended medical leave that exceeds the 1000 hours.

Employees in limited appointments may be terminated or have their time reduced at the sole discretion of the University and without recourse to Article 24-Grievance Procedure or Article 25-Arbitration Procedure of this Agreement. An employee who is appointed to a limited appointment is automatically terminated as of the last day of the appointment unless there is an earlier separation or a formal extension of the appointment.