

Summary of Employment Date Rules for Local 88 Employees Changing from Temporary to Regular Status

Updated June 2013

Introduction: When a temporary (not on-call) status employee is hired into a position represented by Local 88, the below date rules apply assuming that the temporary time is “continuous” and “contiguous” to the regular status appointment and the duties performed in the temporary appointment is consistent with work done by members of a bargaining unit (not necessarily, although typically, Local 88).

Accrual Base Start Date (Vacation)

- **Definition** – Date used to determine “years of service” for the vacation accrual rates found in Article 8, Section II.
- **Rule** – The Accrual Base Start Date should include the time spent in temporary service. This will affect the date on which the employee will begin to accrue vacation at a higher rate, but employees do not begin accruing vacation and sick leave until they are appointed as regular status.

Step Increase (Anniversary) Date

- **Definition** - Date the employee's salary is to be adjusted to the next step in their classification's salary range.
- **Contract Language** - Article 15, Section II(A)(3) – “The anniversary date for wage increases for new employees will be the date of regular appointment, and the date for rehires will be the most recent date of regular appointment. However, the anniversary date for new employees and rehires will be adjusted to reflect any additional job class seniority credit, such as credit for temporary service in the classification, which they receive under the provisions of Article 21.”
- **Rule** - The Step Increase Date should include time spent in the temporary status.

Benefit Eligibility Date

- **Definition** – Date the employee became eligible to receive health and welfare benefits.
- **Rule** – The Benefit Eligibility Date is the date the employee was appointed as regular status and does not include the time spent in temporary status.

Classification Seniority Date

- **Definition** – Date that includes the total length of accumulated service within the affected job classification, and any equivalents within the County, and is used for purposes of shift bidding, transfers within classification, and anniversary dates.
- **Contract Language** - Article 21, Section II(B)(6) – “Prior to regular appointment, all continuous, contiguous service, performing duties consistent with work done by members of a bargaining unit, in temporary status, limited duration or work out of class shall count [for seniority purposes].”
- **Rule** - The Classification Seniority Date should include time spent in the temporary status *if* the time was spent in the classification that the employee was hired as regular status into.

Countywide Seniority Date

- **Definition** – Date that includes the continuous, cumulative time an employee has spent in all the represented positions that they have held and is used to determine layoff, bumping, and recall rights. **Contract Language** - Article 21, Section II(B)(6) – “Prior to regular appointment, all continuous, contiguous service, performing duties consistent with work done by members of a bargaining unit, in temporary status, limited duration or work out of class shall count [for seniority purposes].”
- **Rule** – The Countywide Seniority Date should include time spent in the temporary status.

Current Hire Date

- **Definition** - Last date from which the employee has been continuously employed by the County.
- **Rule** – The Current Hire Date should include time spent in the temporary status.

Original Hire Date

- **Definition** - Date the employee was first employed by the County in either temporary or regular status.
- **Rule** – The Original Hire Date should include time spent in the temporary status.

Vacation Eligible Date

- **Definition** – Date employee begins to accrue vacation, which is the date the employee is appointed to regular status.
- **Rule** – The Vacation Eligible Date should not include the time spent in temporary status.