

## **ARTICLE 8 TEMPORARY EMPLOYEES**

**Section 8.01 - Applicability.** This Article applies only to employees with temporary appointments of more than six (6) months. These temporary employees are in the bargaining unit and have all the rights under the Agreement afforded to other bargaining unit employees, unless specifically excluded by law, regulation, or this Agreement.

### **Section 8.02 - Time Limits**

- (1) An agency may make a temporary appointment for a specified period not to exceed 1 year. The appointment may be extended up to a maximum of 1 additional year (24 months of total service).
- (2) An agency may not fill a position by temporary appointment if that position has previously been filled by temporary appointment(s) for an aggregate of 2 years, or 24 months, within the preceding 3-year period.

### **Section 8.03 - Terminations.**

- (1) Whenever possible, a temporary employee shall be given a two (2) week notice of the termination of his/her appointment. Some conditions that may require the release of an employee earlier than two (2) weeks include, but are not limited to:
  - (a) The protection of the health and safety of other employees;
  - (b) The disruption of the office environment or the work processes;
  - (c) The possibility of sabotage by the employee being dismissed;
  - (d) The negative impact of the employee's performance; or
  - (e) A financial emergency which requires an immediate reduction of staff.
- (2) The Union shall be notified if a temporary employee is terminated.

**Section 8.04 - Use of the Grievance Procedure.** Employees with temporary appointments may not grieve termination when the Standard Form-50 states that the termination was based upon a lack of work or funds.