

## Employment Types

The City may appoint limited duration and temporary employees to perform work in classifications represented by the Union.

### **Section 1. Limited Duration Employees**

Limited duration employees will be appointed for a known duration of generally not more than two (2) years. With a showing of good cause, the Director of Human Resources may extend a limited duration appointment beyond two (2) years. The City will promptly notify CPPW if a limited duration appointment is extended and meet upon request. Limited duration employees are employed at-will and have all the responsibilities and contractual rights of regular employees, except for Article (xxxx) – Discipline and Discharge), Article (xxxx) Layoff, and as expressly stated in this Agreement.

### **Section 2. Temporary Employees**

Only the following contract article will apply to full-time temporary employees:

[Bargaining Note: Parties will agree to insert the relevant articles prior to the completion of bargaining.]

Part time temporary employees are at-will and are not eligible for vacation, sick leave, health benefits or holiday pay. Only the following contract articles apply to part-time temporary employees:

[Bargaining Note: Parties will agree to insert the relevant articles prior to the completion of bargaining.]

### **Section 3. Volunteers and Employees Outside the Bargaining Unit**

The parties recognize the duties performed by employees within the bargaining unit overlap with duties performed by other City employees and other members of the community. Nothing in this Agreement is intended to limit the City's right to engage volunteers or employ interns, casual employees, or other City employees who perform work that is the same or similar to duties performed by employees in the bargaining unit.