

Types of Employees

The City may appoint limited duration and temporary employees to perform work in classifications represented by the Union. This Article describes which sections of the contract shall apply to these employees.

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 have all the responsibilities and contractual rights of regular employees, except for, Article (xxxx) Layoff, and as expressly stated in this Agreement.

Limited duration employees may be transferred like other employees and may place themselves on the citywide transfer list. At the end of a limited duration employee's appointment, the employee may be placed on the City's transfer list for up to three years. The City may re-employ limited duration employees on the transfer list as either a regular employee or, subject to (c) above, a limited duration employee.

Section 2, Rehired Retirees. Retirees who are eligible to draw PERS or OPSRP benefits, who have applied for such benefits, or who are receiving said benefits, and are subsequently rehired by the City into a classification in Schedule A, shall be members of the bargaining unit. The only terms and conditions of this Agreement that shall apply are Article __ – Recognition, Article __ – Union Security and Activities, and Schedule A – Salary Rates. All other terms and conditions of employment for Rehired Retirees shall be solely determined by the provisions of Human Resources Administrative Rules 3.06.

Notwithstanding Section 1, above, the City may hire Rehired Retirees as temporary, at-will employees for up to **one (1)** continuous year in a particular position.

Section 3. Temporary Employees

A temporary employee, as described in the HRARs, is an employee in a budgeted

or nonbudgeted position in a classification represented by CPPW but without permanent rights to the City position. This Section does not apply to regular employees who are in a temporary assignment. Temporary assignments of regular employees are governed by HRAR 3.04. Nothing in this section is intended to limit the contractual rights of regular employees.

All articles apply to full-time temporary employees except Discipline and Discharge; Layoffs & Recall.

Part-time temporary employees are at-will and are not eligible for certain benefits.

All articles apply to part-time temporary employees except Discipline and Discharge; Layoffs & Recall; Vacation; Sick Leave; Health and Life Insurance; Holidays.