

RULE 8 - REEMPLOYMENT

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RULE 8

REEMPLOYMENT

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REEMPLOYMENT

- A. Permanent classified employees laid off due to lack of work or lack of funds, shall be placed on a reemployment list in an order or rank determined by seniority computed in accordance with provisions of Rule 7B. Persons whose names are placed on reemployment lists shall retain their rights to reemployment for a period of thirty-nine (39) months from the date of the actual layoff and shall be employed in the reverse order of layoff. In addition, they shall have the right to apply for promotional positions.
- B. The employee shall have the same seniority, accumulative sick leave, accrued vacation and other privileges as of the date of separation if restored to permanent status. The employee's salary placement shall be the former step in the current salary range for the class, or, if restored in a lower class, to the rate closest to that of the step to which the employee would be assigned if reemployed in the former class.
- C. Permanent classified employees who take voluntary demotions or voluntary reductions in assigned time in lieu of layoffs shall be, at the employee's option, returned to a position in their former class or to positions in accordance with their seniority on any valid reemployment list with increased assigned time as vacancies become available within a sixty-three (63) month period following the actual date of layoff.
- D. An employee on a reemployment list may decline three offers of reemployment in his/her former class. No additional offers need be made after his/her third refusal, and the employee shall be considered unavailable until s/he indicates otherwise.

RULE 8.1

REINSTATEMENT

- A. Permanent classified employees who have voluntarily resigned may request to be reinstated within thirty-nine (39) months after their last day of paid service without further competitive examination. Names on a reinstatement list shall be in order of seniority. The appointing administrator may choose not to appoint eligibles from the reinstatement list.

- B. The employee shall have the same seniority, accumulative sick leave, accrued vacation and other privileges as of the date of separation if restored to a permanent status. The employee's salary placement shall be the former step in the current salary range for the class, or, if restored in a lower class, to the rate closest to that of the step to which the employee would be assigned if restored in former class.

RULE 8.2

REEMPLOYMENT OF SUBSTITUTE, LIMITED-TERM,
AND PROBATIONARY EMPLOYEES

Provisional, substitute, emergency, or limited-term employees whose services have been discontinued because of lack of work or lack of funds shall hold no reemployment rights. No probationary employee shall be reemployed at a time when a permanent employee is on the reemployment list.