

MEMORANDUM OF UNDERSTANDING CONCERNING SECTION 9.14 SENIORITY

Effective upon ratification of this Agreement, seniority for all CWA employees shall be measured by the most recent full-time date of employment with the City except:

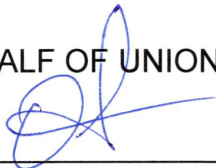
- For those members whose most recent full-time date of employment is the same, seniority will be determined by the most recent full-time date within the department; and
- For those members whose most recent full-time date of employment and most recent full-time department date are the same, seniority shall be determined by the higher score on the eligibility list.
- For those members whose most recent full-time date of employment, most recent full-time department date, and eligibility list scores are the same, or where two people are not on the same eligibility list, or where the eligibility list no longer exists, seniority shall be determined by total service hours to date with the City.

When vacations are scheduled, permanent vacancies or shifts are filled, promotions are made to a position within the bargaining unit, seniority shall apply when all other factors are equal.

The definition of seniority herein shall replace any prior definition(s)/applications of seniority.

Seniority will not apply in an emergency.

ON BEHALF OF UNION:



President, CWA, Local 3178

ON BEHALF OF THE CITY:



HR Director

1/7/2020