



Rehire and Service Recognition Policy proposed changes from Staff Council

During the open review period for the Human Resources Rehire and Service Recognition Policy, Staff Council would like to propose the following changes:

Under **Section V: Procedures, F, 2.**

Whereas the current policy draft states that, *"If a former full-time employee with more than one year's prior service with the University is rehired as a full-time employee, the employee will be eligible for recognition of prior service time for purposes of seniority, vacation accruals and eligibility to participate in University benefits plans as long as the employee is rehired within one year of the termination date. Service recognition will include prior service recognition for accrued leave plans"*, it is proposed that the phrase *"as long as the employee is rehired within one year of the termination date"* be amended and expanded, especially in light of the global pandemic impact on potential rehiring by the institution and its current financial situation.

The proposed amended and expanded statement is that **"as long as the employee is rehired in the following timeframes: within two years of termination date as a result of a voluntary separation/resignation and within three years of termination date as a result of involuntary separation. The employee must have been in good standing with the employer at the termination date."**

Rationale:

As the COVID19 Pandemic has had an impact on the finances of the University, steps have been taken to limit the number of positions that will be filled or offered at what conservative assumptions would be a two to three year period. While we understand that this policy was created prior to the pandemic and the institution does not intend to cause additional challenge to employees, the window for rehire of "within one year of the termination date" effectively penalizes rehires additionally because of the economic impact on the institution from this global crisis.

In recognition of this, Staff Council recommends that this policy include these amended and expanded statements of eligibility through a time the Human Resources Department and the Vice President for Finance & Administration identify the impact of the pandemic is no longer directly impacting the institution's ability to rehire.

If you need more information, please let our Executive Committee know. Thank you for your time and transparency.

Staff Council Executive Committee