

## ARTICLE 15: SENIORITY

Seniority shall be defined as the length of service as a Security Police Officer or as a Security Officer whichever the case may be.

Seniority for employees hired after April 1, 1996, and who start work on the same date, shall be determined by the lowest of the last four (4) digits of their social security number.

Seniority for employees employed on or before April 1, 1996, and who started work on the same date shall be determined by the time of first interview.

In the event that a Security Officer (655.0) moves to the Security Police Officer (655.1) classification that employee's seniority shall be determined by the date the employee entered the 655.1 classification. In the event that a Security Police Officer (655.1) moves to the Security Officer (655.0) classification that employee's seniority shall be determined by the date the employee was hired.

The determination of seniority referenced above only effect seniority within the bargaining unit and has no effect on the University of California service credits or benefits.

Seniority and continuity of service shall terminate when an employee quits or is dismissed. Seniority shall cease to accrue for the following.

- a. Time lost due to layoff.
- b. Time lost due to personal non-occupational illness and/or non-industrial injuries, unless accrual of seniority is required by State or Federal law.
- c. Time lost due to absences for a period of five (5) consecutive Work Days or longer (excluding any leave on full pay or unless required by State or Federal law).
- d. Permanent transfer to another Department.