

**ARTICLE 19
TEMPORARY APPOINTEES**

A. A TEMPORARY APPOINTMENT

1. shall have a specified date of termination;
2. shall ordinarily be for a period of one year or less, but shall not be for a period of more than two years unless the appointment is supported by extramural funds. If the funding permits, the appointment may be continued for the duration of the grant. When the length of the appointment permits, the librarian shall be reviewed following the same procedures and review cycles set forth for review of Potential Career or Career Appointees;
3. is automatically self-terminating, and notice of intention not to reappoint is not required; and
4. is subject to the conditions relating to notice of termination in Article 9, Layoff.

B. TEMPORARY APPOINTEES

1. are expected to perform their duties with the same proficiency as the career status and potential career status appointees in accordance with the terms of their appointment letters;
2. shall be given the same opportunity as Potential Career or Career appointees to participate in activities which fulfill the second, third and fourth criteria listed in Article 6 - Definition, Criteria, and Terms of Service for Appointment and Promotion;
3. may apply for professional development funds, except that such funds may not be awarded to them for activities with a time duration longer than the terms of their appointments;
4. if appointed to a permanent position, will be given consideration for time spent in temporary status when determining assignment to rank and step.

C. RELEASE

1. Release is the termination of the employment of a temporary librarian prior to the completion of his/her appointment.
2. Temporary librarians who are released prior to the conclusion of their period of appointment shall be given written notice at least 5 working days in advance of the effective date and a right to an informal hearing with the initiator of the release or the designated campus official no later than 5 working days after the effective date.

D. GRIEVABILILTY

Disputes relating to Sections B.2., B.4., C.1., and C.2. shall not be subject to arbitration.