

## **ARTICLE 1**

### **Recognition**

#### 1.1 Recognition

The University of Alaska, hereafter University, recognizes the Alaska Higher Education Crafts and Trades Employees Local 6070 APEA/AFT (AFL-CIO), hereafter Local 6070 or the Union, as the exclusive representative of Employees working in the areas of maintenance, trades, crafts and custodial; excluding: casual personnel (as defined in Section 1.4); student personnel; supervisory personnel; and confidential personnel.

#### 1.2 Term Employees

##### a. Definition

Term employees are personnel hired by the University in the position classifications covered by the bargaining unit who, prior to the commencement of actual work, shall have a written statement acknowledging the duration of employment for a specific period of time not less than six (6) months, or a specific project.

The University shall provide Local 6070 with copies of Term appointment letters.

##### b. Rights and Benefits

Term employees are entitled to all provisions of the Agreement except in cases of expiration of appointment except as provided below.

A term appointment may be terminated early, but only on four (4) weeks notice of termination or pay in lieu of notice.

A term shall receive four (4) weeks notice of non-renewal of appointment, or pay in lieu of notice. Failure to provide timely notice does not renew the appointment. Term employees who have eighteen (18) months continuous employment, shall be entitled to the provisions in Article 5.4 Layoff and Recall, and associated seniority rights.

Continuous time spent in term positions shall be cumulative for purposes of this agreement.

### 1.3 Temporary Appointments

#### a. Definition

Temporary personnel hired by the University whose appointment is for a period of 1039 or less consecutive hours over twelve (12) months in the position classifications covered by the bargaining unit.

#### b. Rights and Benefits

1. Temporary Employees shall be entitled to rights and benefits only as provided in this article.
2. Temporary employment may be extended no more than six (6) months, after notice to the Union. After being continuously employed for more than 1039 hours in a twelve (12) month period as a temporary employee, the employee shall be eligible only for annual and sick leave, and health benefits.
3. Within forty-five (45) days after the conclusion of a temporary appointment, the University will not offer the Bargaining Unit Member another temporary assignment in the same location performing the same work.

### 1.4 Casual

A casual Employee is a person employed for no more than thirty (30) consecutive days. In no case shall a casual Employee be employed more than 320 hours in a twelve (12) month period.

### 1.5 Student

It is the policy of the University to provide jobs for students to assist them in obtaining an education. It is the intent of the University to use student employees to supplement and not displace the regular work force.

- a. Student employment is temporary employment that is non-continuous and variable as necessitated by both department requirements and student academic schedules.
- b. Employment shall not normally exceed twenty (20) hours per week during a semester nor forty (40) hours per week during the period between semesters or when classes are not in session. The University shall comply with Regents' Policy and University Regulation with respect to maximum student work hours.

- c. Student Employees shall not normally operate heavy-duty equipment, such as backhoes, graders, loaders, and tandem axle trucks in excess of 80 horsepower.
- d. Student employees working with Bargaining Unit Members shall receive applicable safety training from the University.