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Article 20 – PART-TIME EMPLOYEES

1. A part-time employee is one who works regularly fewer than five days or less than 75 percent of a workweek. Part-time employees shall be paid on an hourly basis equivalent to the weekly wage minimum to which they are entitled by their experience, plus ten cents an hour, up to and including 75 percent of the workweek. Part-time employees shall receive all the benefits of this Agreement on a pro-rata basis except that those who work fewer than fifteen (15) hours per week shall not be entitled to coverage under provisions of Article 7 (Dismissal Indemnity/Severance), Article 22 (Vacations), Article 24 (Military Service), Article 26 (Group Health and Dental), Article 27 (Life Insurance), Article 28 (Pensions) and Article 30 (Miscellaneous), Sections 3 and 4.
2. Article 25 (Sick Leave), Section 3, Long-Term Disability, shall apply to employees working 30 or more hours a week. Pro-rata vacation days earned by part-time employees working 15 or more hours a week shall be trued-up on a quarterly basis.
3. Part-time employees shall not be used where such use, in effect, regularly substitutes for full-time employees.
4. The termination of a part-time employee shall be subject to the arbitration process described in Article 5 (Arbitration) if the part-time employee has worked more than 150 assignments, including regularly scheduled assignments or any other assignments. However, in no event shall the arbitration process apply as described herein if the part-time employee has worked fewer than nine (9) months for the Employer.
5. In the event of a reduction in staff, a part time employee who is regularly scheduled for layoff and who has greater seniority than a full-time employee within the same classification and organizational unit at the same business location must accept the less senior full time employee's position for which he/she is qualified or he/she will be laid off.
6. In the case of a reduction in staff, part-time employees with at least two (2) consecutive calendar years of service with the Employer shall be placed for seven months on a preferential list for rehiring to a full-time position.
7. In the event a previously full-time employee has been recalled to a part-time position after a period of lay-off, he/she shall be offered in order of seniority, the initial, vacant full-time position that arises in the same classification and organizational unit at the business location to which he/she was recalled, provided he/she has the qualifications and skills to perform the available work. Said right shall be limited to the initial vacancy only and shall terminate in the event that part-time employee declines the offer.