

**A. Seniority**

1. Seniority is defined as continuous service with the Fire District and is that time actually spent on active payroll, plus those periods specified in Section 2 of this Article. The seniority date shall be an employee's last date of hire, and it is agreed that these seniority provisions shall not apply to employees who have not completed their probationary period. Upon the satisfactory completion of the probationary period, the employee will be entered on the seniority list as of the original date of hire.

2. In computing an employee's seniority, the following period of times shall be computed:

- a) Approved leaves of absence
- b) Any holiday recognized in this agreement
- c) Vacation periods
- d) Periods of temporary layoff for a regular employee up to one year
- e) Periods of illness or accident up to one (1) year
- f) Periods of service in the Armed Forces of the United States of America
- g) Pregnancy

3. Unless otherwise stated, an employee shall be terminated and shall lose all accumulated seniority if they:

- a) Voluntarily quit with or without giving prior notice to the District
- b) Are terminated for just cause
- c) Have been continuously laid off for a period of more than two (2) years
- d) Fail to return to work within one hundred twenty (120) hours after receipt of notification to return to work
- e) Fail to return to work at the end of any period specified in paragraph A.2. above unless the employee has notified the Fire Chief of their unavailability to return and the Fire Chief has agreed to extend the employees absence from work.

4. In the event the Fire District subsequently rehires an employee who has lost their accumulated seniority, they shall be considered as a new employee.