

University Staff Association, Proposal #11  
Article 17, Section 6 – Vacancies and Promotions

SECTION 6. ~~The step anniversary date shall only change when an employee is promoted into a higher graded position per this Article and shall be the appointment date on which they occupy the position. Any negotiated change in a bargaining unit member's grade or step will not result in a change to their anniversary date.~~ There shall be no change to a step date for an employee occupying a higher graded position through a temporary promotion or out-of-title work, per Article 19, Out of Title Work, or a grade increase through a reclassification per Article 20, Classification or Reclassification.

Rationale: The employee's anniversary date should reflect the years of service to the university-not years of service to their particular department or title. Changing a member's step anniversary creates confusion for members, inequities between members with similar hire dates, and undermines the purpose of recognizing service to the university.