

ARTICLE 8. SENIORITY

Section 1. Seniority Defined

An employee's seniority date shall be the employee's first day of work with RAICES, as either a bargaining unit or non-bargaining unit employee.

Employees who leave RAICES and are rehired at RAICES within four and one-half (4 ½) years shall retain credit for previous years of employment for the purpose of determining PTO accrual rate.

Section 2. Law Fellows


Law Fellows shall receive credit for their employment as if they had been working as staff attorneys in the event they are retained as RAICES employees beyond the date of their fellowship.

Section 3. Transfers and Promotions

Any employee who transfers to or is hired into a different department, unit, or program shall retain their seniority.



For RAICES



For the Union