

Re-employment

Summary

Occasionally people decide to leave the employment of the college for a period of time and then seek re-employment. Individuals may be considered for re-employment for positions at the college unless they had been dismissed from their previous positions at the college, in which case they must receive approval from Human Resource Services.

Employees who separate from employment for a period of 30 days or more and are subsequently rehired will normally be required to complete a new introductory period. Benefits such as vacation and sick leave start over when a person is rehired. Their rate of pay will be based on the current position into which they were rehired.

The college does not formally recognize seniority with regard to employment action (promotion, transfer, etc.). However, some departments utilize length of service as a factor in determining shift reassignment and/or promotional opportunities. In these instances, length of service is calculated from the most recent hire date, unless an employee is rehired after a break in service of less than 30 days.

Casual employment is not taken into consideration for purposes of determining an employee's length of service.