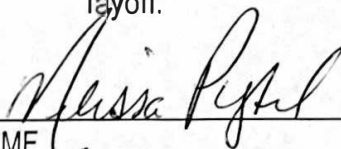


PAMF WIC to ESC APC
Section ## Seniority
Tentative Agreement Subject to Overall Agreement
September 22, 2022


SECTION ##. SENIORITY

- A. Seniority shall be defined as the APC's length of service within the bargaining unit.
- B. Notwithstanding the foregoing, it is agreed that for all APCs covered under this agreement as of (ratification of the agreement), seniority shall commence from said APC's original date of hire as an APC with Employer.
- C. In the event of a tie in the APC's original date of hire as an APC, the APC's original date of hire with Sutter shall be used to break the tie. In the event of a tie in the APC's original date of hire with Sutter, the following process shall be used to break the tie:
 - 1. The APC's Anniversary date shall be used as a tiebreaker.
 - 2. If the APCs remain tied, the APC's birth date, that is closest, after January 1 will be granted greater seniority. For example: an APC with a January 2nd birthday will have more seniority than the APC with a January 11 birthday.
- D. Seniority shall be considered terminated by;
 - 1. Termination of employment from PAMF for any reason other than involuntary layoff.
 - 2. An involuntary layoff period which exceeds twelve (12) months.
 - 3. If a bargaining unit APC leaves her/his bargaining unit job at PAMF to take a job outside of the bargaining unit.
- E. Seniority Adjustments:

Seniority shall be adjusted for the period of time that an employee may have been on a layoff.



PAMF
Date 9-22-22



ESC
Date 10/10/22

This tentative agreement is effective upon ratification of the overall agreement from the ESC members employed at Sutter PAMF Walk-in-Care and approval by the ESC Executive Board *wl*