Union Proposal #6
Length of Service Credit

April 6, 2021

ARTICLE 10: VACATION LEAVE
SECTION 2: ACCRUALS
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Section 2. Accruals. All eligible employees shall accrue vacation in accordance with the following rates:
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At the discretion of the Appointing Authority, Employees who are hired into State service from another public sector employer, including the United States Armed Forces, tribal government, or from a private sector employer, contracting work, or self-employment in a position directly related to the employee's current State position, and who were in a vacation eligible position with that employer may shall be granted a length of service credit in an amount up to equal to the length of time employed by the previous employer(s), contracting work, or self-employment.

Length of service credit for previous employer(s), contracting work, or self-employment shall be subject to the following conditions:

1. There must be evidence to establish that the employee was employed by another public sector employer, tribal government, or by a private sector employer, contracting work, or self-employment in a position directly related to the employee's current State position within four (4) years of the date the State hired the employee; current bargaining unit employees may request consideration for previous employment as described in this paragraph,.

Employees who are hired into State service and have any service in the United States Armed Forces, regardless of relation to the employee's current State position and regardless of how long ago that service occurred, shall be granted a length of service credit in an amount equal to the length of time of that service in the United States Armed Forces.

Length of service credit for service in the United States Armed Forces shall be subject to the following condition:

1. There must be evidence to establish the employee's service in the United States Armed Forces. The evidence must be one of the following:

    A. DD-214
    B. NGB-22
    C. Other documentation, including, but not limited to, a letter from the VA or a letter from a Commanding Officer.

2. The employee must have been in a vacation eligible position with the previous employer,

3. The employee must provide the necessary documentation demonstrating their previous vacation eligibility status,

4. The amount of the length of service credit granted is at the discretion of the Appointing Authority.

The Appointing Authority shall send the employee a written notice within fourteen (14) business days of receiving the employee's request for the length of service credit. If the information the employee provided is sufficient for the Appointing Authority to make a decision, the notice shall inform the employee of the Appointing Authority's decision regarding the amount of service credit allowed and the reasons for the decision. If the information the employee provided is insufficient for the Appointing Authority to make a decision, the notice shall detail what information is needed to make a decision.

Changes in the accrual rate shall become effective the beginning of the next payroll period following the Appointing Authority's approval of the adjusted rate and shall ~~not~~ be retroactive to the date the employee submitted sufficient information to make a decision.

An employee whose length of service credit was determined by the Appointing Authority during the period of April 12, 2018 through June 30, 2021, may submit a written request to the Appointing Authority for a review of that determination. In the review, the Appointing Authority shall determine the date on which the employee submitted sufficient information to make a decision. The Appointing Authority's decision on the review shall follow the conditions within this section.

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