

University Counterproposal

May 5, 2026

Seniority (Staff)

1. Seniority is a bargaining unit employee's length of service at the University since their original date of hire, or, in the case of employees involuntarily transferred from UPMC, their original date of hire at UPMC. Seniority excludes service as a casual employee, temporary employee, student worker, graduate student employee, ~~or~~ part-time faculty, or other non-employee.
2. Seniority and the employment relationship shall terminate if the bargaining unit employee:
 - 2.1. Is discharged in accordance with Article __, Discipline and Discharge;
 - 2.2. Resigns, except if the employee resigns for the purpose of accepting a different position with the Employer;
 - 2.3. Retires;
 - 2.4. Is laid off for 24 12 months or more; or
 - 2.5. Fails to return to work, with or without accommodation, at the end of an approved leave of absence.
3. Any bargaining unit employees who were terminated for performance or misconduct within one (1) year prior to between October 7, 2024, and the effective date of this Agreement and who have been re-employed by the Employer during the term of this Agreement subsequent to their termination shall have their seniority calculated without reference to the termination.

The University of Pittsburgh reserves the right to add to, delete from, or modify any proposal herein prior to final agreement. Any withdrawal of a proposal is without prejudice to the University. Any tentative agreements reached between the parties on any proposals shall not become final until (1) the parties have reached final agreement on a full collective bargaining agreement, and (2) the Union membership has ratified the full collective bargaining agreement.