

University Counterproposal

June 12, 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, student worker, temporary employee, graduate student employee, 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. [PACKAGE PROPOSAL] ¹Is laid off for 24 18 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~~ discharged between October 7, 2024, and the effective date of this Agreement and who have been re-employed by the Employer within one year after~~subsequent to~~ their ~~termination~~ discharge shall have their seniority calculated without reference to the discharge termination. This provision shall be in effect only during the term of this Agreement.

¹ The University proposed seniority retention period of 18 months is packaged with the University's 15-month proposed period of eligibility for recall and 18-month priority consideration period in the University's Layoff proposal.

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.