

PROMOTION

In order to provide advancement opportunity when vacancies exist within the bargaining unit, the Employer agrees that all permanent new jobs and vacancies shall be posted on the bulletin board for a period of not less than seven (7) calendar days. The posting shall indicate the title, description of duties, basic personnel requirements, work schedule and rate of pay of the vacancy. Interested employees may make application for such vacancies by filing with the Director or his/her representative a statement declaring their desire for a transfer or advancement. The Employer shall award the job to the most qualified employee who can perform the required work. In considering the employee's qualifications for transfer or advancement, the Employer shall consider the employee's experience, training, ability and work record, and if all these are equal, the employee with the most seniority shall be awarded the job.

If there are no readily qualified applicants, the Employer may fill the position by new hires that possess the minimum qualifications in the original posting.

All promoted or transferred employees (even to another bargaining unit) shall serve a trial period not to exceed six (6) months.