

MEMORANDUM

State of Alaska
Department of Administration
Division of Labor Relations

To: Mila Cosgrove, Director
Division of Personnel
All Technical Services staff
All Management Services staff

Date: February 6, 2006

From: Art Chance
Director

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Subject: Short term / long term non-permanent appointments

Recently, we were asked whether short term non-permanent appointments should be considered for conversion to long-term non-permanent appointments or have the incumbent separated based on the length of the incumbent's employment or based on the amount of time the position has been established.

Different bargaining units have different provisions regarding non-permanent appointments. For example, the agreement with the General Government Unit – Article 9 - states that short-term non-permanent appointments shall be treated as long-term appointment when the non-permanent continues to work beyond one hundred twenty (120) days. The agreement with the Confidential Employee Association – Article 1.03 - states that a short-term non-permanent appointment must be separated following the ninetieth (90th) day of employment.

Regardless of the differences between the agreements, all agreements have language that anticipates the conversion/separated to be based on the length of employment, or days worked, as opposed to the amount of days the position has been established. Clearly, a non-permanent who was appointed as a short-term non-permanent GGU member, and who works one day, should not be considered a long-term because his/her position was established one hundred twenty (120) days ago. Neither should a CEA member, after one day of work, be separated because his/her short-term non-permanent position was established ninety (90) days ago.

Cc: All LR staff
LR web-site
APT