

SECTION 1.19 SENIORITY

Seniority is defined, for the purposes of Jefferson County Board of Developmental Disabilities (JCBDD), as the uninterrupted length of continuous service with the agency, county, a general health district, or the State of Ohio. An authorized leave of absence does not constitute a break in service and seniority time continues to accumulate during the term of the leave, provided that the employee complies with rules and regulations governing his/her leave of absence, and that the employee is reinstated from leave.

For the purposes of layoff, seniority is defined as continuous service with the agency, county, general health district, or the State of Ohio. Service may be transferred from one (1) agency to another without loss of seniority as long as no break in service of more than thirty (30) days occur. A break in service occurs if any employee is terminated for any reason other than layoff, and is not reinstated within one (1) year of the termination date. If an employee is reinstated within one (1) year of the termination date, continuous service will not be broken and prior service will be credited to the employee for purposes of determining seniority. Employees who are reinstated or reemployed from layoff within one (1) year of the layoff date will retain all previously accumulated seniority, but will not be credited with seniority for time spent on layoff.

Seniority for purposes of vacation is calculated according to the number of years of service with the agency, county, or any political subdivision of the State of Ohio. The service need not be continuous; however, completion of a total of one (1) year of service as defined in Section 9.44 of the ORC is required before eligibility for any vacation leave is established.

Seniority for the purposes of determining retirement benefits is defined by the provisions of the retirement system in which the employee participates.

For all other purposes, other than those specified above, seniority shall be defined as set forth in the provisions of the Ohio Revised Code.

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