

Department of Public Safety and Correctional Services

POLICY ON SENIORITY


This policy, the product of negotiations between the DPSCS and AFSCME, shall apply to all State Correctional Facilities and Maryland Correctional Enterprise and shall be made a part of and be implemented at all facilities within DPSCS.

Seniority will be:


- 1) Determined by total service time in the Department of Public Safety and Correctional Services.
- 2) Seniority shall be computed in days.
- 3) Should that result in a tie, the criteria shall be the number of days in State service.
- 4) If a tie continues to persist, seniority shall be determined by a random means using the employee's social security number. See the attached document.

This definition of seniority will be used for the purposes of scheduling annual leave, determining lists for volunteer and draft overtime. Additionally, the Seniority Policy will be used for the purpose of scheduling relief days for facilities running on a Five-Two Schedule. CO Sergeants in Five-Two institutions will be a separate group only for the purpose of determining seniority for the scheduling of relief days otherwise the policy shall apply to CO Sergeants as described above.

Attachment: Procedure for Random Means of Determining Seniority



For AFSCME
5.10.2010
Date



For DPSCS
5-7-10
Date