

District Counter Proposal
District-CCE Negotiations

April 18, 2007

MOU
4/17/07
4-17-07
Bxm

B.P. CCE/AFT-16 TRANSFERS, PROMOTIONS, & VOLUNTARY DEMOTIONS

C. Voluntary Transfers And Promotions (Employee Initiated)

1. When a new position is established or an existing position becomes vacant and is not abolished, the District shall post the vacancy for no less than five (5) working days in places routinely visited by employees or through announcements generally distributed to employees. An Permanent, non-probationary employees are eligible for voluntary transfer and promotion and-must apply in writing within the time allowed on the notice to the Director of Human Resource Services or designee. Permanent employees serving an initial probationary period are not eligible for voluntary transfer and promotion.

D. Criteria For Voluntary Transfers and Demotions

1. Best interest of the District and the employee as determined by the Superintendent/President or designee
- ~~2. EEO/Affirmative Action considerations~~
- ~~3.2. Qualifications~~
- ~~4.3. Experience~~
- ~~5.4. Prior evaluations and work record~~
- ~~6.5. Recommendations of affected supervisors.~~

F. Voluntary Demotions

A permanent, non-probationary n-employee is eligible for and may request a voluntary demotion at any time. A request for a voluntary demotion shall be reviewed pursuant to the criteria for voluntary transfers and promotions. *PERMANENT EMPLOYEES SERVING AN INITIAL PROBATIONARY PERIOD ARE NOT ELIGIBLE FOR VOLUNTARY DEMOTION.*