

## **Benefits For Hourly Full-time Temporary Employees**

An employee who is hired to fill full-time temporary vacancies of less than 6 months shall be eligible for all benefits required by law and after 30 days for paid holidays (named holidays only) which fall within his or her normal work schedule. No other benefits shall be afforded an employee hired to fill these short-term temporary vacancies unless the employment extends beyond 6 months. In those instances, there shall be no retroactivity, but provided the projected duration of temporary employment is for at least another 3 months, he or she shall be treated as a long-term temporary employee (see below).

Under normal circumstances, if it is determined at the onset of employment, or upon re-determination of the length of employment, that the duration of the temporary placement will be for 6 months or more, the following benefits shall be granted to the employee, in addition to those required by law:

- Full insurance benefit package provided to employees in appropriate unit, except long-term disability and HSA Option. The effective date of the insurance package shall be determined based on the date of the decision that the employee is eligible for insurance benefits.
- Schoolcraft educational grant, after 30 days of employment, for employee, spouse and eligible dependent children.
- Paid holidays for named holidays, after 30 days of employment.
- Paid sick leave for the months employed, after 30 days of employment.
- Any shift premium pay as may be required for position classification.

Any days not worked by a temporary employee, except as otherwise stipulated, shall be without pay.