

Section 29.3. - Bulletin Boards: The City shall provide adequate space on one bulletin board in each work location for the posting of Union notices. Such notices shall be of a nonpolitical and non-inflammatory nature.

Section 29.4. - Notification Obligations: The Union agrees to notify the City's Human Resources Director in writing of any changes in the Union's Executive Board and other designated representatives. Notice may be provided by email.

ARTICLE 30 - FILLING OF VACANCIES

Section 30.1. The City agrees to post vacancies on the bulletin board in Public Works and the Library and to announce vacancies on the City's website and, by e-mail where practical, to all regular full-time and part-time employees, except vacancies for department directors, and other positions not represented by Union.

Vacancies will be posted for a minimum of ten (10) business days prior to the closing of applications. Bargaining unit members who apply and meet the minimum qualifications for job vacancies shall receive an interview for the position. In the event employees are interviewed during their regular work schedule, they will be paid. Employees will not be paid for interviews conducted outside their regular work schedule. Upon request, bargaining unit members who received an interview, but were not selected for the vacant position, will be given the opportunity to discuss how they can become a stronger candidate.

Additional exceptions include personnel change actions as listed in Appendix B.

Section 30.2 When the City decides to post internally, only regular status full-time, part-time, and on-call employees will be eligible to apply.

ARTICLE 31 - SEASONAL EMPLOYEES GENERALLY

Section 31.1. A regular status seasonal employee shall be eligible for a salary increase upon returning to the City in the same job classification for the next season, up to and including step 6.

Section 31.2. A seasonal employee shall be given notice at the time of hire of the length of the season and the anticipated end of the season. A seasonal employee shall be given at least ten (10) calendar days advance notice of the end of the season, except when conditions are beyond the control of the City.

Section 31.3. Seasonal employees shall accrue all rights and benefits accrued by full-time employees during their employment season, except as otherwise modified by this Agreement.

Section 31.4. - Seasonal Layoffs: Seasonal employees who are laid off before the end of the season shall be laid off in the inverse order of seniority (least senior laid off first), provided the senior employee possesses the skills, ability and qualifications to perform the work remaining. At