

# UMCES Policy VII-1.31

## **UMCES Policies**

### **VII-1.31-UMCES Policy on Reemployment**

#### I. Purpose and Applicability

This policy establishes the circumstances under which former regular exempt and nonexempt employees who return to USM service shall be considered as new employees.

II. A former regular exempt or nonexempt employee who returns to University System of Maryland service after a break in service of two (2) or more years shall be considered a new employee. Former employees who return within two (2) years of separation shall be governed by the Policy on Reinstatement.

III. For individuals who are reemployed as new employees, prior service, exclusive of the period of separation from service, shall only be used to:

A. Determine the rate of annual leave earnings for exempt and nonexempt employees as described in the Policy on Annual Leave;

B. Determine seniority points for nonexempt employees, as provided in section VII -1.30 - UMCES Policy on Layoff for Exempt and Nonexempt Personnel.

Approval Date: 10/09/06