


<p>Name of Policy: <u>Limited contract appointment status (grandfathered)</u></p> <p>Policy Number: 3364-25-16</p> <p>Approving Officer: President</p> <p>Responsible Agent: Vice President for Human Resources and Campus Safety</p> <p>Scope: Health Science Campus-all University of Toledo Medical Center (UTMC) based employees [hourly union, hourly non union, salaried staff including managers and supervisors]</p>	 <p>Effective date: July 28, 2008</p>
<p><input type="checkbox"/> New policy proposal</p> <p><input type="checkbox"/> Major revision of existing policy</p>	<p><input checked="" type="checkbox"/> Minor/technical revision of existing policy</p> <p><input type="checkbox"/> Reaffirmation of existing policy</p>

(A) Policy statement

The purpose of this policy is to provide guidelines and provisions of appointments to a category of employment called "Grandfathered Limited Contract." Previously, limited contracts were covered by "Administrative Rules and Regulations of the By-Laws of the Medical College of Ohio." Effective July 1, 1996, Grandfathered limited contract employment is governed solely by this policy, and will replace limited contracts.

Grandfathered limited contract employment is available only to those individuals who were appointed to a limited contract as of June 30, 1996. No new appointments will be made to grandfathered limited contract status after this date. Grandfathered limited contract holders, as described in this paragraph, will be continued in this status, except for termination of contract as described in the following paragraphs.

(B) Notice of termination

Notice to any limited contract holder of termination of their contract may be given by the University of Toledo, in writing, at any time during the term of the contract, for any reason or no reason, at the university's sole discretion, providing ninety days advance notice of the effective date of such termination. At the university's sole discretion, the individual may continue working during this notice period, or may be relieved of all job duties. This advance notice period shall not be required when individuals employed on a grandfathered limited contract are terminated for cause. In this event, said individuals remain subject to immediate termination.

(C) Eligibility for continuation of grandfathered limited contract status

As described in this policy, those limited contract holders employed on June 30, 1996, may or may not have a grandfathered limited contract issued, subject to all provisions of this policy, at

the sole discretion of the University of Toledo. However, a grandfathered limited contract will be automatically and immediately canceled without any requirement for notice should a contract holder be subject to any significant change in employment status. Examples of such changes would include transfer to another job by promotion, demotion or lateral transfer; voluntary permanent reduction in scheduled hours; change in job title commensurate with a change in duties or responsibilities, etc. This list is not all-inclusive and is only representative of the type of change which would result in loss of grandfathered limited contract status.

(D) Salary adjustments

Grandfathered limited contract holders will be eligible for salary adjustments at intervals determined as appropriate by the University of Toledo and will be subject to the criteria published at those times.

All other terms and conditions, as well as benefits and other effective policies, may be found throughout the human resources section of this policy manual.

<p>Approved by:</p> <p><u>/s/ laj</u> Lloyd A. Jacobs, M.D. President</p> <p><u>August 12, 2008</u> Date</p> <p><i>Review/Revision Completed by:</i> <i>Human Resources</i></p>	<p>Policies Superseded by This Policy:</p> <ul style="list-style-type: none"> • <i>05-068 Limited Contract Appointment Status (Grandfathered) (former Health Science Campus policy, review date 07/01/03)</i> <p>Initial effective date of this policy number: July 28, 2008 Review/Revision Date: Next review date: July 28, 2011</p>
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