

**ARTICLE 10. Promotions & Temporary Assignments**

A. When any permanent vacancy or new career job in the UCSB Skilled Craft unit is available, it shall be posted on the University's online recruitment system for a period of two (2) weeks.

B. Employees desiring to be considered for a promotion or transfer opportunity in the UCSB Skilled Craft unit shall be considered if they meet the minimum qualifications for the position and complete the application process for the position. The candidate determined by management to be the best qualified for the vacant position shall be selected. Management will consider the objective of promotion or transfer of career employees in making its selection.

C. The University may temporarily assign an employee to perform all the functions in a higher level classification. This temporary assignment will require a temporary title code change. The employee will be paid at the salary rate of the higher level position during the temporary assignment. Salary increases for temporary assignments are non base-building. The temporary assignment must be for a minimum of 4 weeks with a maximum of one year, unless an extension is approved by Human Resources up to a maximum of two years.

D. The Union agrees to cooperate with the University's efforts to comply with legally mandated Affirmative Action obligations.