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*Management proposal*  
"Article 4 - External Temporary Employee"

APR 28 2025

*Initial proposal dated \_\_\_\_\_*

*Luna Mar  
04/28/25  
1557  
Elyahite Anaya-Carne  
4/28/25 3:58 pm*

**D. EXTERNAL TEMPORARY EMPLOYEE**

1. ~~An External~~ temporary employee is defined as an employee who is hired to work for a specific period of time not to exceed six (6) consecutive months. The period may be extended up to an additional six (6) consecutive months ~~within 30 days of the end date of the previous assignment. The extension shall be established~~ by mutual agreement in writing by the employee and the employer and based on business need using the LMP joint staffing committee process.
2. ~~An external~~ temporary position is non-benefited.
3. ~~An external~~ temporary employee ~~will be required to~~ shall comply with all requirements of dues/fees for OFNHP representation.
4. ~~An external~~ temporary employee shall accrue seniority and may apply for another position within 30 days of the end date of ~~their current~~ assignment but will not be eligible to start such transfer until the ~~current~~ assignment is completed. ~~This 30 days requirement may be be waived by the current manager.~~ mutual agreement upon review of the LMP joint staffing committee.

