

## Article 2 - Recognition

- 2.1 The ESD recognizes the Union as the exclusive representative on wages, hours, and all other terms and conditions of employment for all Classified Personnel, as identified in appendix A.
- 2.2 Excluded from this Agreement are substitute employees, temporary employees, licensed employees included in the other bargaining unit, and supervisory and confidential employees as defined by ORS 243.650
- 2.3 For purposes of this contract, a "substitute employee" is one hired for the purpose of filling the position of employees who are temporarily absent. A "temporary employee" is one who is hired for a position, which is seasonal, and/or to serve in a vacancy until filled, to a maximum of 90 **calendar consecutive work** days, or is filling a temporary position that is created for the purpose of a specific task or special project that will not exceed one year.