

**Reference:** HUMAN RESOURCES  
**Section:** EMPLOYMENT PRACTICE  
**Title:** REHIRING FORMER EMPLOYEES  
**Policy Number:** 04-02-06  
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**I. PURPOSE**

The purpose of this policy is to define the position by the Niagara Frontier Transportation Authority and the Niagara Frontier Transit Metro System, Inc. (collectively referred to as "NFTA" or "Authority") on rehiring former employees.

**II. APPLICABILITY**

This policy applies to all Authority employees.

**III. POLICY**

Employees who leave the Authority in good standing and later wish to return may be considered for re-employment. Consideration will be given to those who demonstrated a satisfactory work record. Former employees whose employment was terminated for cause, or who resigned in lieu of facing disciplinary action by the Authority, will not be considered for re-employment.

The Authority has no obligation to re-hire former employees. This policy is intended to provide management with guidance on this option. Additional questions may be directed to the Director of Human Resources.