

1 **ARTICLE 21. LAYOFF**

2 GTFF Proposed Language | ~~GTFF deletion~~ | UO Proposed Language | ~~UO deletion~~ |
3 Agreed Upon Language | Status Quo

4
5 **Section 1.** Layoff is defined as a separation from university service ~~during the period of a GE~~
6 ~~appointment~~ due to a reduction in force or a reduction in a department for financial or
7 academic reasons. A layoff occurs when a GE is removed from university service during:

- 8 a. the period of a GE appointment, as defined in ARTICLE 22, Section 7; the
9 period between the start date of the GE appointment and the acceptance of the
10 appointment. This excludes the ten (10) calendar day rescission period as
11 outlined in ARTICLE 17, Section 4; or
12 b. the period between a previous appointment and an expected future
13 appointment that has not been offered (e.g. during a summer term when a
14 spring term appointment was given and a fall term appointment was expected).

15 Layoff shall not reflect discredit on a GE.
16

17 **Section 2.** Order of layoff will be based on reasonable criteria. Layoff shall be implemented by
18 providing the GE with as much written notice of separation as possible, but no less than thirty
19 (30) days before the effective date of the layoff, stating the reasons for layoff. Affected GEs shall
20 be compensated for preparation time actually performed up to 20 hours, and for any actual work
21 performed in addition to preparation time.
22

23 **Section 3.** GEs will not be laid off due to inadequate course enrollment.
24

25 **Section 4.** A GE who is laid off shall be put on a departmental priority reappointment list ~~until~~
26 ~~the end of that academic~~ for 365 calendar days following the lay off, year or until another
27 appointment of equal duration is made, whichever comes first. The department shall, upon
28 request, provide the Union with its priority reappointment list. It is agreed that GEs on said list
29 shall receive first consideration by the department for other suitable appointment before
30 employing new GEs for the duration of the original appointment. In the event of layoff related to
31 the elimination or partial elimination of departments or programs, GEs shall be notified in
32 accordance with Section 2 and their names placed on a priority reappointment list held by the
33 contract administrator. GEs on said list shall receive first consideration for suitable appointments
34 in departments or programs of a cognate field and for non- academic appointments for the
35 duration of the original appointment.
36

37 **Section 5.** If layoff occurs after established appointment start date for the quarter (see
38 ARTICLE 22, Section 8 5, "Appointment by Quarter") or start date of the appointment in the

39 case of summer appointments, affected GEs shall continue to have a tuition waiver and health
40 insurance, per ARTICLE 23 (Tuition Waiver) and ARTICLE 24 (Health Insurance), for the
41 term in which the layoff occurs.

42

43 **Section 6.** A laid-off GE on the priority list who declines a subsequent appointment offer by the
44 University that is substantially similar to the position from which they have been laid off and for
45 which they ~~is~~ are qualified, shall be taken off the priority reappointment list for that term and will
46 no longer receive the tuition waiver.