

*This is part of a package proposal. UAW reserves the right to withdraw this package proposal at any time, at its sole discretion and without penalty. If this package proposal is not accepted as written in its entirety and without modification as described below, this proposal will be declared to be void and non-existent and the Union will return to bargaining from its language proposed prior to this package proposal.*

## **Article XX - Layoff**

**A.** Layoff is defined as an involuntary separation, or a reduction in percent effort, for an Academic Researcher as a result of funding becoming unavailable.

**B.** In the event of layoff, the University shall provide written notification to the Academic Researcher. Such notice shall be provided at least 120 calendar days in advance of the effective date of the layoff.

1. In the event 120 day's notice cannot be provided, the University shall provide the laid off Academic Researcher pay and benefits in lieu of notice for the portion of the 120 days for which notice was not provided.
2. The University shall provide a copy of the layoff notice to the UAW within one (1) working day of the layoff notice to the Academic Researcher.

**C.** In the event the funding is restored or the termination of the research project is reversed within the time that the current appointment period would have been in place, the Academic Researcher shall have their appointment restored when the funding/work is restored.

**D.** In order to mitigate the effects of a layoff, the University will provide advice to the Academic Researcher in finding an alternate Academic Researcher appointment for which they are qualified.

**E.** An Academic Researcher who is subject to layoff may request that the University supply a written statement concerning the unavailability of funding that is the reason for the layoff.

**F.** An Academic Researcher who is subject to layoff shall have layoff status for one (1) year following the effective date of the layoff.

1. An Academic Researcher on layoff status shall be recalled into any available position for which the Academic Researcher is qualified at the same campus. If

more than one qualified person is on layoff status, the order of recall shall be in order of the effective date of layoff.

2. Each campus shall maintain a current roster of Academic Researchers on layoff status and shall provide notice of employment opportunities to such persons.
3. An Academic Researcher on layoff status may be eligible to participate in employee benefit programs as allowed by the University's Group Insurance Regulations.

#### **G. Order of Layoff**

1. The order of layoff of employees in the same title series within a unit of layoff shall be in inverse order of seniority.
2. "Seniority" is calculated by full-time-equivalent months (or hours) of University service. Employment prior to a break in service shall not be counted. When employees have the same number of full-time- equivalent months (or hours), the employee with the most recent date of appointment shall be considered the less senior employee.
3. The University may retain employees irrespective of seniority who possess special knowledge, skills, or abilities which are not possessed by other employees in the same title series in the layoff unit and which are necessary to perform the ongoing functions of the department. If an employee with less seniority is to be retained, the University shall notify the union in writing in advance of the layoff notice of the special knowledge, skills and abilities which support the retention of the less senior employee.

**H.** When the University determines that there is to be a change in a layoff unit within the bargaining unit, it shall give UAW advance notice of at least thirty (30) calendar days. Changes to a layoff unit shall not occur more frequently than each one-hundred twenty (120) calendar days.