

ARTICLE __
LAYOFF

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5 .1 Implementation. The University may implement a layoff at any time as a result of
6 reallocation of resources; reorganization of academic or administrative structures,
7 programs, or functions; reorganization of degree or curriculum offerings or requirements;
8 adverse financial circumstances; or reduction or elimination of programs or functions.
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10 .2 Notice. The University shall provide the UFF and the Employee with no less than thirty
11 (30) days advance notice prior to conducting any layoff. The UFF may request a
12 consultation with the President or representative pursuant to Article 2 (Consultation) during
13 this period to discuss the layoff.
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15 .23 Terminations (voluntary or involuntary) which occur pursuant to another article of this
16 Agreement shall not be deemed a layoff.
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18 .34 The University shall determine the program areas, subject areas, positions, and personnel
19 subject to any layoff.
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21 .45 Employees who are laid off remain eligible for reemployment.
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23 .56 The provisions of this article shall not apply to positions funded from contracts, grants, and
24 sponsored research funds, including any research appointments supported by the
25 University; or positions funded by “soft money”.
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For the University

For the UFF

Mark Bonfanti
Chief Negotiator

Candi Churchill
Chief Negotiator

Date

Date