

ARTICLE 14

LAYOFF AND REEMPLOYMENT

14.1 Layoff

- 14.1.1 Bargaining unit employees shall be subject to layoff for lack of work and/or lack of funds. Whenever a bargaining unit employee is laid off, the order of layoff within the classification shall be determined by length of service (seniority). Length of service for purposes of this article shall be defined as the employee's first day of paid status in a classification.
- 14.1.2 The unit employee employed the shortest time in the classification, less any breaks in service of more than thirty (30) days, shall be laid off first.
- 14.1.3 Whenever it becomes necessary to implement a layoff, employees shall be laid off in reverse order of seniority within the affected classification.
- 14.1.4 A bargaining unit employee laid off from her/his present classification may, in order to avoid layoff, bump into an equal or the next lowest classification in which the employee has actually served based on the employee's seniority. In order to bump another employee in an equal or lower classification, the employee must have greater seniority than the person to be bumped. The employee with the least seniority in the classification in which an employee is bumping into shall be bumped first.
- 14.1.5 Transfer in lieu of lay off shall be done in accordance with Merit Rule 9.5.4.

14.2 Reemployment

- 14.2.1 Employees laid off are eligible for reemployment for a period of thirty-nine (39) months, during which, if a vacancy exists in the classification from which the employee was laid off, the employee shall be re-employed in preference to new applicants. Employees who accept a voluntary demotion in lieu of layoff (i.e. bump into a lower classification) shall be entitled to an additional twenty four (24) months on the reemployment list. Employment from the reemployment list shall be made in the order of seniority, with the most senior person offered reemployment first. Those employees who have completed a probationary period shall be re-employed without having to serve an additional probationary period. Employees who have been laid off may apply for promotional examinations. Laid off employees shall not accumulate seniority while on a reemployment list except in cases where the employee is returned to her/his former classification within thirty (30) days from the date of layoff.

14.3 Notice

- 14.3.1 Bargaining unit employees shall be given not less than forty-five (45) days written notice of layoff. The District reserves the right to decide to layoff employees. For purposes of this Article, the term "layoff" shall not include a reduction in hours. The District will meet and negotiate with CSEA the decision to involuntarily reduce hours and/or work year.

14.3.2 The District shall notify the Association within forty-five (45) days prior to the effective date of any layoff. Should the Association desire to negotiate the effects of a noticed layoff, it shall notify the District in writing no later than ten (10) working days after receipt of the District's notification. If agreement regarding the effects of the layoff has not been reached prior to sending the forty-five (45) days notice of layoff to the affected employees, the District may proceed with the layoff and negotiations concerning the effects of the layoff shall continue.