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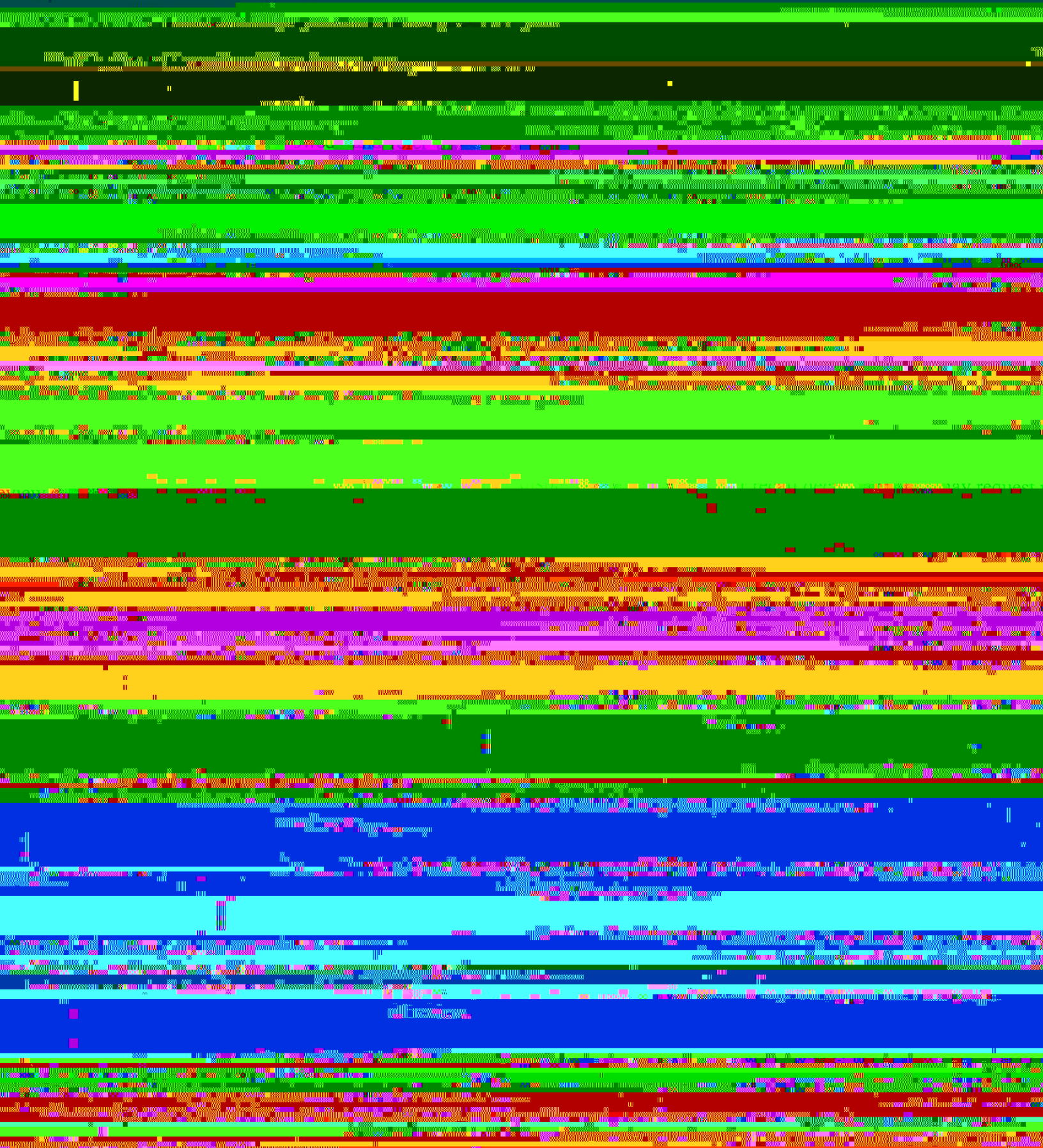
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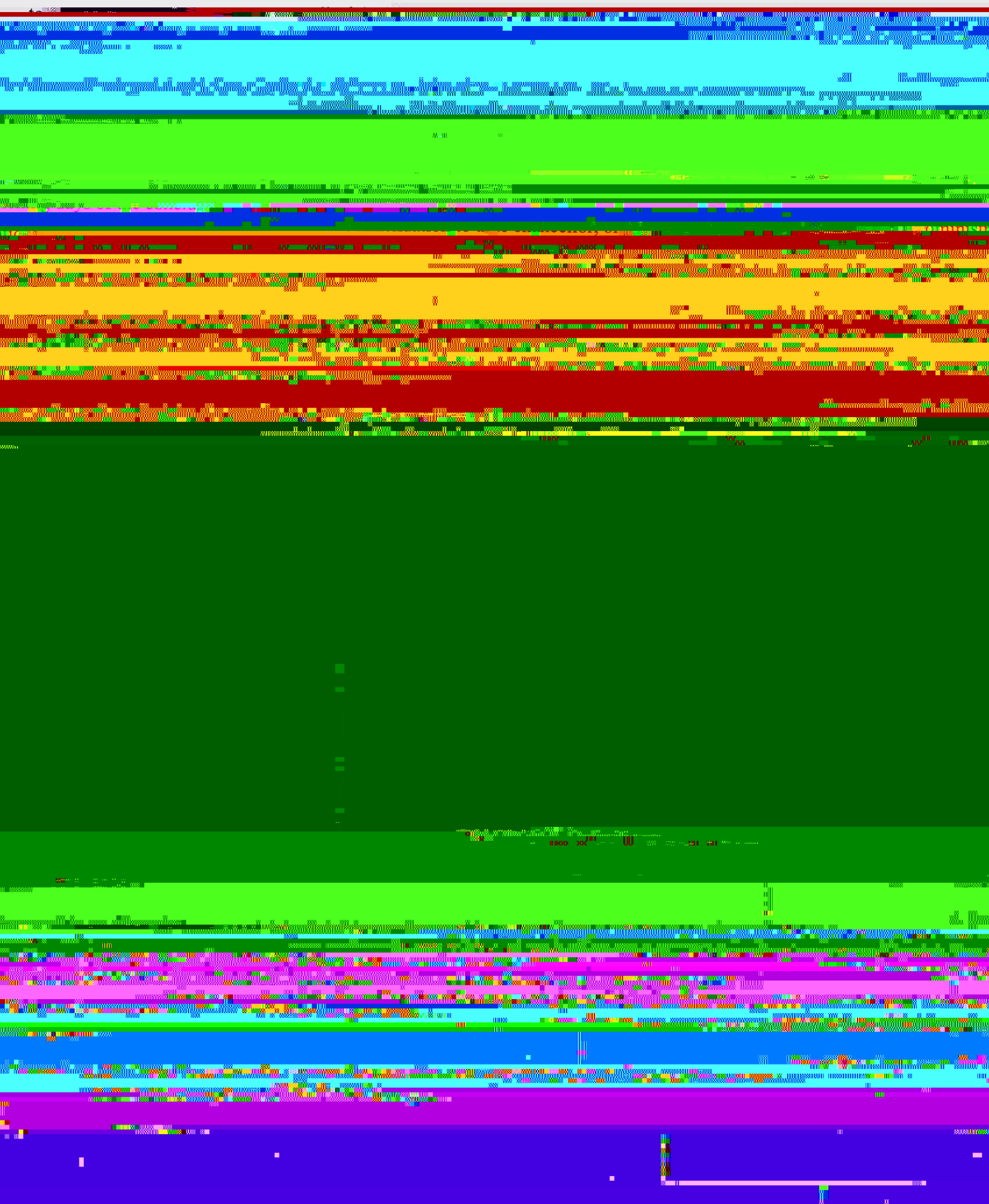




1

A former employee will return to the same pay placement and date of hire











TO: Monique Musick, Chair, Staff Alliance

FROM: Erik Seastedt, Chief Human Resource Officer

DATE: March 2, 2015

RE: Proposed Emergency Revisions to R04.07.110 Layoff, Recall and Release; & R04.08.060.G

This is in response to your February 17, 2015 memo regarding the proposed revisions to R04.07.110 and R04.08.060.G. I appreciate the thorough review and professional response by Staff Alliance especially in light of the expedited timeline. Following is a brief summary of the changes that were made based on the comments received. The subsection references are to the revised version of the re-draft which is attached.

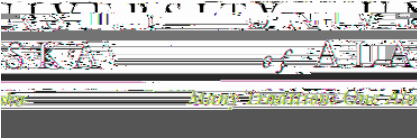
The Department of Psychology will continue to have input into the selection for layoffs as requested.

Under subsection C, Selection for Layoffs, length of service is one of several factors considered in selecting individual employees for layoff. It does not create a seniority system. Since selection for layoff is not based on seniority, the regulation leaves open the possibility that either an employee with longer service in the unit, or an employee with longer overall university service, could be selected for layoff, depending on the other factors listed.

In subsection C, Selection for Layoffs, length of service is one of several factors considered in selecting individual employees for layoff. It does not create a seniority system. Since selection for layoff is not based on seniority, the regulation leaves open the possibility that either an employee with longer service in the unit, or an employee with longer overall university service, could be selected for layoff, depending on the other factors listed.

Under subsection C.1 because as a practical matter, undocumented performance, whether good or bad, is difficult to rely on when distinguishing between two or more similarly qualified employees.

The affected department leadership will continue to have input into the selection for layoffs.





may assign an appropriate reviewer. Depending on the issues raised, the reviewer may decide the issue on the materials submitted, may choose to schedule a meeting with W K H H P S O R \ H H D Q G V