

8.3 Layoff/Reduction (rev. 3/25/2014)

A staff member may be laid off or reduced in hours for lack of work, elimination of his or her position, reorganization, budget reduction or other business or operational considerations. Pacific will identify the department, work group, and functions or job classifications to be affected. Selection for layoff will be based on management's judgment of the staff member's skill, ability, performance and competence to meet present and anticipated needs. Where skills and abilities are substantially equal, seniority shall apply. This provision does not pertain to grant or contract funded positions.

In exchange for execution of a severance agreement including a general release, non-exempt staff members shall be given a combination of two (2) weeks' notice, and one (1) week's pay for each completed year of service up to a combined maximum of sixteen (16) weeks.

In exchange for execution of a severance agreement including a general release, exempt staff members shall be given a combination of one (1) months' notice, and one (1) month's pay for each completed year of service up to a combined maximum of four (4) months.

A staff member who is laid off or whose hours have been reduced shall be given first consideration for rehire to the former assignment, for a period of one (1) year from the date of layoff or reduction in hours. The laid off staff member shall be notified by phone or mail of a call-back opportunity and shall respond within three (3) working days from the date of contact. If the staff member fails to respond and to return to work within eleven (11) working days following recall, or is not rehired within one year, the staff member will receive no further priority consideration for recall.

Upon returning to a regular staff benefited position within a one-year period from layoff, a staff member shall have seniority and all applicable benefits restored.