Article 12: Layoffs

12.1 ~~Section 1.~~

If an individual accepts appointment to an ASE position for one or more semesters in an academic year and the position offered is eliminated or reduced prior to the ASE's end of appointment, the University shall notify the affected individual and the Union one month prior to the effective date of the action ~~in advance~~. Furthermore, the University will ensure that the individual:

12.1.1 Is given an appointment in a bargaining unit classification and will be paid equivalent compensation to that of the original appointed position, or

12.1.2 Receives equivalent compensation in lieu of the position for the term of the appointment. For Hourly ASEs with an appointment period, equivalent compensation shall be for the number of hours in the appointment that were not completed. If the number of uncompleted hours for an Hourly ASE cannot be determined from the letter offering appointment or other correspondence, the ASE and the Department or Hiring Unit shall mutually agree upon the number of uncompleted hours based on the typical workload of appointees doing the same kind of work assignment.

12.1.3 For purposes of this Article, the term appointment refers to the commitment made to the ASE in the appointment letter.