

California Academy of Sciences and

Cal Academy Workers United

Management Counter-Proposal

January 21, 2025

LAYOFF, REDUCTION IN FORCE, SEVERANCE PAY

When the Academy determines that it will reduce or eliminate bargaining unit positions that will result in permanent layoffs or reductions in the number of represented positions or hours worked, it shall proceed in accordance with this Article:

1. **Notice to Union:** The Academy shall provide notice as required by applicable law, or thirty (30) days, whichever is greater, and will bargain over the effects of layoff, and the decision where required by law. **Any employee affected by layoff will receive at least thirty (30) days' notice or pay for any period short of 30 days in addition to any applicable severance pay.** The notice to the Union shall identify the names and job titles of individuals subject to layoff, as well as the individual's division and department and date of hire. The Academy will discuss any layoffs with the Union in advance of the layoffs. The discussions shall focus on the determinations discussed in paragraphs 2 and 3 below.
2. **Seniority:** Selection for layoff will be in reverse order of seniority among those performing the same or substantially similar job duties, taking into account qualifications and disciplinary status. For purposes of layoff, **the earliest date of hire with the Academy shall be the seniority date.**
3. **Bargaining:** During the notice period, the parties will meet to bargain over the effects of the layoff, including but not limited to consideration of alternatives to layoffs, soliciting volunteers in lieu of involuntary layoff, reductions in benefits, delays in pay or step increases, and transfer for displaced employees to fill bargaining unit vacancies with the Academy for which they are qualified.
4. **Recall:** Employees other than volunteers who are laid off shall be placed on an offer of recall list for 12 months from the effective date of layoff. Selection for recall shall be in order of seniority among those on a recall list from the same **department**, assuming all have comparable skills and job performance in their former position. Employees who are offered recall will be notified by email and are required to respond to the Academy within five (5) calendar days of the date of notification. It is the employee's responsibility to notify Academy HR of any change of email address and of home address. Failure to respond by email to accept the recall, or rejection of the offer of recall shall result in removal from the recall list.
5. **Severance Pay: Employees who are laid off will receive severance pay equivalent to one month of pay for each year or portion thereof worked with the Academy.**
6. **Health Benefits: The Academy will cover the full cost of COBRA for laid off benefits-eligible employees equal to the number of months covered by severance pay, unless that employee becomes eligible for an employer-sponsored health plan from another employer, or health insurance through a spouse, sooner. The Union agrees to notify the**

Academy of any such eligibility and to inform employees that they must notify the Academy of any such eligibility.