

WWU'S PROPOSAL RE LAYOFFS

1/16/24

Layoffs

- Section 1. **Notice:** If an individual accepts an ESE job and the job is subsequently eliminated or its hours are reduced, the University shall notify the affected individual and the union one month in advance. For purposes of this Article, the term job refers to the commitment made to the ESE in the appointment letter.
- Section 2. **No loss in pay and benefits:** The University shall give the ESE compensation to ensure no loss in pay and benefits for the expected duration of the job. For hourly ESEs, if the number of uncompleted hours cannot be determined from the appointment letter, job description, or other correspondence, the ESE 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.
- Section 3. **Equivalent Jobs:** In cases where a job is eliminated entirely, the University may provide another job in a bargaining unit classification and will ensure the ESE is paid equivalent pay and benefits to that of the original appointed position.