

ARTICLE XX LAYOFF, REHIRE, SENIORITY

I. Layoff.

Whenever it becomes necessary for the Employer to reduce its workforce due to lack of work, lack of funds, or reorganization, the Employer shall use the following procedure. The Employer shall identify the positions to be eliminated and the employee(s) affected and shall notify employees and the Union in writing, at least thirty (30) calendar days in advance of implementation.

II. Rehire Seniority.

A. Rehire Seniority is defined as the length of service in calendar days with the University. Service of less than full time shall be considered full time. Calendar days spent on layoff shall not be included in computing seniority except for cyclic year positions, but does not constitute a break in service. Permanent employees who are veterans or their unmarried widows/widowers shall have added to their seniority the veteran's active military service to a maximum of five (5) years credit. Probationary employees are not vested with seniority credits until successfully completing the probationary period.

B. Rehire Seniority shall be lost following a break in service including resignation, termination for cause, failure to return from a leave of absence, or expiration of rehire rights.

III. Rehire.

A. The Employer shall make a concerted effort to re-employ bargaining unit members on the rehire list. Employees may be placed on the rehire list for the same job profile for which the employee was laid off for twelve (12) months. Employees will be placed on the rehire list by seniority as defined above.

B. Rehire Trial Period.

Employees placed into vacant positions from the rehire list will serve a six month rehire trial period. During the rehire trial period either party may, at its sole discretion and without resort to the grievance procedure, initiate return to the rehire list. Time spent in a rehire trial period will not count toward the twelve (12) month rehire list period. The six (6) month rehire trial period will be adjusted to reflect any paid or unpaid leave taken during the period.

C. Removal from Rehire List(s).

Removal from the rehire list(s) will occur for any of the following circumstances:

- (1) If placement does not occur within twelve (12) months,
- (2) If there are two total offers of placement from the rehire list and the employee either accepts or rejects them.
- (3) If the employee accepts a non-rehire list position at the University.
- (4) Employees who notify the UW they want to be removed from the rehire list.

F. Diversity goals and recognition of extraordinary work performance may be considered at any point during the layoff or rehire process.

IV This article does not apply to emergency layoffs due to acts of nature, financial emergencies, suspension of operations, or furloughs.