

ARTICLE ____

LAYOFFS

Section 1. For the purposes of this Article, layoff is defined as an involuntary separation, or a reduction in percent effort or duration of appointment, for a Postdoc prior to the established appointment end-date due to lack of funding. The non-renewal or failure to be reappointed at the end of an established appointment period (even if related to funding), or separation for cause, shall not be considered a layoff under this Article.

Section 2. When a Postdoc is laid off, they shall receive a notice period in accordance with the following:

- A. Thirty (30) days for a Postdoc with less than three (3) years of service as a Postdoc with the University.
- B. Sixty (60) days for a Postdoc with greater than three (3) year of service as a Postdoc with the University.

Section 3. At the University's sole discretion, payment in lieu of notice may be issued to a Postdoc. In cases where a Postdoc receives less notice of layoff than prescribed above, such Postdoc shall be eligible for the full amount of the payment associated with the applicable notice period; however, the termination date shall not be extended to coincide with the period covered by the notice payment.

Section 4. The decision to lay off a Postdoc is at the sole discretion of the University. At least ten (10) days prior to the decision by the University to lay off a Postdoc, the University official in charge of collective bargaining, or designee, will meet with the Union to discuss the anticipated layoff. The University shall meet with the affected Postdoc and the Union to consider whether alternative appointments within the University may be suitable for the remainder of the existing appointment.

In the event that no suitable alternative exists, the University will provide advice to the Postdoc in finding other employment for which they are qualified.

Kenneth Jones
ABC JGM

Kenneth Jones
UCDM