

Article 18: LAYOFF/REDUCTION/REEMPLOYMENT

- 18.1 The District may layoff or reduce the hours of unit members at any time for lack of work or lack of funds. Whenever a unit member is laid off, sixty (60) days written notice shall be provided to the extent required by the Education Code Section 45117. The order of layoff within the classification shall be determined by length of service. The unit member who has been employed the shortest time in the classification including time in higher classifications shall be laid off first. Reemployment shall be in reverse order of layoff.
- 18.1.1 In the event that two (2) or more employees have the same seniority date within the affected classification, the process for breaking a tie shall be by lot. Lot is to be defined as affected employees' names being written on pieces of paper and drawn from a container in the presence of both District and Federation representatives.
- 18.2 For purpose of this section, "length of service" means first date of hire in a probationary status within a classification. "Hours in paid status" shall not be interpreted to mean any service performed prior to entering into a probationary or permanent status.
- 18.3 The District shall notify the Federation of any contemplated unit member layoff and, meet and discuss with the Federation layoff procedures including displacement rights.
- 18.4 The District agrees to meet and negotiate with the Federation on the decision to reduce the hours of categorically funded unit members up to and until such time as the parties reach an impasse as determined by PERB pursuant to Government Code Section 3548. Following a determination of impasse by PERB, the District may initiate the reduction of hours concurrent with negotiating the effects of such reduction in hours that are within the scope of representation as defined in Government Code Section 3543.2. The District agrees to meet and negotiate with the Federation, to the extent required by law, on the decision to reduce hours of non-categorically funded unit member.