

LAYOFF Frequently Asked Questions

1. Why are we receiving the Voluntary Worktime Reduction Program notification?

All CSUEU employees in Unit 2, 5, 7, & 9 received this notification so that they may have an opportunity to participate in the voluntary worktime reduction program.

2. What is the Voluntary Worktime Reduction Program?

This program may help mitigate potential layoffs. The Voluntary programs include the following: a) reductions in the hours worked per week, b) reduction of months worked per year, and c) full or partial leaves of absence without pay of varying lengths of time.

3. How do I participate in the Voluntary Worktime Reduction Program?

Discuss with your department management available options. Requests will be evaluated based on the impact to department operation needs.

4. What are seniority points?

Seniority points determine the length of employment for each employee. Full-time permanent employees shall earn one (1) seniority point of service credit in a given class, or skill level within a class, for each qualifying month of employment. Part-time employees holding permanent status shall earn seniority points proportional to the timebase served.

5. What are retreat rights?

An employee who has received a notice of layoff may elect to be transferred or demoted to any classification, or skill level within a classification, in which he/she was granted permanency during the period preceeding the layoff, provided there has been no break in service.

6. What are the effects of retreating to a prior position where permanency was held?

If you received permanency in a previous classification without a break in service, you may bump an employee with the lowest seniority points and retreat back to that classification. The person you are bumping may retreat to a prior position where permanency was granted or may be laid-off.

7. What is the order of layoffs?

First – Limited hourly employees
Second – Temporary employees
Third – Apprentices
Fourth – Probationary employees
Last – Permanent employees

8. If I choose to participate in the Voluntary Worktime Reduction Program, am I exempt from being laid-off?

No. If your classification is identified to be laid-off your voluntary worktime reduction does not exempt you from being laid off.

9. Now that I have received the Voluntary Worktime Reduction Program, does that mean that I am now going to be laid-off?

No. This notice only apprises of the Voluntary Worktime Reduction Program.

10. If I participate in the Voluntary Worktime Reduction Program, will I be exempted from furloughs?

No. You will still be subject to furloughs.