

Layoff and RIFs

By

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Layoffs and RIFs

- Districts are likely to send layoff notices to full time faculty
- This is a result of the uncertainty of the funding for 2011-12
- Districts can be creative in how and whom they layoff

The pecking order

- Part-time faculty go first
- Substitutes
- Temporaries
- Non tenure, contract, probationary
- Regular / Tenured faculty are last to go

Faculty Service Areas (FSA)

- Every faculty member both full and part-time are to be assigned an FSA on employment
- Districts are very lax in applying this law
- FSA's are only used in layoff situations
- Faculty have until February 15th to apply for new FSA's
- We recommend one FSA districtwide

Types of Layoffs

- Reduction in Force (RIF)
 - Equates to direct percentage loss in FTES and rarely used
- Particular Kinds of Service (PKS)
 - Reduction in program and sometimes targeted to unpopular individuals and programs
 - These are the layoffs we can expect

Layoff notices

- The official notice must be delivered no later than midnight on March 15th
- Faculty will need to file a demand for a hearing, timelines are short
- Faculty will then need to file a notice of defense. Use CCA forms not district forms
- Immediately notify your Primary Contact Staff Person for assistance

Legal coverage

- CCA/CTA will provide legal coverage at the layoff hearings
- Unlike prior years you must be a member at the time you receive a layoff notice to get a lawyer. **NO AMNESTY**
- **Hearings are held before an Administrative Law Judge**

Rehire Rights

- Districts must eliminate the programs
- Any reinstatement of program or services must be offered to laid off employees
- Tenured faculty have 39 months of rehire rights
- Non tenured faculty have 24 months