

SEIU Local 1021

Opening Proposal

May 16, 2016

Article 10: Layoff and Re-Employment

10.1 **Reason for Layoff**: Whenever, in the judgment of the Board of Supervisors, it becomes necessary to reduce staffing levels, positions may be abolished and employees may be laid off, including those who have been granted an approved leave of absence. The order in which employees would be separated or demoted in a reduction in force shall be based upon type of appointment and seniority. Human Resources shall notify each employee who is to be laid off, and the Union, in writing not less than forty- five (45) ~~(14)~~ calendar days prior to the effective date of layoff. During the forty- five (45) ~~fourteen (14)~~ day notice period, up to forty (40) hours paid leave may be granted to each employee being laid off to be away from work for job search purposes. The Union and County shall promptly meet and confer over the anticipated reduction in force and alternatives thereto.

All other language remains the same in Article 10.

The Union has a right to add to or modify the proposals during these negotiations.

For the Union

For the County