

**Staff Layoff Provisions**

<b>Unit</b>	<b>Notice or Pay in Lieu of Notice</b>	<b>Transfer/Reassignment Rights</b>	<b>Preferential Rehire/Recall Rights</b>	<b>Severance Pay</b>	<b>Temporary Layoff or Reduction in Time</b>	<b>Comments</b>
Managers and Senior Professionals (MSP)	60 days	Optional Termination Assistance	No	Optional Up to 6 months	No	Optional Outplacement
Non-Represented Career Staff (99)	30 days	Yes Prior to layoff	Yes	Yes Up to 16 weeks	Yes	
Students and Limited Appointees	None	No	No	No	No	Release prior to layoff of career staff
Service (SX) (Custodian, Food Service Worker)	30 days	No	Yes	Yes Up to 16 weeks	Yes	
Patient Care Technical (EX) (Voc. Nurse, Dental Asst)	30 days	No	Yes	Yes Up to 16 weeks	Yes	
Clerical (CX) (Clerical Assistant)	60 days	No	Yes	Yes Up to 16 weeks	Yes	
Nurses (NX) (Nurse/Nurse Practitioner)	30 days	Yes	Yes	No	Yes	
Research Support (RX) (Staff Research Assoc)	60 days	Yes Optional	Yes	Yes Up to 16 weeks	Yes	
Technical Support (TX) (Lab Assistant, Computer Resource Specialist)	60 days	Yes Optional	Yes	Yes Up to 16 weeks	Yes	
Skilled Crafts (K7) (Carpenter, Electrician, HVAC)	30 days	No	Recall Only	Yes Up to 16 weeks	Yes	
Health Care Professional (HX) (Pharmacist, Physician's Assistant)	60 days	Yes Optional	Yes	Yes Up to 16 weeks	Yes	
Fire Fighters (FF)	60 days	Yes Optional	Yes	Yes Up to 16 weeks	Yes	
Police (PA)	30 days	No	Recall Only	No	Yes	

The selection and order of layoff and reduction in time for staff employees is effected by classification in the layoff unit in inverse order of seniority, except that an employee may be retained irrespective of seniority if that employee possesses special skills, knowledge, or abilities that are not possessed by other employees in the same classification and which are necessary to maintain the operations of the department.