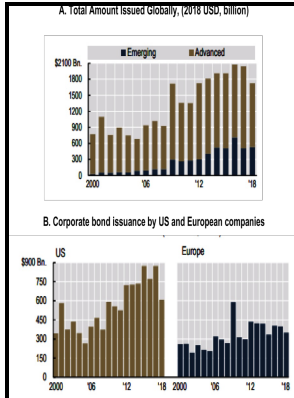


Local policies for reduction in force

Educational Research Service - EMPLOYER REDUCTION IN FORCE CONSIDERATIONS DURING THE COVID



Description: -

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Layoff systems

Employees -- Dismissal of

School employees

Teachers -- Tenure -- United StatesLocal policies for reduction in force

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ERS information aid (Unnumbered)

ERS information aidLocal policies for reduction in force

Notes: Cover title

This edition was published in 1975



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Tags: #Defending #Your #Reduction #in #Force

Reduction in Force Guidelines

The affected staff member will be matched with the closest vacant position to the eliminated position for which the staff member meets minimum qualifications.

EMPLOYER REDUCTION IN FORCE CONSIDERATIONS DURING THE COVID

Employees should only be terminated through a permanent RIF after examining other available alternatives.

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To determine which positions are subject to a RIF, a thorough evaluation of the relative value and need for particular positions must occur in order to assure the university can provide the highest level of service possible with a reduced workforce. However, under certain circumstances it may be necessary to temporarily reduce work hours or permanently eliminate employee positions through a reduction in force RIF.

Reduction in Force Guidelines

An additional 12 months of health insurance may be elected; however, the staff member will be responsible for the entire COBRA premium. If the employee has accepted another position, the employee will transfer into the new position. However, in a reduction in force, when you need to rely on fewer people to get the work done, you want to retain your best employees.

Reduction in force

Consideration is given in order of greatest occupational unit seniority to those employees whom the campus Human Resources office and occupational unit management have determined as qualified for the position. Length of service is augmented by performance; an employee receives additional retention service credit.

Chapter 10: Reduction in Force Policy

The purpose of the program is to provide an alternative to layoffs. For those affected staff, the following provisions apply. End Further Info End
Preamble Start Supplemental Information SUPPLEMENTARY INFORMATION: The OPM is proposing to revise its regulations governing reduction in force and related technical changes under statutory authority vested in it by Congress in , 3502, 3596, 4305, and 4315.

Reduction In Force

SUMMARY: The Office of Personnel Management OPM is issuing a proposed regulation to revise its reduction-in-force RIF regulations to set forth the principle that agencies should prioritize performance over length of service when determining which employees will be retained in a RIF following regulations that OPM will issue. After specific positions are identified, comparisons between employees with the same or related career band classifications and competencies are made.

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Recall will take place in the reverse order of position elimination. The additional years of service are added together, divided by 3, and rounded up to a whole number if necessary to determine the number of years that will be used to adjust an employee's actual service computation date and arrive at an adjusted service computation date for RIF purposes. Otherwise, if there is bias, such bias may be attributed to the reduction-in-force committee—that is, cat's paw discrimination.

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