

SECTION 806.10

Layoff

As a general rule, layoffs at the University are rare and temporary. However, in the event a layoff becomes necessary, a concentrated effort will be made to relocate the employee in some comparable position. Should relocation be impossible, the Department of Human Resources will give those employees on a "layoff status" preferential treatment when a comparable position for which they qualify becomes available. In cases where more than one employee is eligible for re-employment, the qualified individual with seniority will be hired. Employees who do not accept re-location will not be given preferential treatment should they re-apply for employment at a later date.

1. Reduction in Work Hours

In an effort to avoid layoffs, reduction in work hours may represent a reasonable alternative. When such action is required, employees will be so advised and given ample opportunity to discuss reasonable alternative work schedules with their supervisor. In the event such action is required, seniority will be a prime consideration in determining who will be affected.

2. Reorganization, Program Modification, Redirection or Financial Exigency

Employees who are terminated, demoted, laid off or otherwise adversely affected by reorganization, program modification, redirection of budgeted funds, or financial exigency will not have the right to file a grievance or an appeal seeking recourse at the institutional level. Such an employee, however, will have the right of appeal to the Board of Regents of the University System of Georgia in compliance with Article IX of the By-Laws of the Board of Regents.