

16.5 REDUCTION IN FORCE

The determination that the University is required to reduce the work force because of fiscal conditions, programmatic changes, or reorganization changes is a determination entirely within the discretion of the University.

The Human Resources Department is always involved in any reduction in force and works with the department or academic unit to ensure that the appropriate criteria are used. When union positions are involved, Labor Relations will apply the applicable collective bargaining requirements and will consult with the affected union(s). Notification of reduction in force will be provided in writing to the individual(s) employees affected. This notice will set forth the employee's entitlement to severance pay under Section 7.11 of this manual or as governed by the appropriate collective bargaining agreement.

A non-bargaining employee who is released as a result of a "reduction in force" has no rehire rights. Effective, July 1, 2004, an employee who is rehired by Temple University in a non-bargaining position will receive past service credit only for purposes of vacation eligibility and seniority in the following circumstances:

λ He/she previously worked for Temple University within the last 10 years,

and

λ He/she left Temple University for reasons that were other than performance related.

An employee meeting the above criteria who returns to Temple University in a non-bargaining position within one year will also have any accrued sick days reinstated.

Employees covered by collective bargaining agreements are subject to the provisions of the appropriate agreement and should refer to their contract.