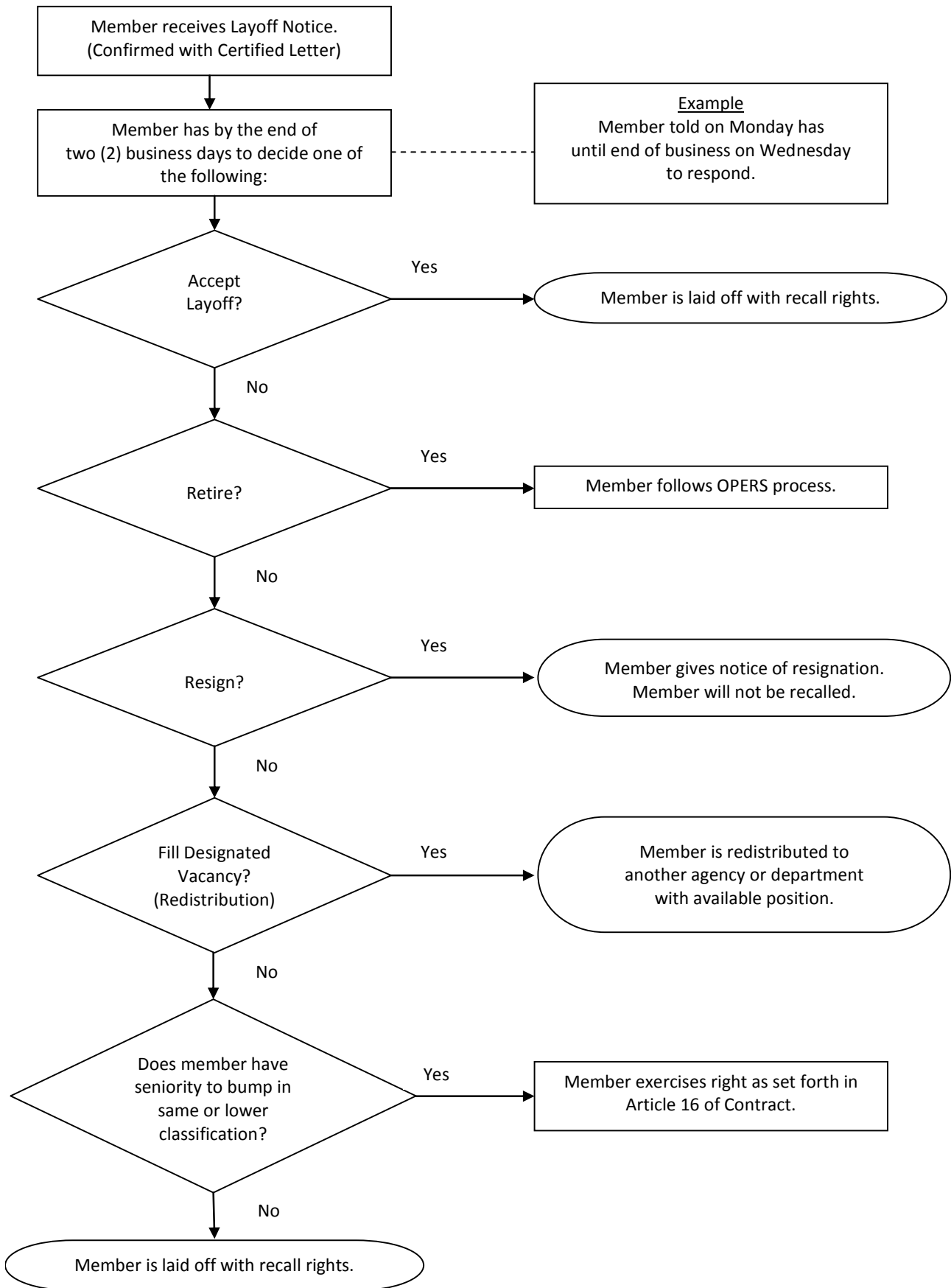
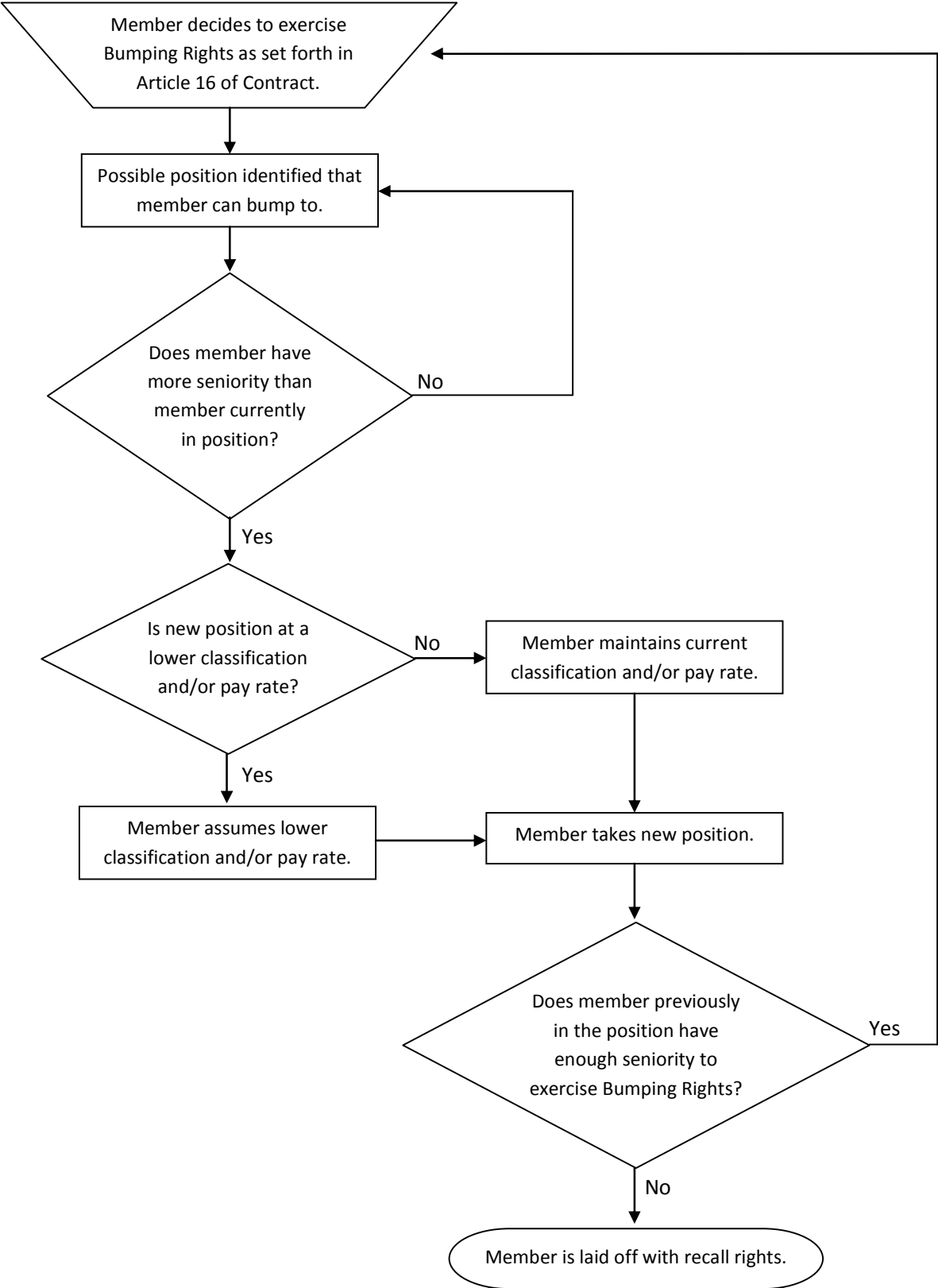


Article 16 – Layoff Process



Article 16 – Bumping Process



Examples of Bumping Chain

In the process of reducing only one position, several APLE members may be impacted and a chain of events may be triggered. In other words, depending on the position to be reduced and the seniority of the member occupying that position, other employees can or will be affected.

Example 1:

This example demonstrates how three members may be impacted by the reduction of just one position.

A Librarian II position is reduced. The incumbent, Rex, has seniority in this classification but there are no designated vacancies to which he can be reassigned. Rex exercises his “bumping rights” to another Librarian II position that is filled, thus “bumping” Dewey who has the least seniority in the classification. Dewey, however, does have enough seniority over a Librarian I. Likewise, there are no vacant Librarian I positions. Dewey reverts to a Librarian I, “bumping” the least-senior Librarian I, Irma. Irma has been a Librarian I for a short time and does not have any seniority over another position. Irma is then laid off with recall rights.

When Dewey reverts to the Librarian I position, he will take the lower pay of the Librarian I position.

Example 2:

This example demonstrates how a part-time member may impact a full-time member.

A *part-time* Librarian I position is reduced. The incumbent, Pearl, has seniority in this classification but there are no designated *part-time* vacancies to which she can be reassigned. Pearl exercises her “bumping rights” to a *full-time* Librarian I position that is filled, thus “bumping” Franny who has the least seniority in the classification. Franny has been a Librarian I for a short time and does not have any seniority over another position. Franny is then laid off with recall rights.

When Pearl takes the *full-time* position, she will assume the pay rate of the *full-time* position.

Example 3:

This example demonstrates how a full-time member may impact a part-time member.

A *full-time* Librarian II position is reduced. The incumbent, Rupert, has seniority in this classification but there are no designated *full-time* vacancies to which he can be reassigned. Rupert exercises his “bumping rights” to a *part-time* Librarian I position that is filled, thus “bumping” Golda who has the least seniority in the classification. Golda has been a Librarian I for a short time and does not have any seniority over another position. Golda is then laid off with recall rights.

When Rupert takes the *part-time* position, he will assume the pay rate of the *part-time* position.