

IT Layoff Language

18.08 – Layoff Procedure for New IT Classification Titles

Section I below replaces section 18.04 of the Agreement for the new IT classification titles.

I. Bumping in the Same Office, Institution, or County

The affected employee may bump the least senior employee in an equal or lower position in the same, similar, or related class series within the same office, institution, or county (see Appendix I). Displacement shall occur in the following manner:

- A. Bump the person with the least state seniority in the same classification title where the employee is minimally qualified in the same primary technology as defined in their position description.
- B. Bump the person with the least state seniority in the same classification title where the employee is minimally qualified, as defined in their position description, in the least senior person's primary technology.
 1. Employees in IT Consultant Architect series who are unable to bump pursuant to (A) and (B) may then bump the least senior person in IT classifications in a lateral pay range where they possess minimum qualifications to perform the primary technology/domain as defined in the least senior person's position description. If there are two (2) or more technology/domains, the primary technology/domain listed in the position description will determine the classification series where the displaced employee will exercise (C) – (D) as outlined below.
 2. Employees in the Information Technology series who are unable to bump pursuant to (A) and (B) may then bump the least senior person in IT classifications in a lateral pay range where they possess minimum qualifications to perform the primary technology as defined in the least senior person's position description. If there are two (2) or more technology, the primary technology listed in the position description will determine the classification where the displaced employee shall bump.
- C. Bump the person with the least state seniority in the next lower classification title in the classification series from which they were displaced where the employee is minimally qualified in the same primary technology as defined in their position description.
- D. Bump the person with the least state seniority in the next lower classification title in the classification series from which they were displaced and are minimally qualified, as defined in their position description, in the least senior person's primary technology.
- E. If no bumping options are available in the same classification series, affected employees can bump the least senior person in the Information Technology series

starting with a lateral movement into the Information Technology series, then in descending order.

II. Application of Other Article 18 Sections for New IT Classifications Titles

- A. Article 18.05 is incorporated as written except all 18.05 references to “bumping order in accordance with 18.04” shall be conducted pursuant to the order outlined above in section (I). Where 18.05 references bumping into vacancies, IT employees shall bump into vacancies with the same classification where minimally qualified in the vacancies’ primary technology.
- B. All other Article 18 sections apply as written except for those modified in 18.08(I) and (II).



OCSEA

5-26-09
Date



Office of Collective Bargaining

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Date