## Summary of Key Layoff Priority Policy Changes (revised 1/14/2015)

<table>
<thead>
<tr>
<th>Priority Period (Employees notified of layoff between 7/1/11-10/31/13)</th>
<th>Policy Effective 11/1/13 (Signed into law effective 8/21/13)</th>
<th>Policy Effective 10/1/14 Change(s) are noted in red below</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Priority Period</strong></td>
<td>Employees who are notified of layoff on or after 7/1/11, are granted one year (12 months) of layoff priority.</td>
<td>No change</td>
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<tr>
<td><strong>Priority Consideration</strong></td>
<td>Grade to Grade - Layoff candidates have priority for positions at the same salary grade or below. Band to Band – Layoff candidates have priority for positions in the same banded classification at the same competency level or lower as that held at the time of notification, or for positions in a different banded classification with the same or lower journey market rate as that held at the time of notification.</td>
<td>Employees who are eligible for layoff priority have priority for permanent positions: At the same position level (same banded classification at the same competency level or lower) as that held at the time of notification; or, At a different banded classification with the same or lower journey market rate as that held at the time of notification; or, At the same salary grade (or salary grade equivalent) or lower than that held at the time of notification; or, At the same or lower appointment status than that held at the time of notification; or,</td>
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<tr>
<td><strong>Interview &amp; Selection</strong></td>
<td>If an employee who is eligible for layoff priority and any other applicant (internal or external) have “substantially equal qualifications”, then the employee with layoff priority must receive the job offer before any other applicant. “Substantially equal qualifications” is defined as training or education, years of experience, and other skills, knowledge and abilities required in the job vacancy applied for.</td>
<td>No change</td>
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<tr>
<td><strong>Termination of Layoff Priority</strong></td>
<td>Layoff priority consideration ends when an eligible employee accepts any permanent position with the State, regardless of the salary (whether higher or lower), branch/role/ competency level, and appointment type</td>
<td>Layoff priority ends when an eligible employee: Applies for a position but declines an interview or offer of employment if the position is at a salary grade (or salary grade equivalency) equal to or greater than that held at the time of notification; or,</td>
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</table>
(full-time or permanent part-time).

- Additionally, layoff priority will end if an employee eligible for layoff priority refuses an interview or offer for any permanent position for which he/she has applied.

- Applies for a position but declines an interview or offer of employment if the position is at a salary rate equal to or greater than that held at the time of notification; or,
- Accepts a permanent position with the State within the twelve month priority consideration period, at the same salary grade (or salary grade equivalency) or higher than the position held at the time of separation; or,
- Accepts a permanent position with the State within the twelve month priority consideration period, at the same salary rate or higher than the position held at the time of separation; or,
- Accepts a permanent position at a lower salary rate or lower employee’s salary grade (or salary grade equivalency) and is subsequently terminated by disciplinary action, any remaining priority consideration ceases; or,
- Has received twelve months of priority consideration.

- Applies for a position but declines an interview or offer of employment if the position is at a salary rate equal to or greater than that held at the time of notification; or,
- the position is at a salary rate equal to or greater than that held at the time of notification; or,
- Accepts a permanent position with the State within the twelve month priority consideration period, at:
  - the same or higher competency level in the same banded classification as held at the time of notification; or,
  - at the same or higher journey market rate in a different banded classification than that held at the time of notification; or,
  - the same salary grade (or salary grade equivalency) or higher than the position held at the time of separation; or,
  - the same salary rate or higher than the position held at the time of separation; or,
- Accepts a permanent position at a lower salary rate or lower employee’s salary grade (or salary grade equivalency) and is subsequently terminated by disciplinary action, any remaining priority consideration ceases; or,
- Has received twelve months of priority consideration.