

consider all the evidence submitted by the parties and may reverse a University decision when s/he determines that the decision is contrary to the weight of all the evidence.

5. Allegations of procedural violations of this Article shall be subject to the Grievance and Arbitration provisions of this ~~MOU~~ **Agreement**.

K. ~~SCHEDULE OF LAYOFF AND REDUCTION IN TIME NOTIFICATION, PAY IN LIEU OF NOTICE, AND REEMPLOYMENT RIGHTS~~

1. **Pre-Six NSF** Schedule Chart:

| | <u>Appointment type and duration</u> | <u>Action</u> | <u>Advance Written Layoff Notice</u> | <u>Reduction in Time Notice</u> | <u>Pay in Lieu of Notice</u> | <u>Reemployment Rights</u> |
|----|--|---|--------------------------------------|----------------------------------|----------------------------------|---|
| a. | <u>All pre-six NSF</u> | <u>Either layoff or reduction in time of one IWC or less, or one course if valued at greater than one IWC</u> | <u>Thirty (30) calendar days</u> | <u>Thirty (30) calendar days</u> | <u>Thirty (30) calendar days</u> | <u>For the remaining duration of the appointment prior to the layoff or reduction in time</u> |
| b. | <u>Pre-six NSF on quarter 1/9 or semester 1/10 appointments, or the first year of an initial 9/12 academic year appointment</u> | <u>Either Layoff or reduction in time of multiple courses that combined exceed one IWC</u> | <u>Thirty (30) calendar days</u> | <u>Thirty (30) calendar days</u> | <u>Thirty (30) calendar days</u> | <u>For the remaining duration of the appointment prior to the layoff or reduction in time</u> |
| c. | <u>Pre-six NSF with 9/12 academic year appointments, with four (4) through nine (9) full or partial quarters or three (3) through six (6) full or partial semesters of University service in the layoff unit</u> | <u>Either Layoff or reduction in time of multiple courses that combined exceed one IWC</u> | <u>Sixty (60) calendar days</u> | <u>Sixty (60) calendar days</u> | <u>Thirty (30) calendar days</u> | <u>For the remaining duration of the appointment prior to the layoff or reduction in time</u> |

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| d. | <u>Pre-six NSF with 9/12 academic year appointments, with ten (10) full or partial quarters or seven (7) full or partial semesters of University service in the layoff unit</u> | <u>Either Layoff or reduction in time of multiple courses that combined exceed one IWC</u> | <u>Ninety (90) calendar days</u> | <u>Ninety (90) calendar days</u> | <u>Thirty (30) calendar days</u> | <u>For the remaining duration of the appointment prior to the layoff or reduction in time</u> |
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1. Continuing NSF Schedule Chart

| | <u>Appointment type</u> | <u>Action</u> | <u>Advance Written Layoff Notice</u> | <u>Reduction in Time Notice</u> | <u>Pay in Lieu of Notice</u> | <u>Reemployment Rights</u> |
|----|------------------------------|---|--------------------------------------|----------------------------------|----------------------------------|---|
| a. | <u>Continuing NSF</u> | <u>Reduction in time of one IWC or less, or one course if valued at more than one IWC</u> | <u>n/a</u> | <u>Thirty (30) calendar days</u> | <u>Thirty (30) calendar days</u> | <u>Two (2) years from the effective date of the reduction in time</u> |
| b. | <u>Continuing NSF</u> | <u>Reduction in time of multiple courses that combined exceed one IWC</u> | <u>n/a</u> | <u>Sixty (60) calendar days</u> | <u>Sixty (60) calendar days</u> | <u>Two (2) years from the effective date of the reduction in time</u> |
| c. | <u>Continuing NSF</u> | <u>Layoff</u> | <u>Twelve (12) months</u> | <u>n/a</u> | <u>Twelve (12) months</u> | <u>Two (2) years from the effective date of the reduction in time</u> |
| d. | <u>Senior Continuing NSF</u> | <u>Reduction in time of one IWC or less, or one course if</u> | <u>n/a</u> | <u>Thirty (30) calendar</u> | <u>Thirty (30) calendar days</u> | <u>Three (3) years from the effective date of the reduction in time</u> |

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|-----------|------------------------------|---|---------------------------|---------------------------------|---------------------------------|---|
| | | <u>valued at more than one IWC</u> | | <u>days</u> | | |
| <u>e.</u> | <u>Senior Continuing NSF</u> | <u>Reduction in time of multiple courses that combined exceed one IWC</u> | <u>n/a</u> | <u>Sixty (60) calendar days</u> | <u>Sixty (60) calendar days</u> | <u>Three (3) years from the effective date of the reduction in time</u> |
| <u>f.</u> | <u>Senior Continuing NSF</u> | <u>Layoff</u> | <u>Twelve (12) months</u> | <u>n/a</u> | <u>Twelve (12) months</u> | <u>Three (3) years from the effective date of the reduction in time</u> |