3358:11-5-10 Reduction in force policy.

For a variety of reasons during the life of any institution, circumstances may dictate that a reduction in force is necessary. These reasons may include lack of work; lack of funds; or abolishment of positions due to reorganization for efficient operations or reasons of economy. Should any of the aforementioned reasons result in the reduction in force, Owens community college will make a reasonable effort to reassign the affected employees to other positions at the college before enacting a reduction in force.

With respect to employees covered by a negotiated agreement, the college will comply with all of the provisions set forth in said agreement.

(A) Delegation. The board directs the president to make such a determination of implementing a reduction in force when circumstances may dictate the necessity.

(B) Implementation. The vice president of human resources will implement procedures consistent with this rule and for purposes of legal compliance.

Effective date: 11/8/2014

Patricia M. Jezak

Certification

10/29/2014

Date

Promulgated under: 111.15
Statutory authority: 3358.08
Rule amplifies: 3358.08