

Longy Faculty Union Initial Union Proposal Presented 7/12/10

ARTICLE _____
LAYOFFS AND RECALL

A. Longy shall have the right, upon notice as indicated in Section B below to layoff faculty members only under the following two circumstances:

1. A demonstrably bona-fide financial exigency, or
2. As a result of a bona-fide formal discontinuance of a program or department of instruction.

B. Before sending notices of layoff due to either of the above conditions, consultation on the proposed layoff shall take place with the the Dean of Conservatory and/or Director of Community Programs, the Chairperson of any department or program affected, and the relevant curriculum committee person(s). Following the completion of the consultation process, there shall be a meeting with the Union upon reasonable notice, not to exceed two (2) weeks, to discuss and provide evidence of the rationale for and implementation of such layoff. At this meeting, the School shall provide the Union with a list of bargaining unit members designated for possible layoff along with their date of hire, department, and a list of all faculty teaching affected programs, courses, instruments, sections of courses, and students affected by the potential layoff.

C. Resulting reductions and layoffs of faculty, will be made by the following criteria within instrument or teaching discipline within a particular division of the School in order of priority:

1. Volunteers
2. Those having the least benefit units, calculated based on the maximum benefit unit amount in either of the previous two fiscal years.
3. Years of service to the institution

D. In no case shall a faculty member with any private student(s) currently in a diploma or degree program be laid off prior to the student(s) completing his/her diploma or degree.

E. Except in cases of emergency, notice of layoffs to be implemented in the fall semester shall be given no later than January 15 and for spring semester or summer term eight months notice will be given.

F. Recall: In the event that there are laid off faculty, such faculty will be recalled to his/her same or similar position, before any additional faculty (including any visiting faculty) are hired, in order of priority:

1. Those having chosen voluntary layoff wishing to return
2. Those having the most benefit units, using the maximum benefit unit amount in either of the previous two fiscal years prior to layoff
3. Years of service to the institution