



## **Article 16 - Layoff and Reinstatement**

### Section 6. Re-employment.

- A. Status on Re-employment. *No change to language.*
- B. Priority Consideration for Re-employment. Vacant regular positions in SEIU represented classifications that a Department elects to fill shall be offered first to SEIU represented persons, by seniority, who have been noticed or permanently laid-off from another SEIU represented classification for a period not exceeding two (2) years from the date of their initial lay-off provided that such person has the ability, qualifications, experience, availability and satisfactory work performance to fulfill the requirements of the position. If the Department Head or designate does not select a candidate that has been laid off from an SEIU classification, upon request, they shall provide justification, in writing, to the Human Resources Department as to the reasons for that decision. It is understood and agreed that the matter of determining the ability, qualifications, experience, availability and satisfactory work performance shall be made by the Department Head or designate responsible for the hiring decision, and that a Human Resource Department official may also perform such an assessment. It is further understood that any assessment of an individual's ability, qualifications, experience, availability and satisfactory work performance will be measured against the posting requirements for the position. The County agrees to maintain a seniority list of laid-off SEIU members who are entitled to be considered for re-employment under this provision. SEIU members must make themselves available within seven (7) calendar days following the date they are notified.