

Spokane Colleges Administrative Procedure

2.00.01 – G Non-Represented Classified Staff Reduction in Force

Implementing Board Policy [2.00.01](#)
Contact: Human Resources

1.0 Reduction in Force and Layoff Rights Objective and Responsibilities (summary of Board of Trustees Policy 2.00.01)

Spokane Colleges, aware of its obligations as an institution of higher education and a steward of the public trust, will ensure that personnel administration procedures and practices comply with federal, state, and local laws and statutes; are based upon sound human resource management principles; satisfy the standards of regional and national accrediting organizations; and promote a work environment of collegiality, respect and professionalism. The objective of this procedure is to provide an implementation plan that ensures reduction-in-force of non-represented classified staff is administered without prejudice, is equitable to our employees and minimizes disruption to students, employees, and the district.

- 1.1 The appointing authority will determine the basis for, extent, effective date and the length of layoffs in accordance with this procedure.
- 1.2 This layoff procedure covers and applies to all Spokane Colleges classified employees not covered by a collective bargaining agreement.
- 1.3 Employees may be laid off without prejudice according to these layoff procedures consistent with Washington Administrative Code ([WAC](#)) [357-46](#). The reasons for a layoff include, but are not limited to:
 - lack of funds;
 - lack of work;
 - organizational change; and/or
 - termination of a project or special employment.
- 1.4 Layoff could result in any of the following:
 - separation from service with Spokane Colleges;
 - employment in a job class with a lower salary range maximum;
 - a reduction in the work year; and/or
 - reduction in the number of work hours per week.
- 1.5 Nothing in this layoff procedure will negate the rights of Spokane Colleges to transfer, promote, demote, dismiss or separate any employee of any employment status in any manner permissible under [WAC 357](#).

2.0 Definitions

The following definitions are specific to the terms of this procedure and do not modify or revise similar terms as used in related procedures or collective bargaining agreement.

- 2.1 Appointing authority: only the Chancellor and campus presidents have the authority to make employment appointments. This authority may be delegated by these parties as appropriate.

- 2.2 Comparability: similarities between positions in the layoff unit may include salary range, geographic location, number of hours per week/month and number of weeks per year.
- 2.3 Employment retention rating: an employee's individual rating, determined based on seniority.
- 2.4 Layoff: an employer-initiated action taken in accordance with [WAC 357-46](#).
- 2.5 Layoff unit: the organizational unit within each institution within which layoff options are determined in accordance with this procedure. Layoff units include:
- 2.5.1 District Administration, including grants, contracts, project employment, and all other classified.
- 2.5.2 Spokane Community College, including grants, contracts, project employment, and all other classified.
- 2.5.3 Spokane Falls Community College, including grants, contracts, project employment, and all other classified.
- 2.6 Permanent status: an employee who has successfully completed the probationary or trial service period for their current position.
- 2.7 Seniority: the employee's length of unbroken classified service. All time spent in leave without pay status will be deducted from the calculation of seniority, except when the leave without pay is taken for:
- Military leave;
 - Compensable work-related injury or illness leave;
 - Governmental service leave;
 - Reducing the effects of layoff; and/or
 - Cyclic employment leave.
- Veteran's preference will be granted by adding seniority in accordance with the [WAC 357-46-060](#).*
- 2.8 Seniority list: internal layoff list maintained and administered by the Human Resources Office (HRO) in accordance with [WAC 357-46-070](#) and this procedure. Certification from this list is specified in Administrative Procedure [2.10.04-A](#) Personnel Selection.
- 2.9 Skills and abilities: the competencies and other position requirements identified in position descriptions. Position requirements may also include:
- bona fide occupational qualifications;
 - license or certification requirements; and
 - competencies or other requirements mentioned in recruitment announcement.
- 2.10 Temporary layoff: an employer-initiated action taken in accordance with [WAC 357-46](#) that lasts for a limited time and after which the employee returns to their former status.
- 2.11 Voluntary layoff: acting on one's own initiative to request and implement an action taken in accordance with [WAC 357-46](#).

3.0 Alternatives to Layoff

In order to avoid or minimize impacts, Spokane Colleges will attempt to first mitigate the need for layoff through alternative actions whenever practical and when actions can be taken without undue disruption to operations before initiating any layoff. Time spent on a temporary layoff or when an employee's work hours are reduced will not be deducted from the calculation of seniority.

- 3.1 Voluntary layoff: An employee may request a voluntary layoff, take unpaid leave of absence or reduce their hours of work in order to reduce the impact of layoffs.
- 3.2 Temporary layoff: Spokane Colleges may temporarily lay off an employee for up to ninety calendar days due to an unanticipated loss of funding, revenue shortfall, lack of work, shortage of material or equipment or other unexpected or unusual reasons. Employees will normally receive notice of seven calendar days of a temporary layoff. An employee who is temporarily laid off will not be entitled to:
- substitute paid leave balance; or
 - bump to any other position; or
 - be placed on a layoff/recall list.

4.0 Employee Retention Rating

Employees will be laid off in accordance with their retention rating. Spokane Colleges will determine if the employee possesses the required skills and abilities for the position and the comparability of the position. Spokane Colleges may require updated information from the employee regarding his or her current skills and abilities.

- 4.1 If two or more employees have the same employee retention rating, ties will be broken in the following order:
- longest continuous time within their current job classification,
 - longest continuous time with the institution; and
 - by lot.

5.0 Layoff Notice

- 5.1 When a position is subject to layoff, the appointing authority shall give permanent employees at least thirty calendar days' written notice, unless the employee agrees to waive the thirty-day notice period. The layoff notice will include:
- the basis of the layoff;
 - the ability to meet with the appointing authority prior to the effective date of the layoff;
 - layoff option(s), if any, available to the employee;
 - alternatives to layoff that, if selected by the employee, would avoid or minimize the layoff;
 - notice of right to request placement on the appropriate layoff lists;
 - that the employee must notify the Appointing Authority of their layoff option decision within five working days of receipt; and

- notice of any appeal rights.
- 5.2 If the layoff notice is hand delivered, the date of delivery will constitute the first day of notice. If the layoff notification is mailed to the employee, the notice must be sent via Return Certified Receipt and the date of receipt will constitute the first day of notice.
- 5.3 The employee shall advise the appointing authority in writing within five calendar days of the date of such notice whether the employee accepts or rejects the option(s). If the employee fails to respond to the appointing authority within the prescribed time limits, such failure shall automatically be regarded as a rejection of the option(s).
- 5.4 If the employee accepts a layoff option, the employee will also be notified of any requirement to serve a transition review period in accordance with Spokane Colleges Administrative Procedure [2.10.04-D](#) Probationary and Trial Service Periods.
- 5.5 When there are no layoff options or when an option is rejected, permanent employees may be separated after the thirty calendar days' notice in writing from the appointing authority.
- 5.6 Probationary employees must be given at least a one-day notice of a layoff.

6.0 Options Within the Layoff Unit

- 6.1 Spokane Colleges will offer options to permanent, non-represented classified employees in the following sequence:
- 6.1.1 Vacancies within the layoff unit: Within the layoff unit, a permanent employee scheduled for layoff must be offered the option to take a vacant position that meets the following criteria:
- 6.1.1.1 The vacant position is allocated to the class in which the employee holds permanent status at the time of the layoff.
- 6.1.1.1.1 If no option to take a vacant position in the current class is available, the employee's option is to take a vacant position in a class in which the employee has held permanent status at the same salary range.
- 6.1.1.1.2 If the employee has no option to take a vacant position at the same salary range, the employee must be given an opportunity to take a vacant position in a lower class within an occupational category/class series in which the employee has held permanent status, in descending salary order.
- 6.1.1.1.3 The employee does not have to have held permanent status in the lower class, they must only have held permanent status within the occupation category/class, in order to be offered the option to take a vacant position in the class.
- 6.1.1.2 The vacant position is comparable to the employee's current position.
- 6.1.1.3 The employee satisfies the competencies and other position requirements.
- 6.1.1.4 The position is funded.
- 6.1.2 Bumping based upon employee retention rating within the layoff unit: If no vacant funded position is available within the layoff unit, the employee may next exercise bumping rights to a filled position occupied by the employee with the lowest employment retention rating that meets the following criteria:

- 6.1.2.1 The position is allocated to the class in which the employee holds permanent status at the time of the layoff.
 - 6.1.2.1.1 If no option to take/bump a position in the current class is available, the employee's option is to take/bump a position in a class in which the employee has held permanent status that is at the same salary range.
 - 6.1.2.1.2 If the employee has no option to bump into a position at the same salary range, the employee must be given an opportunity to bump into a position in a lower class within an occupational category/class series in which the employee has held permanent status, in descending salary order.
 - 6.1.2.1.3 The employee does not have to have held permanent status in the lower class, they must only have held permanent status within the occupation category/class series, in order to be offered the option to take a position in the class.
- 6.1.2.2 The position is comparable to the employee's current position.
- 6.1.2.3 The employee satisfies the competencies and other position requirements.
- 6.1.2.4 The position is funded.
- 6.1.3 District-wide options: If no options are available within the layoff unit, employees hired before July 1, 2005, will be provided one option within the district to:
 - 6.1.3.1 A vacant, funded position for which the employee has the skills and abilities, within his or her current job classification or to a classification in which the employee has formerly held permanent status.
 - 6.1.3.2 A funded, filled position held by the least senior employee for which the employee has the skills and abilities, within his or her current job classification.
 - 6.1.3.3 A funded, filled position held by the least senior employee for which the employee has the skills and abilities, at the same or lower salary range as his or her current permanent position, within a job classification in which the employee has held permanent status.

7.0 Appeal

If the employee believes this procedure has not been administered appropriately, they may appeal to the Chief Human Resources Officer. The employee also has the right to appeal to the Office of Financial Management State HR following [WAC 357-52](#).

8.0 Related Information

8.1 [Collective Bargaining Agreement with Washington Federation of State Employees](#)

8.2 Spokane Colleges Administrative Procedure [2.10.04-A](#) Personnel Selection

8.3 Spokane Colleges Administrative Procedure [2.10.04-D](#) Probationary and Trial Service Periods

8.4 Spokane Colleges Board Policy [2.00.01](#) Personnel Administration

8.5 [WAC 357](#) Office of Financial Management – State Human Resources Director

8.5.1 [WAC 357-46](#) What are the reasons for layoff?

- 8.5.1.1 [WAC 357-46-060](#) Does a veteran receive any preference in layoff?
- 8.5.1.2 [WAC 357-46-070](#) Which employees are eligible to have their name placed on an employer's internal layoff list?
- 8.5.1.3 [WAC 357-52](#) Appeals

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