

ARTICLE 17 LAYOFF, REDUCTION IN TIME, AND REEMPLOYMENT

A. GENERAL PROVISIONS

1. All layoffs and reductions in time, and reemployment from layoff status, must be made in accordance with the provisions of this Article.
2. This Article does not apply to Summer Session appointments.
3. Consistent with this Agreement, the University's **determination that** ~~has the sole discretion to determine when~~ a layoff or reduction in time is necessary, and ~~of to determine~~ the function(s) and the title code(s) on a particular campus within which the staffing level(s) are to be reduced, **shall not be arbitrary, capricious, discriminatory, or retaliatory, shall not disproportionately affect Unit 18 faculty (in comparison to other academic titles in the same department, program, or unit and/or on the same campus), and shall be documented as outlined in Section E.1 below.**
4. The provisions of this Article ~~do not nullify or modify the applicable~~ **shall supercede any conflicting** University and campus policies or procedures that exist or may be developed pertaining to disestablishment.
5. The provisions of this Article pertain to actions taken within a layoff unit, as defined in Section B.3., below.
6. The University shall not apply the provisions of this Article in an arbitrary, capricious, **discriminatory, retaliatory,** or unreasonable manner.
7. For purposes of Article 7a ~~and 7b~~ and this Article only, layoff periods of less than one quarter or semester count towards eligibility for Continuing Appointment status and seniority.
8. If a Unit 18 faculty member rejects any part or the entirety of an appointment offered by the University, the part or entirety rejected is not a layoff or reduction in time.

B. DEFINITIONS

1. Layoff

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- a. A layoff is an involuntary separation from employment in a layoff unit due to ~~a programmatic change, budgetary considerations, or a lack of work for the Unit 18 faculty member~~ **that is not due to dismissal for cause as defined in Article 30 nor due to medical separation as outlined in Article 16 of this Agreement, and that occurs** ~~With the exception of dismissals pursuant to Article 30 – Discipline and Dismissal, a rescission, reduction in time, or involuntary separation of employment after the issuance of an appointment letter to the Unit 18 faculty member, acceptance of the appointment, and~~ **during the duration** ~~before the ending date of the appointment defined therein [moved from CCL B.1.c].~~
- ~~b. Pre-Six Appointees are separated automatically from employment at the expiration of their appointment. Such separation does not constitute a layoff.~~
- b. **In accordance with Article 7a.F.1 and 7a.C.10, all appointments to the ranks of Continuing and Senior Continuing faculty shall continue until terminated by resignation, retirement, medical separation, or dismissal. Should the University choose to disestablish a department, program or unit, the University shall ensure that any affected Continuing Unit 18 faculty will maintain their regular appointment percentage on their current campus via reassignment.**
- c. **In accordance with Article 7a.A.3, layoffs or reductions in time for Pre-Continuing Unit 18 faculty can only occur in the case of a documented budgetary shortfall or the disestablishment of the department, program, or unit.**
- d. **In the case of disestablishment, if the same or substantially similar work is subsequently transferred to and/or assigned in another department, program, or unit, such work shall be assigned to the affected Unit 18 faculty according to the reemployment rights provided in this Article.**
- e. **Reasons for layoff or reduction in time may not include assigning and/or transferring the course(s) and/or other assigned duties of a Unit 18 Faculty member to Senate faculty, graduate academic student employees, or any other job title.**
- f. **Reasons for layoff or reduction in time may not include disproportionate cancellation of courses and/or programs**

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historically taught predominantly or exclusively by Unit 18 Faculty, as compared to cancellation of courses and/or programs taught by Senate faculty.

g. **The University shall not issue a layoff or reduction in time to a Pre-Continuing Unit 18 faculty member in the academic year prior to or during the year in which the faculty member undergoes their Continuing Promotion Review.**

h. ~~e. With the exception of dismissals pursuant to Article 30 – Discipline and Dismissal, a rescission, reduction in time, or involuntary separation of employment after the issuance of an appointment letter to the Unit 18 faculty member, acceptance of the appointment, and before the ending date of the appointment defined therein is considered a layoff or reduction in time and is subject to the provisions of this article. [moved to PCL B.1.a]~~

2. Reduction in Time: A reduction in time occurs when a Unit 18 faculty's appointment in a layoff unit is involuntarily reduced ~~due to a programmatic change, budgetary considerations, or a lack of work for the Unit 18 faculty member.~~

3. Layoff Unit: The layoff unit shall be the department, program or equivalent unit.

4. Seniority

a. Seniority is based **first on job title/rank, with seniority assigned first to all Senior Continuing Unit 18 Faculty within the layoff unit, next to all Continuing Unit 18 Faculty, and then to Pre-Continuing. For Senior Continuing and Continuing Unit 18 Faculty, seniority order within the job title shall be determined based** on total quarters or semesters of service on pay status in the bargaining unit, in the same layoff unit. **For Pre-Continuing Unit 18 Faculty, seniority order within the job title shall be determined based on quarter or semester count, as defined in Article 7a.E and Article 22 B.1.a of this Agreement.** When **Senior Continuing or Continuing** Unit 18 faculty **within the same job title/rank** have the same total quarters or semesters of service on pay status in the bargaining and layoff unit, **or Pre-Continuing Unit 18 Faculty have the same quarter or semester count**, the following methods will be used to assign rankings until unique rankings are achieved:

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- 1) earliest date of first hire in the bargaining unit in the department, program, or unit;
 - 2) earliest date of first hire in the bargaining unit on the campus;
 - 3) earliest date of first hire within the University, regardless of department, campus, job title, or bargaining unit, excluding employment as a student.;
 - 4) earliest date of birth using month and date in the calendar year will serve as a final tiebreaker (e.g. the birthdate of March 6th would be more senior than the birthdate of May 20th-).
- ~~b. When a pre-six Unit 18 faculty member and a Continuing Appointee are teaching the same course in the same layoff unit the University shall lay off or reduce the appointment percentage of the pre-six Unit 18 faculty member before laying off or reducing the appointment percentage of a Continuing Appointee.~~
- b. e. Unit 18 faculty who hold Continuing Appointments shall have seniority over Unit 18 faculty who have achieved Continuing status but who have not yet begun a Continuing Appointment. Unit 18 faculty who achieved Continuing Appointee status but who have not yet begun a Continuing Appointment shall have seniority over pre-six **Continuing** Unit 18 faculty.

C. CONSIDERATIONS PRIOR TO LAYOFF OR REDUCTION IN TIME

1. ~~When t~~The University has determined that Unit 18 faculty staffing cuts are necessary, it will **shall** consider **take into account** attrition, retirement, and voluntary reduction in Unit 18 faculty staffing within the layoff unit **prior to issuing the layoff or reduction in time** in order to avoid a layoff or reduction in time.
2. **Prior to issuing a layoff or reduction in time, the University shall notice (according to the criteria outlined in E.1.d. below) and meet and confer with UC-AFT in order to determine if alternatives to the layoff/reduction exist. Such alternatives include but are not limited to: shift in scheduling and/or course assignment, finding alternative employment for the Unit 18 faculty member either within the layoff unit or elsewhere on the campus, negotiating a temporary reduction with guaranteed re-employment.** However, nothing in this Article shall preclude the department chair or unit head from consulting with the affected Unit 18 faculty member **prior to a meet and**

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3. 2- In response to the University's determination that a layoff or reduction in time is needed, Unit 18 faculty may volunteer for layoff or **a temporary** reduction in time **for a defined period. At the end of that period, the Unit 18 faculty member's prior appointment percentage shall be restored. A voluntary temporary reduction in time shall** ~~This would not constitute a rejection of an appointment pursuant to Section A.8~~ **and under no circumstances shall it affect the Unit 18 faculty member's appointment percentage after the end of the defined period, nor shall it be a factor in merit or promotion reviews.** At its sole discretion, the University may accept any Unit 18 faculty member's written request to volunteer for layoff or reduction in time. **The department, program, or unit may communicate the circumstances surrounding the need for layoff/reduction;** ~~H~~however, the University shall not solicit volunteers for layoff or reduction in time **nor target or pressure any Unit 18 faculty to volunteer.** The University will transmit a copy to the ~~Union~~ **UC-AFT** of the acceptance, if any, of the Unit 18 faculty member's request within five (5) business days.

D. SELECTION FOR LAYOFF AND REDUCTION IN TIME

1. ~~When there is no substantial difference in the degree of special skills, knowledge, or ability essential to the layoff unit as determined by the University,~~
~~† The order of layoff or reduction in time shall be in inverse order of seniority.~~
When a layoff or reduction in time is determined to be necessary and unavoidable according to the provisions of this article, reverse seniority order as detailed in this Article shall in every case determine the recipient of the layoff or reduction.
2. **Each department, program, or unit shall maintain and regularly update a seniority list for all Unit 18 faculty in that department, program, or unit. Upon request, the University shall provide the full seniority list to UC-AFT within ten (10) calendar days. Upon request, the University shall provide an individual Unit 18 faculty member, within ten (10) calendar days, with the information applicable to that faculty member and their position on the seniority list. The list shall include the following information about each Unit 18 faculty member listed in seniority order:**
 - a. **First and last name;**
 - b. **Job title and rank (e.g., Pre-Continuing, Continuing, Senior**

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Continuing);

- c. **Semester/quarter count within the department, program, or unit;**
 - d. **Date of initial hire;**
 - e. **List of all courses the Unit 18 faculty member is qualified to teach, which should be regularly updated per Article 7a.D; and**
 - f. **Any other relevant information pertaining to seniority as detailed in B.4.**
3. ~~2. In addition to the reasons set forth in B.1. and B.2. above, the University may lay off or reduce the appointment percentage of a Continuing Appointee as a result of assigning the course(s) taught by the Continuing Appointee to Senate Faculty or to graduate academic student employee. Nevertheless, the University may not lay off or reduce the appointment of a Continuing Appointee in order to assign the course(s) taught by the Continuing Appointee to a graduate academic student employee who is studying in a different department and unrelated discipline, unless such assignment is in accordance with the department's or division's academic plan for the pedagogical training of its graduate students.~~
- ~~3. When a Continuing Appointee has received a notice of layoff or reduction in time, and the Continuing Appointee or the Union on behalf of the Continuing Appointee alleges that s/he is equally qualified to perform the work being done by one or more less senior Unit 18 faculty members in the same layoff unit, the University shall evaluate the qualifications of the less senior Unit 18 faculty members named by the Continuing Appointee. If the University determines that the more senior Continuing Appointee's qualification are substantially equal to those of the less senior Unit 18 faculty, the University shall lay off or reduce in time the less senior Unit 18 faculty.~~

E. NOTICE OF LAYOFF OR REDUCTION IN TIME

- 1. Written Notice of Layoff or Reduction in Time
 - a. Unit 18 faculty shall be given advance written notice of the effective date of any layoff or reduction in time in accordance with the chart in Section J below. **For purposes of calculating the deadline for advance notice, the effective date of layoff or reduction in time will be July 1 for all academic year (9/12) appointees. For term-based (1/9 or 1/10)**

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appointees, the effective date of layoff or RIT will be the last date of the service period of the quarter or semester prior to the quarter or semester in which the layoff/RIT commences.

- b. The notice **to the Unit 18 faculty member** shall:
- i. ~~Identify~~ **and explain the reason for** whether the layoff or reduction in time is ~~due to a programmatic change, budgetary considerations, or a lack of work for the Unit 18 faculty member.;~~
 - ii. **Provide information about the duration of benefits eligibility, including end date of and/or any gap(s) in the Unit 18 faculty member's benefit eligibility, if applicable;**
 - iii. **Identify the Unit 18 faculty member's reemployment eligibility period; and**
 - iv. **Inform the faculty member of opportunities for potential reemployment and placement assistance, including providing a list of available relevant opportunities on all UC campuses.**
- c. When the University provides written notice to the Unit 18 faculty member, the University shall transmit a copy of the notice to ~~the Union~~ **UC-AFT** within five (5) business days.
- d. **As outlined in C.2 above, when the University provides notice to UC-AFT of intent to layoff or reduce in time a Unit 18 faculty member, the University shall include the following information:**
- i. **Budgetary documentation that demonstrates the reason for and amount of the budget shortfall if the layoff or reduction is due to budgetary considerations;**
 - ii. **Evidence that the department, program or unit followed the University's established and documented procedures and processes for disestablishment if disestablishment is provided as the reason for the layoff/reduction in time;**
 - iii. **The layoff unit's seniority list, as outlined in D.2;**
 - iv. **The layoff unit's reemployment list, as outlined in F.2.c;**

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- v. ***A list of the prior duties and/or classes taught by the the Unit 18 faculty member and an explanation of where those duties and/or courses are being reassigned or why they are no longer being offered; and***
- vi. ***Any other relevant documentation substantiating the rationale for the layoff of reduction in time.***

2. Pay in Lieu of Notice for Layoff or Reduction in Time

- a. Where advance written notice of layoff or reduction in time is not given within the timelines provided for in the chart in Section ~~K~~J below, pay in lieu of notice, or a combination of timely notice and pay in lieu of notice, will be provided, as set forth in the chart.
- b. Pay in lieu of notice shall never exceed the pay the Unit 18 faculty member would have received absent the layoff or reduction in time.

~~3. Reduction in Time that Impacts Health and Welfare Benefits~~

- ~~a. Whenever possible, Unit 18 faculty shall be given advance notice when the reduction in time can reasonably be expected to affect their eligibility for health and welfare benefits. The notice shall identify whether the reduction in time is based on programmatic change, budgetary considerations, or lack of work for Unit 18 faculty.~~

~~F. MEET AND DISCUSS / CONSULT~~

- ~~1. Within fifteen (15) calendar days of the date of the issuance of the layoff notice, the Union may request to meet with the University to discuss the effect of the layoff or reduction in time.~~
- ~~2. However, nothing in this Article shall preclude the department chair or unit head from consulting with the affected Unit 18 faculty member. [CCL moved to PCL C.2]~~

FG. REEMPLOYMENT

1. Duration

- a. For the duration of reemployment rights, refer to the chart in Section ~~K~~J

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below.

- b. Unit 18 faculty retain reemployment rights for the remainder of the reemployment period if they turn down or do not respond within fourteen (14) calendar days to a first written offer of reemployment at the same or higher percentage of time sent to the Unit 18 faculty member's last known personal email and postal address on file. **The University will also inform Unit 18 faculty of offers of reemployment by phone at the time they send the written offer.**

2. Order of Reemployment

- a. **When work becomes available in the layoff unit in which a Unit 18 faculty member received a layoff or reduction, the University must offer reemployment, including return of any reduced time for RITs, to any qualified, per Article 7a.D, Unit 18 faculty member(s) eligible for reemployment prior to hiring an external candidate or augmenting the appointment of pre-existing Unit 18 faculty as outlined in Article 7A.H.**
- b. If more than one qualified Unit 18 faculty member is on layoff or reduced time status from the same department, program or unit, the order of reemployment shall be ~~on the basis of special skills, knowledge or ability essential to the department or unit. When there is no substantial difference in the degree of special skills, knowledge and ability essential to the department or unit as determined by the University, the order of reemployment shall be~~ in inverse order of layoff or reduction in time, according to the definition of seniority as set forth in B.4. above.
- c. **Each department, program, or unit shall maintain and update a reemployment eligibility list for all laid off or reduced Unit 18 faculty in the department, program, or unit. The list shall include the following information for each Unit 18 faculty member in the department, program, or unit, listed in order of reemployment eligibility:**
 - i. **First and last name;**
 - ii. **Job title and rank (e.g., Pre-Continuing, Continuing, Senior Continuing) at time of layoff or reduction;**
 - iii. **Semester/quarter count in the layoff unit;**

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- iv. **Date of initial hire:**
- v. **Courses taught:**
- vi. **Courses qualified to teach, updated regularly per Article 7a.D:**
- vii. **Effective date for the layoff or reduction; and**
- viii. **Date through which each Unit 18 faculty member is eligible for reemployment.**

~~3. Temporary Reemployment~~

~~In the event the University decides to offer temporary reemployment opportunities of no more than one quarter or semester in the same layoff unit and title group, the temporary reemployment shall not constitute a recall for reemployment purposes. Further, a Unit 18 faculty member's acceptance of temporary reemployment of no more than one quarter or semester will not nullify said Unit 18 faculty member's layoff or reduced time status. Should instructional need exist beyond this temporary period, the Unit 18 faculty member's employment status previous to the layoff or reduction in time shall be reinstated.~~

3. ~~4.~~ Termination of the Right to Reemployment

a. The right to reemployment terminates if a Unit 18 faculty member:

- ~~1) accepts an appointment at the same or higher percentage of time in the same title and layoff unit from which the Unit 18 faculty member was reduced in time or laid off;~~
- ~~2) refuses or fails to respond within fourteen (14) days to a second written offer of reemployment at the same or higher percentage of time sent to the Unit 18 faculty member's last known personal email and postal addresses on file. The second written offer of reemployment must be separate from the first offer per Section G.1.c. However, the right to reemployment does not terminate if the two offers are for courses/work within the same academic year or if the Unit 18 faculty member is unable to resume employment because of other employment commitments made in~~

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response to the layoff.

- b. If the University is attempting to employ a Unit 18 faculty member on an urgent basis and if a laid-off or reduced in time Unit 18 faculty member who has reemployment rights cannot be reached and/or does not respond within ~~seven~~ **fourteen** (7~~14~~) calendar days, the University may fill the position. **Urgency will be determined to exist in the hiring process only if the need for the hire could not have been reasonably foreseen more than 30 days prior to the beginning of the service period due to an emergency resignation, leave of absence, or an unforeseeable increase in student enrollment.** In this ~~the~~ instance **in which a laid-off or reduced Unit 18 faculty member does not respond within fourteen (14) calendar days,** or when failure to respond was due to extraordinary circumstances, a laid-off or reduced in time Unit 18 faculty member **they** will not have waived any future reemployment rights.

GH. PLACEMENT ASSISTANCE

When a Unit 18 faculty member has received a layoff/RIT notice, ~~To the extent available at each department or campus,~~ the University **shall attempt to contact the affected Unit 18 member by email and phone to** will, upon request, provide assistance in seeking placement to any Unit 18 faculty who has been laid off. **Every reasonable effort will be made by the University to place the Unit 18 member in a comparable position in another department, program, or unit on the same campus. If there is no position available at the same campus, the University shall make every reasonable effort to place the member at a comparable position at another campus, preferably at a campus close to the current campus.**

HI. BENEFIT COVERAGE

A Unit 18 faculty member on reduced time may continue, if previously enrolled, in ~~certain~~ group insurance programs for the length of time provided by the University's Group Insurance Regulations, **with the University continuing to cover the employer share of premiums.** ~~subject to the payment of full premiums by the Unit 18 faculty member. A reduced time appointment of more than one half of the working days of a month does not count towards University service for benefit purposes unless the reduced time appointment continues to qualify the Unit 18 faculty member for such benefits.~~

IJ. GRIEVANCE AND ARBITRATION

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1. A grievance alleging a violation of this article must be filed within thirty (30) calendar days of the transmission of notice to **UC-AFT** the Union. With respect to grievances based on alleged violations that would not be apparent when the written notice is issued, such grievances must be filed within thirty calendar (30) days of the date on which the Unit 18 faculty member/Union **UC-AFT** knew or should have known of the alleged violation, whichever is earlier.
2. Allegations of procedural violations of this Article shall be subject to the Grievance and Arbitration provisions of this Agreement. [moved from CCL J.5]
3. ~~2-~~ In any arbitration involving layoff or reduction in time, the ~~a~~**A**rbitrator shall ~~not~~ have the authority to substitute the ~~a~~**A**rbitrator's judgment for that of the University regarding the necessity for the layoff or reduction in time, or the functions/programs or titles affected by the layoff or reduction in time. Consistent with the provisions of this Agreement, the Arbitrator shall defer to the University's judgment regarding a Unit 18 faculty member's academic qualifications unless the Union demonstrates that there was no reasonable basis for the University's decision.
4. When the Union **UC-AFT** has alleged that the University's stated reason(s) for a decision to lay off **or reduce a Unit 18 faculty member** is **arbitrary, capricious, retaliatory, discriminatory,** pre-textual, or factually incorrect, the ~~a~~**A**rbitrator ~~will~~ **shall** consider all **of** the evidence submitted by the parties and may reverse a University decision when ~~she~~ **they** determines that the decision is contrary to the weight of all the evidence.
5. ~~3-~~ If the ~~a~~**A**rbitrator determines that the University failed to **include in its assessment** consider the qualifications, **as defined in Article 7a.D of this Agreement,** of a Continuing Appointee **more senior Unit 18 faculty member** relative to a less senior Unit 18 faculty member identified by the Continuing Appointee **Unit 18 faculty member** or the Union **UC-AFT** (pursuant to Sections ~~D.3-B.4 and D.1~~), the ~~a~~**A**rbitrator's remedial authority shall be limited **have the authority** to ordering **a reassessment of the layoff or reduction in time** such consideration. Upon the request of either party, the ~~a~~**A**rbitrator may retain jurisdiction to ensure that the procedural flaws have been addressed. [CCL moved from J.3]
- ~~5-~~ Allegations of procedural violations of this Article shall be subject to the Grievance and Arbitration provisions of this Agreement. [CCL moved to PCL J.2]

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6. ***If an Arbitrator finds that a Unit 18 faculty member's layoff or reduction was unnecessary, or was otherwise arbitrary, capricious, pre-textual, factually incorrect, or based on a procedural error, and the Arbitrator reverses the University's decision, then the Arbitrator shall have the authority to order that the Unit 18 faculty member's appointment be reinstated. The Arbitrator shall also have the authority to order compensatory remedies, including but not limited to timely restoration of pay with interest. The Arbitrator may also award punitive damages if they find the University's decision to be discriminatory or retaliatory.***

7. ***When UC-AFT has alleged that the University failed to reemploy an eligible Unit 18 faculty member, the Arbitrator shall have the authority to order the University to reemploy the Unit 18 faculty member even if the Unit 18 faculty member's reemployment period expired during the grievance and arbitration process. The Arbitrator shall also have the authority to order compensatory remedies, including but not limited to timely restoration of pay with interest. The Arbitrator may also award punitive damages if they find the University's decision to be discriminatory or retaliatory.***

JK. LAYOFF SCHEDULES

1. ~~Pre-Six Unit 18 faculty Schedule Chart:~~

	Appointment type and duration	Action	Advance Written Layoff Notice	Reduction in Time Notice	Pay in Lieu of Notice	Reemployment Rights
a.	All pre- six <u><i>Continuing</i></u> Unit 18 faculty	Either layoff or reduction in time of one IWC or less, or one course if valued at greater than one IWC	Thirty (30) <u><i>Ninety (90)</i></u> calendar days	Thirty (30) <u><i>Ninety (90)</i></u> calendar days	Thirty (30) <u><i>Ninety (90)</i></u> calendar days	For the remaining duration of the appointment prior to the layoff or reduction in time <u><i>Five (5) years from the effective date of the layoff or reduction in time</i></u>

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UC-AFT Unit 18 Successor Bargaining
Article 17 – Layoff, Reduction in Time, and Reemployment
UC-AFT Proposal #1
September 24, 2026

b:	Pre-six Unit 18 faculty on quarter 1/9 or semester 1/10 appointments, or the first year of an initial 9/12 academic year appointment	Either Layoff or reduction in time of multiple courses that combined exceed one IWC	Thirty (30) calendar days	Thirty (30) calendar days	Thirty (30) calendar days	For the remaining duration of the appointment prior to the layoff or reduction in time
e:	Pre-six Unit 18 faculty 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	Either Layoff or reduction in time of multiple courses that combined exceed one IWC	Sixty (60) calendar days	Sixty (60) calendar days	Sixty (60) calendar days	For the remaining duration of the appointment prior to the layoff or reduction in time
d:	Pre-six Unit 18 faculty 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	Either Layoff or reduction in time of multiple courses that combined exceed one IWC	Ninety (90) calendar days	Ninety (90) calendar days	Thirty (30) calendar days	For the remaining duration of the appointment prior to the layoff or reduction in time

2. Continuing Unit 18 faculty Schedule Chart

	Appointment type	Action	Advance Written Layoff Notice	Reduction in Time Notice	Pay in Lieu of Notice	Reemployment Rights
a:	Continuing Unit 18 faculty	Reduction in time of one IWC or less, or one course if valued at more than one IWC	n/a	Thirty (30) calendar days	Thirty (30) calendar days	Two (2) years from the effective date of the reduction in time

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September 24, 2026

b.	Continuing Unit 18 faculty	Reduction in time of multiple courses that combined exceed 1 IWC	n/a	Sixty (60) calendar days	Sixty (60) calendar days	Two (2) years from the effective date of the reduction in time
eb.	Continuing Unit 18 faculty	Reduction in time of multiple courses that combined exceed 1 IWC <u>Either layoff or reduction in time</u>	Twelve (12) months	n/a <u>Twelve (12) months</u>	Twelve (12) months	Two (2) years from the effective date of the reduction in time <u>Indefinite</u>
d.	Senior Continuing Lecturer	Reduction in time of one IWC or less, or one course if valued at more than one IWC	n/a	Thirty (30) calendar days	Thirty (30) calendar days	Three (3) years from the effective date of the reduction in time
e.	Senior Continuing Lecturer	Reduction in time of multiple courses that combined exceed one IWC	n/a	Sixty (60) calendar days	Sixty (60) calendar days	Three (3) years from the effective date of the reduction in time
fc.	Senior Continuing Lecturer <u>Unit 18 faculty</u>	Reduction in time of multiple courses that combined exceed one IWC <u>Either layoff or reduction in time</u>	Twelve (12) months	n/a <u>Twelve (12) months</u>	Twelve (12) months	Three (3) years from the effective date of the reduction in time <u>Indefinite</u>

CCL = Plain text

CCL moved = Plain text with [bracket note] on where it came from or is moving to

CCL struck = ~~strikeout~~

Changes new to [counter]proposal = **bold, underline, italicized**

Changes we've previously proposed that are not mutually agreed = **bold, underline**

Mutually agreed-upon changes to article = **bold**