

**ARTICLE 11**  
**LAYOFF**

- A.** The University shall have sole discretion to determine when layoffs shall occur. Layoff is defined as an involuntary separation, or a reduction in percent effort or duration of appointment for a Postdoctoral Scholar prior to the established appointment end date as a result of appropriate funding becoming unavailable.
  
- B.** In the event of layoff, the University shall provide as much written notice as practicable to the Postdoctoral Scholar, but no less than thirty (30) calendar days in advance of the effective date of the layoff.

  - 1. In the event thirty (30) calendar days' notice cannot be provided, the University shall provide the laid off Postdoctoral Scholar pay in lieu of notice for the portion of the thirty (30) calendar days for which notice was not provided.
  - 2. The University shall provide a copy of the layoff notice to the UAW within three (3) business days of providing the layoff notice to the Postdoctoral Scholar.
  
- C.** In the event the funding is restored or the termination of the research project is reversed within the time that the current appointment period would have been in place, the Postdoctoral Scholar shall have their appointment restored when the funding/work is restored.
  
- D.** In order to mitigate the effects of a layoff, the University will provide advice to the Postdoctoral Scholar in finding an alternate Postdoctoral Scholar appointment for which they are qualified.
  
- E.** A Postdoctoral Scholar who is subject to layoff may request that the University supply a written statement concerning the unavailability of appropriate funding that is the reason for the layoff.