

3358:11-5-10 Reduction in force policy.

For a variety of reasons during the life of any institution, circumstances may dictate that a reduction in force is necessary. These reasons may include lack of work; lack of funds; or abolishment of positions due to reorganization for efficient operations or reasons of economy. Should any of the aforementioned reasons result in the reduction in force, Owens community college will make a reasonable effort to reassign the affected employees to other positions at the college before enacting a reduction in force.

With respect to employees covered by a negotiated agreement, the college will comply with all of the provisions set forth in said agreement.

- (A) Delegation. The board directs the president to make such a determination of implementing a reduction in force when circumstances may dictate the necessity.
- (B) Implementation. The vice president of human resources will implement procedures consistent with this rule and for purposes of legal compliance.

Effective date: 11/8/2014

Patricia M. Jezak
Certification

10/29/2014
Date

Promulgated under: 111.15
Statutory authority: 3358.08
Rule amplifies: 3358.08
Prior effective dates: 3/7/2002, 12/29/2003, 7/13/2007