

ARTICLE 10
***Reduction in Force Due to Discontinuance or Reduction of Program or
Financial Exigency***

10.1 General

Prior to a decision to discontinue an academic program which would result in the termination of UNAC bargaining unit members, the University shall meet and confer with United Academics. Prior to a decision to reduce an academic program which would result

- a. Within the first year, regardless of contract extensions, the UNAC bargaining unit member shall be notified no later than February 15, for appointments based on the academic year, or three (3) months prior to the end of an appointment, for appointments based on an alternative nine (9) month base.
- b. Within the second year, regardless of contract extensions, the UNAC bargaining unit member shall be notified no later than November 15, for appointments based on the academic year, or six (6) months prior to the end of the base appointment for appointments based on an alternative nine (9) month period.
- c. After two (2) or more years of uninterrupted service, the UNAC bargaining unit member shall be notified twelve months prior to the expiration of the final appointment.

If the discontinued program is reactivated within two (2) years, previously tenured and qualified UNAC bargaining unit members shall be invited to return prior to hiring new full-time UNAC bargaining unit members. The UNAC bargaining unit member shall, within thirty (30) days from the mailing of the invitation, notify the University of the decision to decline or accept. If the former unit member does not respond within thirty (30) days, the invitation is deemed to have been declined. Former UNAC bargaining unit members wishing to receive such invitations shall be responsible for maintaining a current mailing address and other contact information with the hiring authority.

- d. When a decision is made to discontinue an academic program, teach out plans shall be developed by the appropriate dean, director, or designee in consultation with impacted UNAC bargaining unit members. Opportunities for continued employment during a teach out shall be offered to UNAC bargaining unit members in the order described in Article 10.3.

10.3 Reduction in Program

When a decision is made to reduce a program pursuant to University Regulation 10.06.010, a good faith effort shall be made to retain tenured UNAC bargaining unit members qualified in the discipline (as defined in Article 9) in preference to non-tenured UNAC bargaining unit members, to place in another program those tenured UNAC bargaining unit members qualified in the discipline (as defined in Article 9) in the MAU where appropriate, or to compose a workload for qualified UNAC bargaining unit members from activities assigned to part- time faculty in the program.

Opportunities for continued employment in a reduced program, or transfer to another program, shall be offered to UNAC

Ë Ì GK FÍ I Í A È Í L H Î J H A È D A È Ê C È Æ È B È Ç À È È A Ç Æ È È B È È Á È È Á Á Á È Á B Ã

2022.08.31 UNAC Mediation Article 10 Proposal, red-lined against current CBA.

above prior to hiring new full-time ~~UNAC~~ bargaining unit members. The ~~UNAC~~ bargaining unit member shall be provided at least thirty (30) days from the mailing of the invitation to notify the University of the decision to decline or accept. If the former ~~UNAC~~ bargaining unit member does not respond within thirty (30) days, the invitation shall be