

University of Oregon Management Proposal

July 29, 2026

(Track changes reflects modifications of the original cba language)

ARTICLE 21. LAYOFF

Section 1. Layoff is defined as a separation from university service during the period of a GE appointment due to a reduction in force or a reduction in a department for financial or academic reasons. Layoff shall not reflect discredit on a GE.

Section 2. Order of layoff will be based on reasonable criteria. Layoff shall be implemented by providing the GE with as much written notice of separation as possible, but no less than thirty (30) days before the effective date of the layoff, stating the reasons for layoff. Affected GEs shall be compensated for preparation time actually performed up to 20 hours, and for any actual work performed in addition to preparation time.

Section 3. GEs will not be laid off due to inadequate course enrollment.

Section 4. A GE who is laid off shall be put on a departmental priority reappointment list until the end of that academic year or until another appointment of equal duration is made, whichever comes first. The department shall, upon request, provide the Union with its priority reappointment list. It is agreed that GEs on said list shall receive first consideration by the department for other suitable appointment before employing new GEs for the duration of the original appointment.

In the event of layoff related to the elimination or partial elimination of departments or programs, GEs shall be notified in accordance with Section 2 and their names placed on a priority reappointment list held by the contract administrator. GEs on said list shall receive first consideration for suitable appointments in departments or programs of a cognate field and for non- academic appointments for the duration of the original appointment.

Section 5. If layoff occurs after established appointment start date for the quarter (see [ARTICLE 22](#), Section 5, "Appointment by Quarter") or start date of the appointment in the case of summer appointments, affected GEs shall continue to have a tuition waiver, per [ARTICLE 23](#) (Tuition Waiver), for the term in which the layoff occurs.

Section 6. A laid-off GE on the priority list who declines a subsequent appointment offer by the University that is substantially similar to the position from which they has been laid off and for which they is qualified, shall be taken off the priority reappointment list for that term and will no longer receive the tuition waiver.