

IOWA STATE UNIVERSITY

Professional and Scientific Council

Council Motion: Workforce Reorganization – P&S

Submitted by: P&S Policies and Procedures Committee
September 12, 2013

Whereas: P&S Council has been asked to provide input on proposed substantive changes regarding the “P&S Dismissal, Reorganization or Financial Conditions Policy – P&S” (for the draft replacement policy, “Workforce Reorganization – P&S” and procedures).

Whereas: The P&S Policies and Procedures Committee (the Committee) proposes clarification to the following statement (**highlighted in bold**):
The final plan will be reviewed for policy compliance and ~~implemented by HR~~ **HR will work with the department to implement**. If a P&S employee is dismissed due to reorganization, the dismissed employee's position will not be filled by replacement within a period of two years unless the dismissed employee has been offered ~~re-appointment~~ **the position** and has declined or has failed to reply to the offer in writing within fifteen (15) calendar days after confirmed receipt of such offer.

Whereas: The Committee proposes clarification to the following statement (**highlighted in bold**):
For a period of six months **from date of notice**, if an employee requests consideration for, and is qualified for and interested in, an Iowa State University P&S vacancy, the employee will be assured of an interview for the position. In the event that the dismissed employee is not selected for the position, the employing unit must obtain approval of the Associate Vice President (AVP) of HR before making an offer to another candidate.

Whereas: The Committee proposes the combination of statements and clarification to the following (combining bullets 4 and 5):

An employee reinstated within one calendar year under the provisions of this policy shall regain previously held length of service and accumulated sick leave and shall be employed at no less than his/her former salary.

Whereas: P&S Council provided input during the draft formation and revision process through representation on the Policy Library Advisory Committee (PLAC).

It is moved: The Professional and Scientific Council endorses the modifications to the policy stated above for Fall 2013 implementation.

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