

## **APPENDIX F**

## APPENDIX “F”

### Protocol in Connection With Clause 26.32

“Losses” in Clause 26.32 and in this Protocol are defined as net losses in the Academic Unit due to termination, layoff, resignation, retirement, early retirement, death or dismissal for cause, minus new hires.

1. List all Academic Staff Members in the bargaining unit, excluding those exempted in Clause 26.30, as of December 1, 1995 in order of seniority as specified in Clause 26.33 and reverse the order of the list. Should ties occur, the ties shall be broken by lot by the University in the presence of one or more members of the Association’s Executive.
2. Define  $B$  as the total number of Academic Staff Members as of December 1, 1995.
3. As of the date the Board declares a state of financial exigency, revise the list to add all Academic Staff Members who have come into the bargaining unit. Delete from the list all Academic Staff Members who have left the bargaining unit or who have given legal notice of an intention to leave the bargaining unit.
4. Define  $BI$  as the number of Academic Staff Members in the revised list specified in step 3 above.
5. Define  $D$  as  $B - BI$ , that is  $B$  minus  $BI$ .
6. Define  $L$  as the total number of layoffs required by the Board as a result of the financial exigency.
7. Define  $M$  as  $1.5(L+D)/B$ , the maximum proportion of losses in any Academic Unit.
8. For any Academic Unit, let  $u$  be the number of Academic Staff Members in that unit as of December 1, 1995.
9. Define  $e$  as  $M \times u$ ,  $M$  times  $u$ , the  $e$  number for the Academic Unit.
10. Layoffs proceed by going down the list to progressively more senior Academic Staff members except that in no Academic Unit shall the number of losses exceed the  $e$  number for that Academic Unit.
11. To achieve the result in step 10, lay off Academic Staff Members from the list skipping Academic Staff Members where, had they been laid off, this would cause the number of losses in their Academic Unit to exceed the  $e$  number.
12. The layoff process continues until the number of Academic Staff Members laid off equals  $L$ , or a lesser number if the dollar value of the salaries and benefits of the Academic Staff Members on the list to be laid off equals or exceeds the amount decided by the board in accordance with Clause 26.28.