

Utilization of Temporary Employees During Layoffs

The Collective Bargaining Agreement between the Oregon University System and the Service Employees International Union Local 503, SEIU provides that: "Temporary employees and employees of any temporary agencies performing work in the classification and administrative unit in which a layoff occurs shall be terminated prior to the layoff of trial service or regular employees."

Accordingly, temporary employees in your work unit performing work of the same classification as any employee whose position is being eliminated must be terminated prior to initiating the classified employee's layoff. Please contact Jeri Hemmer, Associate Director for Employee & Labor Relations, at 541-737-0547 should you have any questions or concerns regarding this provision.

The Collective Bargaining Agreement also provides that if a temporary appointment is necessary and is expected to last more than forty-five days, and there is a layoff recall list for that classification, employees on the layoff recall list shall first be offered the temporary appointment prior to hiring any other temporary.

Pursuant to this provision, should a department have need for a temporary employee and that need is expected to last longer than forty-five days, the Office of Human Resources will first check the appropriate layoff recall list to identify employees qualified to perform the duties of the position. Should such an employee be identified, that employee must be offered the temporary position. Only when it is determined that either a layoff recall list does not exist for the appropriate classification, a qualified candidate cannot be identified, or all qualified candidates on the appropriate list decline the temporary appointment, will a department be authorized to hire a temporary through other sources.

Additionally, should the Office of Human Resources receive a request to extend a temporary appointment for any duration, the extension will be approved only due to extraordinary circumstances and for a limited time period.

For questions regarding the hiring of temporary employees, please contact Stephanie Taylor, Employment Services Manager, at 541-737-3203.