



## Ohio Administrative Code

### Rule 3344-62-05 Layoff based upon financial exigency or university reorganization.

Effective: May 28, 1982

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(A) For bargaining unit librarians: see, "Layoff, Bumping, Recall," article twenty-eight of the SEIU district 1199 contract.

(B) For administrative librarians:

(1) Layoff may be effected in case of financial exigency or academic reorganization. Librarians affected shall be given notice as soon as possible. Librarians with up to seven years of service to the university shall be given at least six months' notice; librarians with seven or more years of service to the university shall be given at least nine months' notice.

(2) Before layoff under this section, the university shall make a good faith effort to place affected librarians in other suitable positions in the university. If financial reasons require a reduction in librarians within the university library, the needs of the university and individual performance shall be considered in the decision. When layoff is based on financial reasons, the released librarian's position shall not be filled by a replacement within two years, unless the released librarian has been offered reappointment and a reasonable time within which to accept or decline it. Librarians shall be kept informed of changes in program in instructional departments or changes in the internal structure of the university library's departments that would have an effect on staffing. Whenever possible, librarians shall be provided ample opportunity to develop the mutually acceptable level of competence to fill another position agreeable to the individual and the university. A librarian who believes that their layoff is based upon financial exigency or that the university reorganization is arbitrary, discriminatory, or in violation of their academic freedom may request a hearing within ten working days from the notice of layoff from the librarian review committee. The committee shall promptly forward its report and recommendation to the provost.