

STATUS OF EMPLOYEE WHEN POSITION IS ABOLISHED

If a support staff employee's position (as described in the position description) is abolished due to the necessity of a reduction in force, an organizational change, the introduction of automated/ computerized systems, or for any other reason, the employee will continue to be employed at the College in another position for which he/she is qualified if a position is available and the person is qualified for this position.

A support staff member who does lose his/her employment at Allegany College due to the abolishment of his/her position will be placed on a preferred rehiring list for a period of two years. The employee shall be notified of all vacancies that occur at the College during the two-year period.

If the respective position is reinstated during the two-year period, the affected support staff member shall first be given the opportunity to be reinstated in his/her former position.

Upon return to the College, the support staff member shall be entitled to those rights of status at the College that were continued in effect for unreleased colleagues of the same status and classification, including sick leave, vacation leave, and experience for salary purposes.