

Layoffs (updated April 24, 2023)

To view this policy in a printable PDF, please download the Non-Faculty Staff Layoffs policy.

Policy Intent

This policy has been adopted to replace existing policies covering these issues.

There may be times when the University deems it appropriate to reduce the number of staff positions in order to reduce, reorganize or reallocate financial resources or because of reduced work for the positions in question.

Reason for Policy

The purpose of this policy is to provide guidelines for non-faculty staff layoffs.

Who Should Read This Policy

This policy applies to regular full-time and regular part-time staff.

Staff within University collective bargaining units additionally should refer to their collective bargaining agreements and may wish to discuss with their steward or union representative. In addition, some collective bargaining agreements reference University policies that cover non-unit employees and this policy qualifies as such a reference policy.

Policy Text

Layoff Definitions

Layoff

Wherein the position in question is eliminated or the position in question is to be changed as to essential functions;

Layoff

Payments made on layoff

Whatever accrued and unused vacation time remain will be paid as a lump sum payment and will include applicable federal and state tax deductions.

Whatever unpaid wages remain will be paid on the date of layoff/termination in accordance with University policy. Additionally, severance payouts as salary continuation may be provided to staff who have satisfactorily completed their probationary period. Laid-off employees who complete a general release agreement as provided by Human Resources will be eligible for severance according to the schedule below. Severance will be paid in equal amounts during the “subsequent pay periods”.

Years of Continuous, Full-time Service with USF	Salary Payout and Healthcare (COBRA)*
1 year to less than 2 years	1 pay period (1/2 month base salary) plus up to 1 month of healthcare (COBRA)*
2 years to less than 6 years	2 pay periods (1 month base salary) plus 1 month of healthcare (COBRA)*
6 years to less than 12 years	3 pay periods (1.5 months' base salary) plus 2 months of healthcare (COBRA)*
12 years or more	4 pay periods (2 months' base salary) plus 2 months of healthcare (COBRA)*

*Healthcare Consolidated Omnibus Budget Reconciliation Act (COBRA) includes medical, dental, vision, and EAP.

RE-EMPLOYMENT ELIGIBILITY AFTER LAYOFF

In addition, staff who receive severance may thereafter apply for posted vacant University positions in the regular course of the position application process. There is no preference or guarantee. If, however, affected staff are rehired during the notice or severance continuation periods, any pay in lieu of notice or salary payouts will terminate on the rehire date.

Laid off staff who are rehired within six months from their last day of work will retain the previous date of hire from their last position. Staff who are rehired thereafter must complete a probationary period of one year.

Staff who return to work after a break in service exceeding six months will not be considered rehires and will be given a new date of hire. These staff must complete a probationary period. All rehired staff must fulfill applicable waiting periods for benefits eligibility.

Benefits information after permanent layoff

Staff who are subject to layoffs are eligible for certain benefits during the severance period as follows:

MEDICAL, DENTAL, VISION AND EAP

Staff enrolled and covered in the University group medical, dental, vision, and EAP plans will continue coverage during the subsequent pay periods. Employee health plan contributions will also continue. Employee health plan contributions will terminate as of the last day of the month of the layoff date. Thereafter, USF will subsidize staff member's benefits via COBRA during the subsequent pay periods.

Staff will automatically receive a COBRA notice from our University vendor. Staff must complete the COBRA Election Form and submit it back to the vendor. The vendor will reinstate coverage and the subsidy will be applied. When the severance payout ends, staff may continue COBRA coverage by making premium payments monthly directly to the vendor.

The COBRA period is based on the employee's number of years of continuous service as described in the table above. The vendor will have all the instructions for receipt of COBRA notification. If the staff member was enrolled in the medical waiver plan, this will end on the last day of work.

Flexible Spending Account (FSA)

Dependent FSA, and childcare subsidy benefits end on the last day of work. Staff have 60 days from the last day of work to submit claims for expenses incurred up to and including the last day of work. After the notice period, staff may continue coverage for their healthcare FSA under COBRA.

Retirement

University contributions to the 401(a) plan cease as of the last day of work. Staff contributions to the 403(b) plan ceases as of the last day of work. Emeriti employer/employee contributions cease as of the last day of work. Per plan documents there are vesting requirements to retain access to employer contributions to the 401(a) and Emeriti plans.

Life and Accident (AD&D) Insurance

Basic life, voluntary life, voluntary dependent life, and voluntary AD&D insurance coverage ends the end of the month following the month layoff begins. Staff may convert to an individual policy by completing the conversion application and remitting payment directly to CIGNA. Conversion paperwork will automatically be mailed to the employee by CIGNA. Cigna must receive the conversion application and payment within 30 days of the last day of work.

Long-Term Disability (LTD)

LTD coverage will end at the end of the month in which the layoff begins. LTD is not eligible for conversion.

Tuition Benefits

You or your dependents are eligible to complete the current semester in which the layoff occurs under the tuition remission benefit. If you or your dependents are taking graduate courses, you are still responsible

for the taxation payment for the courses.

Other Benefits

Employer and employee contributions to Commuter Check Direct (CCD) will cease as of the last day of work.

Unemployment Compensation

Staff may apply for [California State unemployment compensation benefits](#).

Contact Information

Benefits Vendors

Anthem Blue Cross	(800) 627-5342
Kaiser Permanente CA	(800) 464-4000
Delta Dental	(800) 765-6003
VSP Vision Care	(800) 877-7195
Flexible Spending Account (BRI)	(800) 473-9595
TIAA	(800) 842-2252
Emeriti	(866) 685-6565
New York Life	(800) 238-2125
Concern (EAP)	(800) 344-4222
VALIC	(800) 448-2542

Human Resources

General	(415) 422-6707	humanresources@usfca.edu
Benefits	(415) 422-2442	benefits@usfca.edu
Tuition Remission	(415) 422 2440	tuitionremission@usfca.edu

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Contact Human Resources

Lone Mountain Main
Room 339

NOTE: Currently operating remotely. To contact Human Resources:

- humanresources@usfca.edu.
- [\(415\) 422-6707](tel:(415)422-6707)