

PAMF WIC to ESC APC  
Section ## Layoff and Recall  
Tentative Agreement  
September 20, 2022

Subject to overall agreement.

**Section ##: Layoff & Recall**


In the event of a layoff or reduction of FTE status, the Employer shall first request volunteers that meet the specific layoff or reduction of FTE need. If not enough APCs volunteer, or do not meet the specific reduction needs, then the following order shall be used to select the impacted APC's:


1. APC's with documented history of performance problems (i.e., written or final written warning) within the last twelve (12) months.
2. APC's with the least seniority as defined in Section ## (Seniority) and based on geographical region as defined in Section XX provided the remaining APC's are qualified to perform the available work. If as a result of the layoff there needs to be a modification to the remaining schedules, schedules will be offered to volunteers first and then will be made by inverse seniority.

The Employer shall provide the Union with at least 30 day written notice of its intent to layoff APC(s). The Employer shall provide the impacted APC(s) with at least 30 day notice prior to the date of the layoff.

APC's who are laid off (except those with a documented history of serious performance problems in the last twelve (12) months) shall have recall rights for 12 months or until the APC is offered an equivalent bargaining unit position, whichever occurs sooner. Laid off APC'S will be placed in a per diem pool, if available, at their option.

Recall rights shall be in order of seniority as defined in Section ## (Seniority) and based on geographical region as defined in Section XX.

PAMF  
  
Date: 1-10-23

ESC  
  
Date: 10/10/22

This tentative agreement is effective upon ratification of the overall agreement from the ESC members employed at Sutter PAMF Walk-in-Care and approval by the ESC Executive Board.