

RIF TERMS GLOSSARY

Reduction in Force (RIF):	681-3.14 of the Iowa Administrative Code defines “Reduction in force” as a layoff resulting from a shortage of funds or work, a material change in duties or organization or abolishment of one or more positions.
Layoff:	Historically, layoff referred to a RIF of merit or SEIU covered employees. A layoff may be permanent, temporary, or a reduction in hours (percent of time).
Temporary Layoff:	Both the AFSCME and SEIU contracts provide that employees may be laid off temporarily. The AFSCME contract provides that temporary layoffs shall be less than twenty (20) consecutive calendar days and must be made by seniority within classification and work unit. The SEIU contract provides that Article XVII, Layoff Procedures, does not apply to temporary layoffs of less than thirty (30) consecutive calendar days.
Furlough:	Although furlough is commonly defined as a <i>temporary</i> leave of absence, in The University of Iowa Operations Manual , a furlough is a <i>permanent</i> RIF of non-organized P&S.
Permanent Furlough:	See “Furlough” above.
Unemployment Benefits:	A financial assistance benefits program administered by Iowa Workforce Development. Please contact Iowa Workforce Development for eligibility information.
Notice Period:	The period between an official notice of layoff and exercise of rights to bump/displace or separation from employment.
Priority Period:	For career P&S employees, the 12-month period after separation from employment during which they have priority to vacancies at The University of Iowa.