

**ARTICLE 17**  
**LAYOFFS**

**17.1** If an individual accepts appointment to an ASE position for one or more terms/semesters (fall or spring) in an academic year and the position offered is eliminated, or the FTE of an assistantship is reduced, prior to the ASE's end of appointment, the University shall notify the affected individual and the Union one month prior to the effective date of the action.

Furthermore, the University will:

17.1.1 End or reduce the appointment no sooner than the end of the term/semester for which the notice of layoff is provided; and

17.1.2 Use its best efforts to place the affected ASE on assistantship in another bargaining unit position with a similar term and, if possible, similar compensation.