**SEVERANCE ELECTION**

*American Federation of State, County and Municipal Employees (PCT/EX & SX)*

Beginning July 1, 2003, American Federation of State, County and Municipal Employees Unit employees who receive notice of layoff may elect**, within fourteen (14) calendar days of receipt of notice** **of layoff,** severance pay in lieu of preferential rehire and recall rights. Your election must be in writing and is irrevocable.

**Option 1: Severance Pay in Lieu of Preferential Rehire and Recall Rights\***

Employees with less than 5 years of service may elect to receive 2 weeks or 10 workdays of severance. Employees with 5 or more years of service may elect to receive 5 weeks or 25 workdays of severance, plus one week of severance for each additional full year of service up to a maximum of 16 weeks. *You are entitled to \_\_\_\_\_\_\_ weeks of severance*.

**Option 2: Preferential Rehire and Recall Rights**

**Severance $\_\_\_\_\_\_\_\_\_\_\_\_.**

***\* If you subsequently become reemployed with the University during the period for which severance was paid, you MAY BE REQUIRED to repay the severance or sign a severance repayment agreement.***

If you choose to **elect** severance pay in lieu of preferential rehire and recall rights, please indicate your election below, by signing and returning this form to your department no later than \_\_\_\_\_\_\_\_\_\_\_\_.

If you choose **not to elect** severance pay in lieu of preferential rehire and recall rights, you shall receive preferential rehire and recall, in accordance with Article 13 – *Layoff and Reduction in Time*, section E. and F., of the UC/EX-SX Agreement.

For more information see Article 13 – *Layoff and Reduction in Time* of the UC/EX-SX Agreement.

I, ,

Employee Name

**Option 1** ❑ **Option 2** ❑, as stated above. **I realize that this election is irrevocable**.

Print Name Signature Date

**Department Representative**

Print Name Signature Date

**Distribution:** *Preferential Reemployment Coordinator Employee AFSCME*

# UCOP Local HR Dept. Personnel File