

SAN LORENZO VALLEY UNIFIED SCHOOL DISTRICT

SEIU LOCAL 521

Article 16.5 – Adjustment Compensation

FAQs

What is adjustment compensation?

- Adjustment compensation is paid to each employee actually laid off from a permanent position.

Who qualifies for adjustment compensation in the event of a layoff?

- Employee whose position is eliminated and is not reinstated (or rehired) for another District position prior to the employee's effective date of the layoff
- Employee who accepts retirement in lieu of layoff
- Employee who accepts a layoff in lieu of reduction of hours

How is the dollar amount determined?

- Per Article 16.5 of the SLVUSD/SEIU bargaining agreement, the adjustment compensation pool that is available each year is \$10,000. That pool is subject to an individual cap of \$7,500.
- Each employee shall be entitled to one dollar of adjustment compensation for each hour per the seniority list unless the total of individual entitlements exceeds the amount of the adjustment compensation available. In this case, the amount payable to each eligible employee shall be pro-rated accordingly.

What time period is used to determine who qualifies?

- The list of eligible bargaining unit members will be developed by determining which employees have been laid off between October 15 of the previous year and October 14 inclusive of the current year.

When will I receive my adjustment compensation?

- You will receive your adjustment compensation on November 10, 2009.

June 4, 2009

Adjustment Compensation FAQ's continued

Do I receive adjustment compensation if I accept another job in the District prior to my effective layoff date?

- No, you accepted another District position prior to your layoff becoming effective.

What if I accept a District position after my effective layoff date, will I then be entitled to adjustment compensation?

- Yes, because you accepted another District position after your layoff became effective.

What if I stayed on with the District, but bumped into a lower classification/position, would I be eligible for adjustment compensation?

- No, adjustment compensation is only for bargaining unit members that did not secure a District position prior to their effective layoff date.