

**ARTICLE 54
REDUCTION-IN-FORCE**

Consistent with law, rule, and regulations, once the Employer makes a final decision to conduct a reduction-in-force (RIF), it will give official notice to the Union and offer the Union an opportunity to bargain any and all impact and implementation issues. The Employer shall issue such notice as far as practicable in advance of official notification to the affected bargaining unit employees. At a minimum, the notice will include the competitive area and level initially affected, the number of anticipated employees involved, the proposed effective date, and the reason(s) for the RIF action.

Peter E. Tremel
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