

Workforce Reduction and Preferential Rehire Programs - Career Compass Transition Issues

The following summarizes key transition issues related to the implementation of Career Compass job titles effective May 2009.

Section 1 addresses how new Career Compass job titles impact workforce reduction and preferential rehire.

Section 2 summarizes how other personnel policies for nonrepresented staff will be impacted by the transition to new job titles.

Section 1: Workforce Reduction and Preferential Rehire

Policy Provision*	If effective date of layoff is ...			Special Notes
	CURRENT FISCAL YEAR		NEXT FISCAL YEAR	
	Prior to implementation of new Career Compass job titles (before 5/1/09)	After implementation of new Career Compass job titles through end of fiscal year (5/1/09 – 6/30/09)	7/1/09 or later	
Job Title (for purposes of layoff/ rehire policy only)	Most recent (pre-Career Compass) job title	Most recent (pre-Career Compass) job title	Current (Career Compass) job title	By 7/1/09, active non-represented employees, employees on long term leave, employees who have been laid off before 5/1/09 and Special Placement Candidates (SPCs) who have not been mapped must be mapped by the Mapping Coordinator to a new job Career Compass title based on job responsibilities in effect prior to notice of layoff.
Salary Grade/Range (for purposes of layoff/ rehire policy only)	Most recent (pre-Career Compass) grade and range <i>maximum</i>	Most recent (pre-Career Compass) grade and range <i>maximum</i>	Current (Career Compass) grade and range <i>MIDPOINT</i>	Effective 7/1/09, the salary range <i>MIDPOINT</i> will be the basis for determining jobs eligible for preferential rehire
Definition of Qualifications	Most recent (pre-Career Compass) qualifications as defined in job posting or job description, whichever is most current	Most recent (pre-Career Compass) qualifications as defined in job posting or job description, whichever is most current	Current (Career Compass) qualifications as defined in job posting or job description, whichever is most current	

*See Career Compass glossary for clarification regarding terminology at <http://careercompass.berkeley.edu/jobstandards/resources/glossary.html>

Workforce Reduction and Preferential Rehire Programs - Career Compass Transition Issues

Section 1: Workforce Reduction and Preferential Rehire, continued

Policy Provision	If effective date of layoff is ...			Special Notes
	CURRENT FISCAL YEAR		NEXT FISCAL YEAR	
	Prior to implementation of new job titles (before 5/1/09)	After implementation of new job titles through end of fiscal year (5/1/09 – 6/30/09)	7/1/09 or later	
Bumping Rights	A career position held by a less senior employee in the same (pre-Career Compass) job title, within same layoff unit, if qualified	A career position held by a less senior employee in the same (pre-Career Compass) job title, within same layoff unit, if qualified	A PSS career position held by a less senior employee in the same Career Compass field and job level (ex: Professional level 3) within same layoff unit, if qualified	
Recall	A career position in the same (pre-Career Compass) job title from which employee was laid off, within same layoff unit, if qualified	A career position in the same (pre-Career Compass) job title from which employee was laid off, within same layoff unit, if qualified	A career position in the same (or Career Compass successor) job title from which employee was laid off, within same layoff unit, if qualified	Employees who have been laid off before 5/1/09 will be mapped by the Compensation Unit into a new Career Compass job title for administration of recall rights, if recall occurs after 7/1/09.
Preferential Rehire	Any vacant career position at same or lower salary range <i>maximum</i> as most recent (pre-Career Compass) job title, if qualified	Any vacant career position at same or lower salary range <i>maximum</i> as most recent (pre-Career Compass) job title, if qualified	Any vacant PSS career position at same or lower salary range <i>MIDPOINT</i> as current (Career Compass) job title, if qualified	See special note under “Salary Grade/Range” in Section 1 regarding salary range <i>MIDPOINT</i> .
Severance	Most recent (pre-Career Compass) job title	Most recent (pre-Career Compass) job title	Current (Career Compass) job title	

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Section 2: Impact on other personnel policies for nonrepresented staff due to transition to new Career Compass job titles

Policy Provision	CURRENT FISCAL YEAR		NEXT FISCAL YEAR	Special Notes
	Prior to implementation of new Career Compass job titles (before 5/1/09)	After implementation of new Career Compass job titles through end of fiscal year (5/1/09 – 6/30/09)	7/1/09 or later	
Probationary Period Policy (PSS only)	Most recent (pre-Career Compass) probationary period	Most recent (pre-Career Compass) probationary period	Current (Career Compass) job title probationary period	<p>Employees who convert from PSS to MSP effective 5/1/09 retain their PSS layoff/rehire/corrective action/progressive discipline/complaint resolution/probationary period rights until 7/1/09, at which time all of above convert to MSP policy in effect for new Career Compass job title.</p> <p>Employees who convert from MSP to PSS effective 5/1/09 receive layoff/rehire/corrective action/progressive discipline/complaint resolution rights in accordance with PSS policy in effect for new Career Compass job title effective immediately.</p>
Exempt Status and eligibility for Comp Time	Most recent (pre-Career Compass) exempt status and eligibility for Comp Time	Exempt status in effect based on current (Career Compass) job title	Exempt status in effect based on current (Career Compass) job title	<p>Exempt status will be driven by current job title of record in human resources information system (HRMS/HCM).</p> <p>Employees who convert from non-exempt to exempt have 6 months from implementation of new Career Compass job title to use up any banked comp time or receive payout.</p>
Vacation Accrual	Most recent (pre-Career Compass) vacation accrual formula	Current (Career Compass) vacation accrual formula (exception: see Special Notes)	Current (Career Compass) vacation accrual formula (exception: see Special Notes)	<p>Employees who convert from MSP to PSS retain grandfathered vacation accrual benefits as MSP until they vacate the position for any reason.</p> <p>Employees who convert from PSS to MSP begin accruing at MSP rate effective 5/1/09.</p>