

Reassignment Policy:

A reassignment of duties may be made with the following considerations:

1. The College has a legitimate organizational reason for the reassignment; and
2. The vacant position is at the same grade, or rate of pay, as the employee's present position.

The College's right to direct reassignment includes the right to reassign an employee at the same grade, or to a position with less promotion potential than the present position. The position to which the College reassigns an employee may be located in the same or a different site.

Reassignment Without Regard to RIF Retention Standing

The College may reassign an employee without regard to the employee's reduction in force retention standing, including an employee's veterans' preference status. A reassignment to a vacant position at the same grade is not a reduction in force action even if the College abolishes the employee's former position

At its option, the College may select employees for reassignment on the basis of considerations such as retention standing, total service with the College, length of time in a position or in the organization, etc.