



Office of Human Resources
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MEMORANDUM

To: University Classified Civil Service Staff
From: Larry M. Lewellen, Vice President for Human Resources
Date: July 28, 2009
Re: Feedback on Modernization of Rules Governing **Reduction in Force**
Reduction in Force (RIF) of Classified Civil Service Employees

In December 2006, the Ohio General Assembly passed Substitute House Bill 187, an effort to reform Ohio's laws governing civil service employment. This Act gives our Board of Trustees the authority to amend provisions of CCS rules governing Ohio State employees. It also makes clear that nothing in the Act changes any terms to an existing collective bargaining agreement. To the extent that our various labor contracts have pre-empted an issue we now seek to change, we will need to negotiate with the union for that change. Otherwise, the changes to our rules governing CCS staff will have the same impact on union members and non-union staff.

We have drafted revised Reduction in Force Classified Civil Service rules. A copy of the draft new rules, the current rules, and a summary of what will change and what won't change can be found online at <http://hr.osu.edu/ccsmod.aspx>.

During the August 1 – 30 feedback period, we encourage you to review the draft rules and summary of changes, and provide your feedback in one of these ways:

E-mail your feedback to:

ccsmodernization@hr.osu.edu

Place "RIF" in the subject line

Send feedback via campus mail to:

CCS Modernization – RIF
Office of Human Resources
1590 N. High St. Suite 300
Campus Mail

Attend a forum:

Columbus Campus

Wednesday, August 5, 10:30 a.m. – noon, 090 Science and Engineering Library
Thursday, August 27, 9:30 a.m. – 11 a.m., 090 Science and Engineering Library

Medical Center

Thursday, August 6, 11:30 a.m. – 1 p.m., Ross Auditorium room H1213

Regional Campuses (*ATI, OARDC, Lima, Mansfield, Marion, Newark, Extension Offices, Research Stations, and other non-Columbus locations*)

Tuesday, August 25, 11:30 a.m. – 1 p.m., phone forum

To receive dial-in instructions, register for the **CCS Reduction in Force (RIF) Rules Changes Forum** online at:
http://hr.osu.edu/ohrc/ld_customizedtraining.aspx

If you have questions, visit <http://hr.osu.edu/ccsmod.aspx> for more information.