

### **156.832 Procedures for lay-offs.**

- (1) A lay-off of an employee with continuing status in the Office of Career and Technical Education due to the abolition of a position, lack of funds, or economic or employment trends resulting in a lack of work or a material change in duties or organization shall comply with the provisions of this section.
- (2) Prior to the notification of lay-off and prior to the lay-off of an employee, the Department of Education shall prepare a lay-off plan. The plan shall contain the name of the employee and the reasons, in detail, for the lay-off. Upon approval of the plan by the appointing authority or designee, the employee shall be notified of the pending lay-off, and of:
  - (a) The reason for the lay-off;
  - (b) The procedures established by the provisions of KRS 156.830 and this section for the lay-off of employees; and
  - (c) The rights granted employees subject to lay-off and to laid-off employees.
- (3)
  - (a) An employee subject to lay-off shall be considered for a vacant position within the office of the same pay grade, level of duties, and responsibilities for which the employee is qualified.
  - (b) If a vacancy does not exist, the employee shall be considered for any vacant position within his office for which qualifications are held.
- (4) If no position is available to an employee subject to lay-off under the procedure established by subsection (3) of this section, the employee shall be notified of the layoff in writing at least thirty (30) days prior to implementation of the lay-off.

**Effective:** June 25, 2013

**History:** Repealed, reenacted, renumbered, and amended 2013 Ky. Acts ch. 59, sec. 19, effective June 25, 2013. -- Amended 2006 Ky. Acts ch. 211, sec. 32, effective July 12, 2006. -- Amended 2000 Ky. Acts ch. 526, sec. 25, effective August 15, 2000. -- Amended 1994 Ky. Acts ch. 469, sec. 17, effective July 15, 1994. -- Created 1990 Ky. Acts ch. 470, sec. 15, effective July 1, 1990.

**Formerly codified as** KRS 151B.085.