

## **Lay Offs - Employees**

Initial Question: when you have laid off an employee and are able to hire again do you offer the employee the position?

Response from Marlys Stark about State policy: March 16, 2010

The state employee policy has not changed as of yet for RIF situations. If the same job reopens within a 12 month period, the RIF'd employee must be offered the job without posting. Any state agency may choose to look at RIF'd employees that have registered with the job registry and may hire any of those individuals without an external posting.

Bear in mind this is just policy, not rules or laws. And this is policy for state employees only. I have not found anything specific for lay offs for the state as a whole and have not heard back from any of my queries yet.