



3.6. Change in Workforce. Nothing contained in these personnel policies, the pay plan or the District's past practices or customs shall prevent the District from reducing its workforce, laying off, promoting, demoting, reclassifying or removing employees, modifying the pay plan or otherwise managing and directing the operation of the District and its workforce as deemed necessary and proper.

3.6.1. In determining who is to be laid off, consideration will be given to individual performance and the qualifications required for remaining jobs. Prior to such action, the District may endeavor to place affected employees into another available position for which they are qualified, as determined by the District.

3.6.2. Prior to a layoff, the District will try to provide affected employees at least two weeks' notice of the pending layoff.

3.6.3. During the 12-month period following a layoff, the District or the Mt. Rainier Pool may rehire a laid off employee if a suitable position becomes available for which the employee is qualified and the former employee has requested, in writing, to be considered for re-hire.

