

LEGISLATIVE VICTORY

Bumping, Retreating, & Rehiring Rights

A bill has been signed into law, which provides standardized protections to all Competitive, Non-Competitive, and Labor Class employees during layoffs.

This law will go into effect on February 19, 2024.



What was the law before?

There was no process in place for layoffs of Labor Class employees or Non-Competitive Class employees working in local government, which allowed employers to pick and choose which employees were laid off. All Competitive Class employees, as well as Non-Competitive Class employees in state government, had protections.

Who does this affect?

All Labor Class employees, as well as Non-Competitive Class employees working in local government.

What is the law now?

All Competitive, Non-Competitive, and Labor Class employees are subject to the same seniority-based process during a reduction in force.

Why does this matter?

Without a standardized layoff process, employers had the ability to pick and choose which employees were laid off. This new law ensures that all public employees are subject to the same layoff process.

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