Policy for Termination Without Cause

The following language will appear in the new employee handbook:

Involuntary separation from the College will occur when the employee does not initiate the termination. The following are examples of involuntary terminations without cause:

1) Lay off for lack of work when the College reduces its work force for financial exigency or other reasons.

2) Release without fault when an employee, through no fault of his/her own, is unsuited for or incapable of performing work assigned and no appropriate change of assignment is available.

3) A departmental/college reorganization in which the position is abolished or reassigned.

Exempt employees who are terminated without cause will receive the following:

“Forty-five (45) days severance pay plus unused accrued annual leave. Under no circumstances will severance pay be granted for resignations or to part-time or temporary employees or employees serving in a probationary status.”