

# University of Southern California Staff Assembly

## Proposed Staff Assembly Resolution for Enhancing Severance Pay

Whereas the University of Southern California recognizes the benefit of retaining long-term employees, and

Whereas a survey of the university's peer and peer-aspirant institutions revealed that USC's policy regarding Layoffs and Reorganizations severance pay provision is deficient in relation to those institutions, and

Whereas long-term employees tend to earn higher rates of pay than other employees, and

Whereas the university's current severance pay policy actually provides financial incentives for departments to eliminate positions held by long-term employees, and

Whereas employees forty (40) years and older are recognized in the Age Discrimination in Employment Act of 1967 to have greater difficulty in finding employment,

Be it therefore resolved that the USC Staff Assembly recommends that the penultimate paragraph of the university's Layoffs and Reorganizations policy be amended to read "Severance pay of five (5) days pay for each full year of university benefits-eligible service for the first through tenth years, seven and one half (7.5) days pay for each full year of university benefits-eligible service for the eleventh through twentieth years, and ten (10) days pay for each full year of university benefits-eligible service over twenty years, up to a maximum of 260 days, based on adjusted hire date, must be paid upon layoff or reorganization, except in cases where the staff employee was employed for a specific period of time only (e.g., in a position funded by contract(s) and/or grant(s) where an end date was communicated in writing to the staff employee at the time of hire or during employment. Accrued vacation must be paid. Severance pay is in addition to pay in lieu of notice."

Moved: Rights & Responsibilities Committee

Second:

Ayes: 41

Nays: 0

Abstentions: 2

Resolution Number: 2007-01

July 12, 2007