

**ARTICLE 17**  
**SENIORITY AND LAYOFFS**

**Section 1:**

A. In the event of layoffs, all entry probationary Firefighter Paramedic/EMT shall be laid off prior to any regular status Firefighter Paramedic/EMT or any Lieutenant Paramedic or EMT. The order of layoffs of entry probationary Firefighter Paramedic/EMT shall be determined by seniority.

B. In the event that further layoffs are required, such layoffs shall be accomplished by class groups of Firefighter Paramedic/EMT and Lieutenant Paramedic/EMT. Notwithstanding anything to the contrary contained in this Agreement, Employer shall determine the number of employees to be laid off and the class(es) involved. Within the involved class(es), layoffs shall be administered in the following manner:

Group A. - Employees with one through three years service.

Group B. - Employees with four through six years.

Group C. - Employees with seven through nine years.

Group D. - Employees with ten to twelve years.

**Section 2:** If reduction in force requires the layoff of a Lieutenant Paramedic or EMT, the affected employee may, at their option, revert to the position held prior to their promotion to Lieutenant Paramedic/EMT. If this movement requires further reduction in force, the same shall be accomplished in accordance with Section 1 above and the process shall continue through the ranks.

**Section 3:** No new employee shall be hired until the employees on layoffs have been given an opportunity to return to work at their original seniority date and position, provided, that after one year of layoffs, the employee shall cease to accrue seniority and reemployment rights shall cease after five (5) years from the date of the layoffs.

**Section 4:** The Fire Chief shall give written notice to the employees, including the President of the Union, on any proposed layoffs. Such notice shall state the reason of the layoffs and shall be submitted thirty (30) calendar days before the effective date of

the proposed layoffs unless under emergency situations where notice shall be submitted as soon as possible.

**Section 5:** At the discretion of the Fire Chief, preference may be given to those employees with Paramedic certifications in all groups.