

**SECTION 3.55 REDUCTION IN FORCE RIGHTS**  
**Last Update: 7/15**

An employee whose position is reclassified to a lower pay grade is not allowed reduction in force rights (i.e. the right to "bump" an employee in the same class with less seniority [contract-covered class] or fewer retention points [noncontract class]), when the reclassification is a result of a:

- Voluntary demotion
- Disciplinary demotion
- Correction of a classification error
- Class or series revision
- Change in the duties of the position
- Reorganization that does not result in fewer total positions in the unit that is reorganized
- Transfer or reassignment of an employee to another position in the same class or to a class in the same pay grade