

CIVIL SERVICE

CIVIL SERVICE COMMISSION

Layoffs

Notice of Readoption: N.J.A.C. 4A:8

Authority: N.J.S.A. 11A:2-6.d, 11A:2-11.h, 11A:2-28, 11A:6-28, and 11A:8-1 through 11A:8-4.

Authorized by: Civil Service Commission, Deirdré L. Webster Cobb, Chairperson.

Effective Date: (date)

New Expiration Date:

Take notice that pursuant to *N.J.S.A. 52:14B-5.1* and *N.J.A.C. 1:30-6.4*, the rules at *N.J.A.C. 4A:8* were to expire on November 15, 2023. *N.J.A.C. 4A:8* addresses layoffs in the civil service. The Civil Service Commission has reviewed *N.J.A.C. 4A:8* and has determined that the chapter remains necessary, proper, reasonable, efficient, understandable, and responsive to the purposes for which it was originally promulgated, as amended and supplemented over time, and should be readopted without amendment.

Subchapter 1 establishes the procedures pertaining to layoffs and includes general provisions (*N.J.A.C. 4A:8-1.1*), alternatives to layoffs (*N.J.A.C. 4A:8-1.2*), pre-layoff actions (*N.J.A.C. 4A:8-1.3*), review of layoffs by the Civil Service Commission (*N.J.A.C. 4A:8-1.4*), layoff units and job locations (*N.J.A.C. 4A:8-1.5*), and layoff notices (*N.J.A.C. 4A:8-1.6*). Subchapter 2 establishes the rules

pertaining to employee layoff rights and includes types of layoff rights (N.J.A.C. 4A:8-2.1), the exercise of lateral and demotional rights (N.J.A.C. 4A:8-2.2), the exercise of special reemployment rights (N.J.A.C. 4A:8-2.3), seniority (N.J.A.C. 4A:8-2.4), reassignments (N.J.A.C. 4A:8-2.5), and appeals (N.J.A.C. 4A:8-2.6) .

Therefore, pursuant to *N.J.S.A. 52:14B-5.1.c(1)* and *N.J.A.C. 1:30-6.4(h)*, *N.J.A.C. 4A:8* is readopted and shall continue in effect for a seven-year period.