

Tier 1 Employee Administrative Impact

	Wages	Working Conditions	Benefits
Posted Positions			
within Family	Tier1	Tier1	Tier1
outside Family	Tier2	Tier2	Tier1
Surplus			
Downgrades w/in Department	Tier1	Tier1	Tier1
Lay-offs	-	-	Tier1
Bumping	Bump Tier1 - Tier1 Bump Tier2 - Tier2	Bump Tier1 - Tier1 Bump Tier2 - Tier2	Remain Tier1
Recall			
within Family	Tier1	Tier1	Tier1
outside Family	Tier2	Tier2	Tier1

Revised 1/31/08