



STATE OF NEW JERSEY

FINAL ADMINISTRATIVE
ACTION OF THE
CIVIL SERVICE COMMISSION

In the Matter of Rosetta Edwards,
Greystone Park Psychiatric Hospital

CSC Docket No. 2016-1680

Layoff Appeal

ISSUED: **NOV 29 2016**

(RE)

Rosetta Edwards, Greystone Park Psychiatric Hospital, appeals the determination of the Division of Agency Services (DAS) regarding placement on the Special Reemployment List (SRL) for Human Services Technician following a layoff due to the closure of the Woodbridge Developmental Center, effective January 9, 2015.

By way of background, the Department of Human Services submitted a layoff plan to the Commission to lay off employees in various titles at the Woodbridge Developmental Center, effective January 9, 2015, for reasons of economy and efficiency, and many positions were impacted across facilities in the Department of Human Services. The appellant was a Human Services Technician (class code 11) who was bumped from her position at Greystone Park Psychiatric Hospital to a Human Services Assistant position (class code 07). Thereafter, her name was added to the SRL for Human Services Technician.

On appeal, the appellant explained that she did not accept a position in a location due to transportation issues. She stated that she would like to remain on the Special Reemployment List (SRL) at this location in the event that her transportation circumstances change.

Commission staff responded that, pursuant to N.J.A.C. 4A:4-4.7(a)10, the name of an eligible may be removed from an eligible list for failure to maintain interest in a geographical area or choice. Also, N.J.A.C. 4A:8-2.3(e) states that employees who decline reemployment to a job location will be removed from future

certifications to that location for that title and all previously held lateral or lower titles. Employees who decline reemployment to their original or substituted job location (other than the original municipality) will be certified only to the original municipality for that title and all lateral or lower titles. Employees who decline reemployment to their original municipality shall be removed from the special reemployment list for that title and all lateral or lower titles. Thus, if the appellant refused an appointment to a job location, her name cannot remain on the SRL for that location.

The appellant replied that she has been offered two positions as a Human Services Technician in two locations which she had to decline for transportation reasons. She requests that her name "stay on the SRL list in the event I get laid off from Greystone Park Hospital."

CONCLUSION

In an appeal of this nature, it must be determined whether DAS properly applied the uniform regulatory criteria found in *N.J.A.C. 4A:8-2.1 et seq.*, in determining layoff rights. However, this appeal does not challenge the determination of title rights. Rather, this matter concerns whether the removal of the appellant's name from SRLs for various locations due to her declining appointment in those locations violated her layoff rights. In this regard, as noted above, employees who decline reemployment to a job location will be removed from future certifications to that location for that title and all previously held lateral or lower titles. The appellant accepted an appointment to her original location on October 17, 2015. Thus, her name has been removed from the SRL. In the event of another layoff, new SRLs will be established.

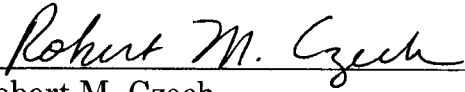
Thus, a review of the record fails to establish an error in the layoff process and the appellant has not met her burden of proof in this matter.

ORDER

Therefore, it is ordered that this appeal be denied.

This is the final administrative determination in this matter. Any further review should be pursued in a judicial forum.

DECISION RENDERED BY THE
CIVIL SERVICE COMMISSION ON
THE 23rd DAY OF NOVEMBER, 2016



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