2. **What happens to me if the county discontinues support for my position?**

How long will my UWEX employment continue after the county discontinues its support for me? What happens during that time?

If you are a tenured faculty member:

- Your UWEX employment continues indefinitely. A tenured faculty member can not be non-renewed. Tenured faculty can be laid off if the Board of Regents declare a financial emergency for UWEX.
- Cooperative Extension will make you a candidate in the competitive process for all comparable positions that become available across the state.
- You will be given interim faculty duties until you obtain a new appointment or are laid off.

If you are an untenured faculty member:

- UWEX has a commitment to your continued employment for the duration of your current appointment plus any required additional notice of nonrenewal. If you obtain a new appointment during this time, your employment will continue uninterrupted. If you are unable to obtain a new appointment before this time lapses, it is likely that your employment with UWEX will end.

- Probationary faculty can be laid off on shorter notice if the Board of Regents declare a financial emergency for UWEX.

If you are an academic staff member:

- UWEX has a commitment to your continued employment for the duration of your current appointment plus any required additional notice of nonrenewal. If you obtain a new appointment during this time, your employment will continue uninterrupted. If you are unable to obtain a new appointment before this time lapses, your employment with UWEX will end.

- Academic staff can be laid off on shorter notice in accordance with UWEX academic staff policies on lay off.

If you are academic staff or untenured faculty:

- You will be given appropriate interim duties until you obtain a new appointment or you go off UWEX pay status.

- You may compete for other Cooperative Extension positions that become available across the state.
What if UWEX lays me off?

If the university lays off faculty or academic staff, UWEX continues to have some responsibilities to them for a period of time:

1. Reemployment rights for 3 years (as long as required conditions are met)

2. Health insurance options after lay off
   - You have prepaid health insurance premiums for 2 months
   - UWEX will continue to cover your health insurance for 3 more months
   - Can convert state sick leave credits to pay health insurance after these 5 months for up to 5 years (if you have adequate credits)

3. Some other benefits continue – access “Benefits During an Unpaid Leave or Layoff” at UWEX Payroll and Staff Benefits website

Faculty layoffs must follow UWEX faculty policies Chapter 5. Academic staff layoffs must follow UWEX academic staff policies Chapter 12. Both are available on-line at the UWEX webpage at the “Policies” link.