

## Staff Frequently Asked Questions (FAQs)

This FAQ document is designed to provide staff with information and resources to navigate the transition.

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- **How/when will I know if I'm losing my job?** Those affected by the staff reduction received direct communication from Sonoma State University on Wednesday, January 22, in compliance with applicable collective bargaining agreements.
- **How will I know if I'm being reassigned?** If an employee is to be reassigned, they will receive direct communication and advance written notice in accordance with the applicable collective bargaining agreement.
- **If I haven't received notice of a layoff, what is the best way for me to support those who have?** As we navigate significant organizational changes, we recognize the impact this transition has on our campus community. If you did not receive a layoff notice but want to support colleagues who may have, sharing available resources can be helpful. Employees can access:
  - On-Campus Drop-in Empathia Counselor Support (Jan. 23 - Feb. 4, 2025) in Stevenson 2nd Floor, Rooms 2407 & 2408, from 10 a.m. - 4 p.m. daily.
  - Employee Assistance Program (EAP) through Empathia, offering 24/7 support, free counseling sessions, financial and legal consultations, and more. Call 1-800-367-7474 or visit MyLifeMatters (password: "sonoma").
  - On-Demand Empathia Classes on workplace change and uncertainty
- **If the state budget improves and the CSU gets more funding, will people be hired back? Will programs/majors/athletics return?** It is possible. Resources will be reinvested in accordance with applicable CBA language and as the University identifies priorities.
- **If faculty and staff, who have not been notified for layoff, resign from the university before the next fiscal year, will some jobs be saved?** It is possible. The layoff process is dictated by the provisions outlined in the applicable collective bargaining agreement(s). These agreements provide clear direction on the order of layoff and how such decisions are made.

- **What happens to non-renewed/laid off faculty and staff who live on campus?**  
Employees living on campus may continue to live on campus through the end of their lease agreement.
- **What happens to non-renewed/laid off faculty and staff who have children in the Children's School?** Their children may remain at the School through the end of the academic year.
- **Why can't employees be furloughed to save jobs?** Furloughs offer one-time savings and do not provide a permanent solution to balance the budget.

For questions not answered in this document, please send an email to [questions@sonoma.edu](mailto:questions@sonoma.edu).