

Termination of Employment

Dear Employee,

Further to our recent meeting, I regretfully co-employment with us is terminated with immediate effect.

This is due to your position having to be made redundant. This way reflects your performance in your job, which is not satisfactory.

Recent technological developments have necessitated restructuring the business and your skill set is no longer required in our organization.

In response to the concern, which you voiced at our recent meeting, we wish to make clear that your age in no way contributed to our decision.

As stated at our meeting the terms of your redundancy are as follows:

- One month's pay in lieu of notice
- One week's pay for every year of employment
- Subject to your returning all company property

This notice in no way contravenes your statutory right of appeal.

Thank you for your valued contribution over the years. We will be more than happy to supply references, should you require these. Thank you for your understanding of the position, which has been forced on the company by economic imperatives.

The company would like to take the opportunity to wish you good luck in your new endeavors.

(Attachments)

Oregon
State
Bar

Legal
Publications

Labor and Employment Law: Public Sector

2011 Revision

1 Overview of the Public Employee Collective Bargaining Act

2 How to Take a Case before the ERB: Representation Cases

3 Appropriate Bargaining Unit: Scope and Composition

4 How to Take a Case before the ERB: Unfair Labor Practice Complaints

5 The PECBA Collective Bargaining Process

6 Duty to Bargain in Good Faith

7 Arbitration and Breach of Contract: ORS 243.672(1)(g) and (2)(d)

8 Complaints of Employer Discrimination

9 Other Employer Unfair Labor Practices: ORS 243.672(1)(d), (f), and (h)

10 Union Security

11 Complaints of Union Unfair Labor Practices

12 State Personnel Relations Law

13 Section 1983 Litigation: Governmental Liability

14 Civil Service and Particular Employment Disciplinary Action

15 Statutes Affecting Compensation

16 PERS, OPSRP, and Related Programs

17 Residency and Transfer Requirements for Public Employees

18 Public Employee Ethics and Political Activity

19 Educator Employment and Disciplinary Issues

20 Legal Ethics for Lawyers in the Public Sector

21 Military Leave and Military Family Leave Laws

Contents

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A special thanks . . .

It is only through the efforts of dedicated authors that we are able to produce legal publications:

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THANK YOU

This completely revised and updated edition of *Labor and Employment Law: Public Sector* illustrates the current state of the law regarding public sector labor matters and selected aspects of public employment.

Highlights:

- New chapter on military leave
- Detailed legislative history of the Public Employee Collective Bargaining Act
- New section analyzing disclosure of information or records regarding law enforcement and public safety employees
- Extensive analysis of the 2007 “card check” law allowing certification of an exclusive representative without an election
- A discussion of the differences between PERS and the Oregon Public Service Retirement Program
- New section analyzing remedies for failure to provide requested information
- A review of the procedures an employer of a public safety officer must follow before taking disciplinary action and examination of the numerous exceptions to the disciplinary statutes for public safety officers

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