

Statewide Reduction In Force Fact Sheet For Laid Off State of New Hampshire Employees

Chapter 276, Laws of 2015, reads as follows:

I. For purposes of this section, "laid off" means any person in a classified position as described in RSA 21-I:49 who receives written notice of the state's intent to lay him or her off or who is laid off between July 1, 2015 and June 30, 2017, as a result of reorganization or downsizing of state government.

II. It is the intent of the general court that any classified position which becomes available in a department or establishment, as defined in RSA 9:1, shall be filled, if possible, by a state employee laid off, as defined in paragraph I, if such person is not currently employed by the state of New Hampshire, if he or she meets the minimum qualifications for the position, and if he or she does not receive a promotion as a result of the rehire.

III. The head of each department or agency shall submit the name and classification of any individual laid off between July 1, 2015 and June 30, 2017, to the director of the division of personnel within 10 days of the layoff.

Q. How do I let the Division of Personnel know I want to be placed on the Reduction in Force (RIF) list?

A. You would need to complete a new State of New Hampshire Application for Employment and send it to the Division of Personnel (DOP) attention Statewide Reduction In Force. The application will provide Division of Personnel staff with your most up to date employment, education and experience information. This information is critical for the DOP evaluation of your certification for future vacant positions. Even if you have an application on file from previous positions, a new one must be completed for this process.

Q. How does Chapter 276, Laws of 2015 differ from the Recall language in the Rules of the Division of Personnel?

A. The language in the Rules applies specifically to agency vacancies. If, within the agency from which the layoff occurred, the same classification becomes available within three years, a laid off state employee can be recalled to the agency as long as they meet the minimum requirements for that position. The Statewide RIF list is a listing of all laid off state employees and placement is not limited to the laid off employee's original agency or classification.

Q. What happens if I move or my contact information changes?

A. It is your obligation to let the Division of Personnel know if your contact information changes. Please send all changes to the Division of Personnel, attention Statewide RIF.

Q. How will I know if there is a statewide RIF placement opportunity?

If there is a vacant position and the Division of Personnel determines you meet the minimum qualifications, you will receive a phone call and a follow up letter.

Q. How are people from the RIF list picked for positions?

The list is sorted by seniority date and former laid-off employee qualifications are matched to vacancies in reverse order of seniority – that is, the most senior on the list to the least senior.

Q. How long do I stay on the statewide RIF list?

Unless a placement is declined or you request to be removed from the statewide RIF list, your name will remain on the statewide RIF list indefinitely.

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