



Organizational Unit, for layoff purposes, is defined as shown below:

1.21.1 'Organizational Unit' for the purposes of layoff and layoff avoidance measures means the area subject to a layoff or layoff avoidance measure, as approved by the Director. It shall normally be one of the following:

- (a) One of the state Departments authorized in the Constitution.
- (b) An office headed by a secretary, assistant secretary, or undersecretary, or an office established by law and headed by a comparable official having appointing authority over that office.
- (c) An institution with an appointing authority and supporting services such as a hospital or school.
- (d) A separate state agency or one that is housed in a department but has a separate appointing authority, separate identity, a distinct mission and powers granted by statute. Such agencies include those transferred under statute, each of which continues to exercise all of the powers, duties, functions and responsibilities authorized by the Constitution or laws. The functions of such agencies are exercised independently of the secretary and any assistant secretary.
- (e) A program, activity or unit within a state department, office or institution.

Organizational units established in LaGov HCM represent an agency's organizational structure or hierarchy. It reflects the units and subunits of the organization to provide for position location and reporting and they enjoy inverse relationships with other components such as cost centers and positions. While the organizational units in LaGov HCM are similar to that which is described above, agencies have to be cautious when planning a layoff that organizational unit used and applied in the plan meets the definition as described in 1.21.1.