



ENVIRONMENTAL HEALTH SCIENCES  
SCHOOL OF PUBLIC HEALTH  
21-293 CHS, BOX 951772  
LOS ANGELES, CA 90095-1772

June 9, 2010

James Enstrom, Ph.D.

Los Angeles, CA

Dear Dr. Enstrom:

On February 10, 2010 you received a letter (copy attached) advising you of indefinite layoff, which was to be effective April 21, 2010.

Since that time, we've examined your position as Researcher in the Department of Environmental Health Sciences. I regrettably must reconfirm that effective June 30, 2010 you will be indefinitely laid off from your position of Researcher, due to programmatic and financial reasons. Programmatically, your research is not aligned with the academic mission of the Department, and your research output and ability to secure continued funding does not meet the minimum requirements for the Department. In reviewing financial resources, the Department is unable to continue your current appointment.

University policy on layoff includes a provision for rehire to the Department of Environmental Health Sciences until one year from the date of your layoff, June 30, 2010. During this time, if there is a vacancy in your title or title series in the Department of Environmental Health Sciences, you will be rehired if you are qualified for the position and available to begin work within a reasonable amount of time. If more than one qualified person is on layoff status, the order of rehire shall be in inverse order of layoff.

As outlined in Appendix 33 of the UCLA CALL and Academic Personnel Manual Policy 145 (APM 145), please forward a self statement and current curriculum vitae to the Academic Personnel Office, Attention: Esther Hamil. This will ensure that you are considered during any rehire and re-employment process.

I have enclosed a copy of the UCLA CALL, Appendix 33 for your reference. I have also enclosed a copy of the UCLA "Checklist of Employee Benefits Upon Indefinite Layoff", which outlines your rights and benefits. For information regarding continuation of your insurance benefits under C.O.B.R.A., please contact the Benefits Office at 310-794-0830.

Should you have any questions, please feel free to contact me. I am available at 310-825-5555.

Sincerely,

  
Richard Jackson, M.D.  
Professor and Chair, Department of Environmental Health Sciences

Cc: Hilary Godwin, Associate Dean, Academic Programs, School of Public Health  
Susan Fisher, Human Resources Manager, School of Public Health  
Esther Hamil, Academic Personnel Office  
Barbara Housel, Administrator, Department of Environmental Health Sciences