

ARTICLE __
DISCHARGE AND DISCIPLINE

- .1 Employees may be discharged, suspended, demoted, or otherwise disciplined in accordance with University policy.
- .2 Disciplinary actions may be progressive in nature, and shall be determined at the University's discretion. Certain actions by their nature may be severe enough, however, to justify deviating from progressive disciplinary principles, and result in immediate discharge of employment or other disciplinary action. Forms of discipline may include, but are not limited to:
- a. oral counseling and/or reprimand;
 - b. written reprimand;
 - c. suspension without pay; and
 - d. discharge of employment.
- .3 Employees are subject to discipline, up to and including discharge, for any violation of University procedures or policies, contract provisions, personnel directives, general orders or policies. Employees shall be provided a written statement of any discipline taken (excluding oral reprimands).
- .4 Faculty members employed pursuant to an employment contract may be disciplined during the term of any such employment contract for just cause. Just cause is defined as:
- a. incompetence; or
 - b. misconduct.
- .5 Employees shall have the right to review their official personnel file upon request. The employee shall have the opportunity to submit a written statement responding to any written reprimand issues. The employees' responding statement will be entered in the personnel file included with the written reprimand.

For the University

For the UFF

Mark Bonfanti
Chief Negotiator

Candi Churchill
Chief Negotiator

Date

Date

.6 When an employee is questioned by management, and the employee reasonably believes that the questioning may lead to disciplinary action against him, the employee has the right to request that a union representative be present at the meeting. When an employee requests union representation pursuant to this section, and no union representative is immediately available, the University may postpone the meeting until a representative is available, cancel the meeting, or at the employee's option, continue the meeting without a representative.

For the University

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Mark Bonfanti
Chief Negotiator

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