

ARTICLE __
~~DISCHARGE AND DISCIPLINE~~

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4 ~~1.1~~ Employees are subject to disciplinary action, up to and including discharge, for just cause,
5 including but not limited to, for any violation of University procedures, ~~or policies, rules,~~
6 and regulations, ~~contract provisions, personnel directives, or general orders or policies.~~
7 Employees shall be provided a written statement of any disciplinary action taken
8 (excluding oral reprimands).

9 ~~Employees Bargaining unit employees may be discharged, suspended, demoted, or~~
10 ~~otherwise disciplined in accordance with University policy, subject to the provisions of this~~
11 ~~Agreement.~~

12 ~~1.2~~ ~~Disciplinary actions may be~~ Discipline Defined

13 Discipline of bargaining unit employees shall be progressive in nature, and shall be
14 determined at the University's discretion for just cause. Just cause is defined as
15 incompetence or misconduct, including lack of collegiality. Lack of collegiality may
16 significantly impair a faculty member's, or their colleagues', ability to perform their duties.

17 Certain actions by their nature may be severe enough, however, to justify deviating from
18 progressive disciplinary principles, and result in immediate discharge of employment or
19 other disciplinary action. Forms of discipline may include, but are not limited to:

- 20 ~~_____~~ a. ~~_____~~ 1. oral counseling and/or reprimand;
21 ~~_____~~ b. ~~_____~~ 2. written reprimand;
22 ~~_____~~ c. ~~_____~~ 3. suspension without pay; and
23 ~~_____~~ d. ~~_____~~ 4. discharge of employment.

- 24 ~~Members are entitled to due process prior to any decisions regarding discipline.~~
25 ~~An impartial investigation shall be conducted.~~
26 ~~Discipline shall be justifiable and reasonably related to the extent of the offense.~~
27 ~~Discipline shall be administered fairly and objectively.~~
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For the University

For the UFF

Mark Bonfanti
Chief Negotiator

Candi Churchill
Chief Negotiator

Date

Date

29 ~~3.3 Employees are subject to discipline, up to and including discharge, for any violation of~~
30 ~~University procedures or policies, contract provisions, personnel directives, general orders or~~
31 ~~policies. Employees shall be provided a written statement of any discipline taken (excluding oral~~
32 ~~reprimands).~~

33 ~~3.4 Faculty members employed pursuant to an employment contract may be disciplined during~~
34 ~~the term of any such employment contract for just cause. Just cause is defined as:~~

35 a. ~~incompetence; or~~

36 b. ~~misconduct.~~

37 ~~3.5~~

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39 3.34. Procedures

40 A. Employees shall have the right to review their official personnel file upon request. The
41 employee shall have the opportunity to submit a written statement responding to any
42 written reprimand issues. The employees' responding statement will be entered in the
43 personnel file included with the written reprimand.

44 ~~3.6 B.~~ When an employee is questioned by management, and the employee reasonably
45 believes that the questioning may lead to disciplinary action ~~against him~~, the employee
46 has the right to request that a union representative be present at the meeting. When an
47 employee requests union representation pursuant to this section, and no union
48 representative is immediately available, the University shall postpone the meeting until
49 a representative is available, cancel the meeting, or at the employee's option, continue
50 the meeting without a representative. UFF determines representation per its governing
51 documents. As of March 2018, UFF does not represent bargaining unit employees who
52 are not members in good standing (i.e. union dues unpaid) at the time of an alleged
53 incident.

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For the University

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Mark Bonfanti
Chief Negotiator

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