

30 reprimand issues. The employees’ responding statement will be entered in the personnel file
31 included with the written reprimand.
32

33 .5 Investigations.

34 When an employee is questioned by management, and the employee reasonably believes that
35 the questioning may lead to disciplinary action, the employee has the right to request that a
36 union representative be present at the meeting. When an employee requests union
37 representation pursuant to this section, and no union representative is immediately available,
38 the University shall postpone the meeting until a representative is available, cancel the meeting,
39 or at the employee’s option, continue the meeting without a representative.

40 .6 UFF Representation.

41 UFF determines representation per its governing documents. The UFF does not represent
42 bargaining unit employees who are not members in good standing at the time of an alleged
43 incident.
44

For the University

For the UFF

Mark Bonfanti
Chief Negotiator

Candi Churchill
Chief Negotiator

Date

Date