

- 29 (b) ~~Employees have the right to request that a union representative attend~~When an
30 ~~investigatory interview where~~employee is questioned by management, and the employee
31 ~~has a reasonable belief~~reasonably believes that the questioning may lead to his/her own
32 disciplinary action. ~~An investigatory interview occurs when management formally~~
33 ~~questions an employee to obtain information regarding a specific incident or activity, the~~
34 ~~employee has the right to request that a union representative be present at the meeting.~~
35 When an employee requests union representation pursuant to this section, and no union
36 representative is immediately available, the University shall postpone the meeting until a
37 representative is available (provided such postponement is not to exceed seven (7) calendar
38 days), cancel the meeting, or at the employee's option, continue the meeting without a
39 representative.
40
41 (c) UFF determines representation per its governing documents. As of March 2018, UFF does
42 not represent bargaining unit employees who are not members in good standing (~~i.e. union~~
43 ~~dues unpaid~~) at the time of an alleged incident.
44

For the University

For the UFF

Mark Bonfanti
Chief Negotiator

Candi Churchill
Chief Negotiator

Date

Date