

28 written reprimand issues. The employees' responding statement will be entered in the
29 personnel file included with the written reprimand.

30 ~~(b)~~(f) _____ When an employee is questioned by management, and the employee reasonably
31 believes that the questioning may lead to disciplinary action, the employee has the right to
32 request that a union representative be present at the meeting. When an employee requests
33 union representation pursuant to this section, and no union representative is immediately
34 available, the University shall postpone the meeting until a representative is available,
35 cancel the meeting, or at the employee's option, continue the meeting without a
36 representative. UFF determines representation per its governing documents. As of March
37 2018, UFF does not represent bargaining unit employees who are not members in good
38 standing (i.e. union dues unpaid) at the time of an alleged incident.

39

For the University

For the UFF

Mark Bonfanti
Chief Negotiator

Candi Churchill
Chief Negotiator

Date

Date