

28 ~~a. incompetence; or~~

29 ~~b. misconduct.~~

30 ~~..5~~

31

32 ..34. Procedures

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

37 ~~..6 B.~~ When an employee is questioned by management, and the employee reasonably believes
38 that the questioning may lead to disciplinary action ~~against him~~, the employee has the right to
39 request that a union representative be present at the meeting. When an employee requests union
40 representation pursuant to this section, and no union representative is immediately available, the
41 University shall postpone the meeting until a representative is available, cancel the meeting, or at
42 the employee's option, continue the meeting without a representative. UFF determines
43 representation per its governing documents. As of March 2018, UFF does not represent bargaining
44 unit employees who are not members in good standing at the time of an alleged incident.

45

For the University

For the UFF

Mark Bonfanti
Chief Negotiator

Candi Churchill
Chief Negotiator

Date

Date