



28                    ~~a. incompetence; or~~

29                    ~~b. misconduct.~~

30                    ~~..5~~

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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.

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**For the University**

**For the UFF**

\_\_\_\_\_  
Mark Bonfanti  
Chief Negotiator

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Candi Churchill  
Chief Negotiator

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Date

\_\_\_\_\_  
Date