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ARTICLE 22 – DISCIPLINARY ACTION/JUST CAUSE

- 22.1 Faculty shall be disciplined or discharged only for just cause. (See Appendix E.)
- 22.2 Informal meetings between the University and faculty regarding workplace issues are encouraged.
- 22.3 If prior to, or during, a meeting between the University and a faculty member, the faculty member reasonably concludes that discipline could result, the faculty member shall be entitled to representation by the Union. If necessary, the meeting shall be suspended until such time as representation is available. All disciplinary meetings shall be conducted in private. Settlements reached in cases where the faculty member has chosen to waive the right to Union representation shall be non-precedent setting.
- 22.4 Faculty shall be given a reasonable opportunity to respond to complaints which could result in discipline.
- 22.5 The University shall apply, where appropriate, the principles of progressive discipline as follows: verbal warning, written warning, suspension without pay, and, finally, discharge. The University will not be required to apply progressive discipline where the nature of the offense calls for immediate discharge or the imposition of discipline at an advanced step.

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