

For CPW-UAW

TA'D
2/26/20
SPM

For CU

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DISCHARGE AND DISCIPLINE

June 10, 2019
Amended February 26, 2020

Section 1: The University shall have the right to discipline and discharge any employee for just cause.

Section 2: University will notify the Union and the Employee in writing within forty-eight (48) hours of any suspension or discharge with the reasons for the discipline. If the Union desires to contest the discharge or suspension, it shall give written notice thereof to the University within ten (10) working days from the date of receipt of notice of discharge or suspension. In such event, the dispute shall be submitted and determined under the grievance and arbitration procedure hereinbefore set forth; however, commencing at Step 3 of the grievance procedure.

(final pre-arbitration)

Section 3: Copies of all written warning are to be sent to the Employee and the Union with a copy to the Steward.

Section 4: In cases of discharge where a foreign national employee's current visa status may be affected, the Union and the University will use best efforts to expedite the grievance and arbitration process.

The University reserves the right to add to, delete or modify these proposals at any time during bargaining.