

Article 1 – Access

~~G. The University retains the right to enforce access rules and regulations in accordance with local campus procedures. The types of sanctions which may be imposed upon the Union as a result of a University determination that an access rule or regulation has been violated include, but are limited to:~~

- ~~1. ——— Expulsion~~
- ~~2.~~
- ~~3.~~
- ~~4.~~

In-line with current law.

ADD

AFSCME shall have access to general-purpose bulletin boards and shall have the use of those bulletin boards.

In-line with current law.

DELETE

H.2.a, H.2b, H.2c, H.2d, H.2e

Modify contract language to be in-line with current law.

ADD

During the new hire orientation for new employees, the Employer will allow a representative of the Union up to thirty minutes during the final period of such program, to discuss the Union and the terms of this agreement.

Article 2 – Agreement

ADD

UC will meet and confer with Union regarding the creation of new classifications.

ADD

Proposal to follow regarding new work at the University of California.

Article 3 – Arbitration

I. Arbitration Procedure

The arbitration hearing.....~~AFSCME shall not seek to introduce new issues or allegations at the arbitration hearing.~~

DELETE

Language that states an award can only go back retroactively 2 years {Section I, 16)

DELETE

Language regarding Article 22 – No Strikes {Section P}

ADD/DELETE

All articles of the contract shall be subject to arbitration

Article 4 – Benefits

DELETE

A.1, A.2, A.3

ADD/New A.1

The Employer will provide fully Employer paid comprehensive health insurance (medical, dental and vision) for employees, spouses, domestic partners and dependents. The comprehensive plan will be at a minimum be equivalent to the Kaiser HMO plan as of June 1, 2007.

ADD/New A.2

In addition to offering the above fully Employer paid health insurance option, there will be no change in the current benefit coverage, including plan options, plan coverage, employee premiums and co-payments in place as of June 1, 2007.

ADD

UC will continue the current pension plan with the current benefit level. There shall be no required employee contributions to the pension plan.

ADD

UC shall make the necessary contributions to fund the pension plan.

ADD

Senior Management Supplemental Benefit shall be provided to employees.

ADD

A detailed proposal regarding Joint Labor and Management Governance of the UCRS with equal numbers of labor and management representatives will follow.

ADD

A detailed proposal regarding maintaining the current DCP plan and other retirement programs available to employees as of June 1, 2007 will follow.

ADD

UC will offer the current level of retiree health benefits . Retirees have the same level of health benefits as current employees.

ADD

Employees in pay band one upon retirement from UC shall remain in pay band one for the purpose of determining the employee payments for retiree health.

Clarification

For the purposes of calculating appropriate pay band for health benefits UC shall use the wages an employee earns. (For example shift differential shall not be included when an employee does not earn a shift differential).

Article 5 – Contracting Out

DELETE

- A. General Provisions
- B. Displacement of Employees

REPLACE/ADD

Neither new work or existing work shall be contracted out if such work is typically performed by employees in AFSCME bargaining unit titles.

ADD

All bargaining unit work currently contracted out shall be brought in house within 60 days.

Article 6 – Development

General Conditions

A.2 Employees shall be reimbursed for the costs of educational programs required ~~and approved by the University~~ *and or for licensure.*

1. Remove language which states scheduling education time is based on staffing
{Section B, 2-b}

Release Time and Scheduling

ADD

B.1b

If an employee is denied professional development/educational leave two consecutive requests the third request shall not be denied.

B.2b

~~*Must be scheduled according to staffing requirements.*~~

B.3

~~*Twenty four (24) Forty (40) hours paid*~~

B.4

ADD

Time taken off shall not be subtracted from the 40 hours of educational leave.

ADD

E. Tuition Reimbursement

1. Eligibility

Eligible employees include all active benefited employees who have completed six months of continuous employment.

2. Approved Courses

Programs leading to a high school diploma, the General Education Development (GED) exam, college courses, degree programs or their equivalent shall be approved.

Courses and certification programs which are job related or related to future promotional opportunities with the Employer shall be approved.

Exam preparation courses are eligible for reimbursement provided that successful passage of the examination leads to credit for a course which would otherwise have been approved and that the employee successfully passes the examination.

3. Amount of Reimbursement

The Employer shall reimburse the employee for fees paid for tuition and fees for approved courses up to \$4,500 (four thousand five hundred dollars) per a fiscal year.

Eligible fees include fees which are required as part of course enrollment (for example: registration, student body fees, lab fees, books, course challenging fees)

For the purpose of calculating the annual maximum reimbursement, the course completion date will be used.

4. Request for Reimbursement

The employee must submit a request for reimbursement within ninety days of the course completion on the required form and attach receipts, and proof of a passing grade.

ADD

UC is responsible for fee reimbursement

ADD

Mileage reimbursement for travel to and from training

ADD

Travel time shall be compensated as paid time

Article 7 – Discipline and Dismissal

ADD

Limit the amount of time an employee can be placed on investigative leave. Stipulate the UC must make a decision regarding discipline by the time the employee returns to work.

ADD

D.1.A

Disciplinary notices issued to employees shall be issued within 3 working days of the alleged incident, excluding Saturday, Sunday, vacation, sick days and/or leave of absence. This deadline can be extended by mutual agreement.

D1.B

Discipline shall be issued at the beginning of an employees shift.

Article 8 – Duration of Agreement

Proposal to follow

Article 9 – Grievance Procedure

DELETE

1. Remove language which says employee is entitled to only one representative {Section E}

DELETE

2. Remove language which says that non-career employees are exempt from the grievance process. {Section G}

DELETE

3. Remove language which says retroactivity can only be 30 days prior to filing a grievance for a non-mathematical error and 2 years prior to filing a grievance for a mathematical error. {Section L}

ADD

Per diem employees shall have the right to utilize the grievance procedure.

ADD

When a grievance reaches Step 3 in order to attempt to settle the grievance UC and the Union will participate in mandatory mediation.

ADD

Grievances that the Union believes are impacting more than one medical center/campus can be filed on a system-wide basis at the Office of the President at Step 2.

Article 10 – Health and Safety

A. General Conditions

1. The University shall ~~make reasonable attempts to~~ furnish and maintainThe University shall manage its operations in compliance with established campus/hospital/Laboratory health and safety laws, *including Cal OSHA*, and policies and procedures

4.e

The health and safety committee ~~will be made up of no more than four (4) Union representative and 4 management representative.....The Union must submit a written request for employee release time at least seven work days before the scheduled meeting.~~

ADD

Employees have the right to refuse unsafe work assignments

ADD

All equipment required by UC shall be furnished by UC

Article 11 - Holidays

ADD

Premium pay holidays should be equal to the CNA contract (8 days rather than 6). Add MLK Day and December 24 to the list.

Article 12 – Hours of Work

ADD

For the purpose of this article hours worked includes all time in paid leave status, including but not limited: to vacation days, sick leave and compensation time.

C.1 Posting of Schedules

In areas that require staffing seven days a week the University shall, ~~if practicable~~, post work schedules at least two weeks in advance. ~~In so far as practicable the University shall update posted work schedules as changes occur.~~

1. Remove language which states management must only give a 15 day notice prior to changing schedules and that the change is non-grievable {Section C, 2}
2. Remove language which states that UC has the right to deny meal and rest periods without penalty {Section E, 2}

3. When a vacancy occurs on a shift where current department career employees who have substantially equal qualifications have expressed a preference, the University ~~at its sole non-grievable discretion may~~ shall use length of service to make shift assignment.

J.L On Call

Four hours

ADD

There shall be 8 hours rest period between shifts

ADD

Overtime

1. 8 hour shifts
 - a. *When an employee works in excess of eight hours in any workday, the employee shall be paid overtime at the rate of time and one half the regular rate of pay for the hours over eight.*
 - b. *When an employee works in excess of eighty hours in a fourteen day pay period, the employee shall be paid overtime at the rate of time and one half the regular rate of pay for the hours over 80.*
 - c. *However, employees who work in Departments or Units that are only open Monday through Friday and who are regularly scheduled to have every weekend off, shall be paid overtime at the rate of time and one half the regular rate of pay for hours worked over 40 in a workweek.*
 - d. *When an employee works in excess of twelve hours in any one workday, the employee shall be paid double times the regular rate of pay for the hours over 12.*
2. 10 and 12 Hour Shifts

When an employee is working 10 or 12 hour shifts she/he shall be paid overtime at the rate of time and one half the regular rate of pay for the hours

over forty in a workweek. When a 10 hour shift employee works in excess of ten hours in any workday, the employee shall be paid overtime at the rate of time and one half the regular rate of pay for the hours over ten and double time the regular rate of pay for the hours over twelve in a workday.

When a 12 hour shift employee works over 12 hours in any workday, the employee shall be paid overtime at the rate of double time.

3. Additional proposals to follow based on discussion, if alternative shifts exist

ADD

Except in case of emergencies, UC can not deny meal or rest periods

ADD

There shall be no mandatory overtime except in a University-declared emergency, including responses to local, state or federal emergency situations.

DELETE

Remove language which states UC has the sole right to schedule compensatory time including but not limited to forcing the use of compensatory time prior to the 240 hour limit {Section J, 5}

ADD

PCT compensatory time off language changed to SX language

ADD

1. An employee who is scheduled to be on call shall be paid 50% (1/2) of their normal hourly rate for the duration of the scheduled on call shift.

a. An on call shift that is scheduled during the employees contractual holidays shall be paid 75% (3/4 x) their regular rate of pay for the duration of the on call shift.

b. Any pay that is accrued during on call status at the reduced rate of normal hourly pay shall not be used in the calculation of overtime rates.

2. An employee who is called back to work while in on call status and is required to return to the workplace, shall be paid a minimum of 4 hours or for hours worked, whichever is greater, at the rate of time and one half (1 1/2 x) the employees regular rate of pay.

a. If an employee is scheduled to work the same day as the scheduled call shift the call shift begins at the end of the departments regularly scheduled department hours of operation.

b. Employees that are called in to work while in on call status shall receive the on call minimum guarantee of 3 hours, or time worked which ever is greater, at the rate of

time and one half (1 1/2 x), and shall not have any time or pay deducted from the start of their regularly scheduled shift.

Article 13 - Lay off and Reduction in Time

DELETE

All references in the entire article to at is sole non-grievable discretion

DELETE

Remove all "if feasible" language in regards to notice. Both employee and Union should be notified at least 30 days in advance of a permanent lay off {Section D, 1. D.2.b}

ADD

Proposal to follow regarding lay-off units, definition of department.

ADD

Proposal to follow regarding assistance with placement of laid off employees in positions at UC.

Article 14 – Leaves of Absence

ADD

Personal leaves of absence denials are arbitrable

Article 15 – Leaves of Absence for Union Business

Employee Eligibility

A.1.b

The University may grant.....~~However, only one employee shall be released per department leave.~~

DELETE

Remove language which states UC can deny union leave based on operational need
{Section C}

ADD

The University will respond to the Union within 48 hours of the request for Union leave

3.Union Reimbursement

The University will bill the Union within 30 days of the leave.

E. ADD

UC shall not interfere with the democratic choice of our membership to elect their leadership. Union Officers shall be granted indefinite union leave.

Article 16 – Management Rights

~~B.8.To determine, establish, modify, revise or abolish classes, titles, codes, class specifications and job descriptions and to determine the salary of new and revised classes;~~

Article 17 – Medical Separation

1. Remove language that states UC has the right to determine when an employee is unable to perform their job duties, add language which states the employees treating physician shall be the determinant {Section A, 1}

ADD

Length of time prior to separation should be standardized system wide. Medical separation can not occur until:

- 1. The employee's treating physician has determined the employee is unable to perform the job duties;*
- 2. AND the UC and the treating physician have determined there are no suitable positions within the UC system which would meet the employees work restrictions;
AND no less than one year has elapsed from the time that employee originally left work due to restricted duties.*

ADD

When engaging in the interactive process regarding accommodation UC must look for suitable positions system wide starting with the closest locations rather than only in the division in which the employee works.

Article 18 - Miscellaneous

- | 1. Remove entire section entitled Jurisdictional Areas {Section A}
- | 2. Remove language which limits number of Labor Management Meetings and/or increase the number allowed to monthly rather than quarterly {Section C, 1 – a}

Article 21 – Non-Discrimination in Employment

ADD

Detailed proposal to follow regarding UC being affordable to UC employees.

ADD

(a) No employee covered by this Agreement shall suffer any loss of seniority, compensation, or benefits due to any changes in the employee's name or social security number. It is understood that falsification by an employee of work history and/or background (except for names and social security) can be cause for discipline which may include discharge.

(b) In the event that an employee who has completed his or her probationary period has a problem with his or her right to work in the United States of America, or upon notification by the INS that an immigration audit or an investigation is being initiated the Employer shall immediately notify the Union in writing, and upon the Union's request, agrees to meet with the Union to discuss the nature of the problem or investigation to see if a resolution can be reached. Whenever possible, this meeting shall take place before any action by the Employer is taken.

(c) In the event that the Employer receives notice, either by correspondence or otherwise, from the Social Security Administration ("SSA") indicating that some of the employee names and Social Security numbers ("SSN") that the Employer reported on the Wage and Tax Statements (Forms W-2) for the previous tax year do not agree with the SSA's records, the Employer agrees to the following:

- 1) the Employer will notify the Union upon receipt of any such notice and will provide a copy of the notice to all employees listed on the notice and to the union;*
- 2) the Employer will display the following notice prominently on its premises:*

"Attention All Employees: In order to ensure that the Social Security taxes that are withdrawn from your wages are properly credited to your Social Security records, please compare the name that appears on your check stub with the name on your Social Security Card to ensure that we are using the exact same information. Even the simplest typographical error can sometimes cause problems in the Social Security Administration's records, and your earnings might not be properly credited. Correcting this information is very important for your future Social Security benefits should you become disabled or when you retire. Please contact the human resources office if you notice any errors. Thank you."

- 3) the notice will also be posted in Spanish, Chinese, and any other language spoken by 25% of employees in the medical center/campus/lab;*

4) the Employer agrees that it will not take any adverse action against any employee just because they are listed on the notice, including firing, laying off, suspending, retaliating, or discriminating against any such employee;

5) the Employer agrees that it will not require that employees listed on the notice bring in a copy of their Social Security card for the Employer's review, complete a new I-9 form, or provide new or additional proof of work authorization or immigration status just because they are listed on the notice; and

6) the Employer agrees not to contact the SSA or any other governmental agency after receiving notice of a no-match from the SSA, except for purposes of correcting apparent incorrect SSA information, e.g. misspellings, transposed numbers, etc.

(d) Should a federal immigration agent or a Department of Homeland Security agent demand entry into the Employer's premises or the opportunity to interrogate, search or seize the person or property of any employee, then the Employer shall immediately notify the Union by telephone to the union's office. Except as required by law, the Employer shall not permit the agent(s) to enter the premises without a valid warrant or, in the case of the inspection of the I-9 forms, without 72 hours notice. The foregoing shall not require the Employer to deny the Bureau of Immigration and Customs Enforcement or the Department of Labor access to the I-9 forms, except as allowed by law.

In the event that the Employer is served with a validly executed Search or Arrest warrant, the Employer shall arrange for a questioning of employees to occur in as private a setting as possible in the workplace.

(e) The Employer will furnish to any employee terminated because he or she is not authorized to work in the United States of America, a personalized letter stating the employee's rights and obligations under this Section of the Agreement.

(f) The Employer shall grant employees excused absences when given one weeks' prior notice to attend any appointments scheduled by federal immigration officials or the U.S. Department of State with respect to immigration or citizenship status of the employee, spouse, domestic partner, child or parent. The Employer may require proof of the appointment and proof of the family relationship.

(g) The Employer shall not require or demand proof of immigration status, except as may be required by 8 USC § 1324A(B) and applicable regulations. No employee shall be required to reverify status in circumstances constituting "continuing employment" as defined in 8 CFR §274a.2(b)(1)(viii) except as required by law.

(h) In the event of a sale of the hospital, the current management company will share joint custody of the I-9s with the new management company for a period of three

(3) years from the date of the sale. After the three (3) years, the new management company will retain the original I-9s.

(i) In the event that an employee is not authorized to work in the United States of America following his or her probationary or introductory period, and his or her employment is terminated for this reason, the Employer agrees to immediately reinstate the employee to his or her former position, without loss of prior seniority (i.e., seniority, vacation or other benefits do not continue to accrue during the period of absence) upon the employee providing proper work authorization within 12 months from the date of termination.

(j) If the employee needs additional time, the Employer will rehire the employee into the next available opening in the employee's former classification, as a new hire without seniority, upon the employee providing proper work authorization within a maximum of 12 additional months. The parties agree that such employees would be subject to a probationary period in this event.

(k) The parties agree that if either party believes that a change in the law (legislation, regulations or enforcement guidelines) has occurred which materially impacts the rights and obligations set forth in this Agreement, they will meet within two weeks to negotiate changes, if any. If the parties are unable to resolve issues pertaining to any such changes in the law, the issues will be submitted to arbitration. The parties agree that this Agreement should not be interpreted to require the Employer to act or refrain from acting in any manner that is prohibited by law.

(l) On the day that any employee is sworn in as a United States citizen, the Employer shall grant that employee a paid day off for that day.

(m) While English is the language of the workplace, the Employer recognizes the right of employees to use the language of their choice amongst themselves, provided that such conversations are conducted in a manner respectful of patients, students and other employees and is consistent with patient and student service.

(n) Upon request of the employee, the Employer shall provide interpreters, where such a person is available, for employees not fluent in English during any investigative interview that may lead to discipline or discharge. The interpreter shall have no connection to the discipline or investigation being discussed. When the Employer is unable to provide an interpreter, the Union may provide an interpreter. In the event an interpreter is not readily available, timeliness for issuance of the disciplinary or discharge notice automatically shall be tolled until an appropriate interpreter is available.

Article 22-No Strikes

DELETE

No Strikes current language

ADD

A detailed proposal to follow regarding employees having the same rights as other members of the UC community.

Article 23-Out of Classification Assignments

DELETE

When the University temporarily.....in a higher classification ~~for at least 15 working days:~~

ADD

- The employee will be paid at least ~~5%~~ 4% over his or her current rate or the minimum

ADD

- *Retroactive pay shall be to the 15th day out of class for permanent reclassification and 1st day out of class for temporary*

Article 24 – Parking

DELETE

Remove language regarding parking rates (Section B, 1 and 2)

ADD

There shall be no parking rate increases for employees during the life of the contract

UC shall insure the safety of the employees and their automobiles in the parking areas, at all times during the day and night, including adequate security guard coverage, security equipment and ample lighting.

Article 25 – Past Practice

ADD

Language should read meet and confer not meet and discuss

Article 28 – Personnel Files

1. Remove “at the employees request” from Section B

ADD

Discipline that is one year old shall become void and the UC shall remove them from the employees' personnel file.

Article 29 – Position Appointments

ADD

When a position is vacated by an employee the University shall fill that position within with equal or greater appointment rate within 30 days of the vacancy.

a. All positions shall be posted internally for seven calendar days.

b. If an internal applicant applies for the position and meets the qualifications the internal applicant shall be awarded the position.

c. When two or more internal applicants apply for a vacant position and two or more applicants meet the qualifications for the vacant position, length of service will be the determining factor in receipt of the position.

ADD

B. Career Appointments

UC shall not use limited appointments and per diems to do on-going work.

7. Remove language regarding Consideration for Career Appointment, replace with:

Per diem employees shall be eligible for conversion to career position after 1000 hours of actual time worked or 1 year whichever comes first

Vacancies caused by the departure of a career employee should be replaced by a career employee if the work continues

There shall be a minimum number *(this number needs to be determined, keeping in mind that in medical centers career employees currently make up only 70-80% of the work force)* of career employees at all time. This number shall not be reduced through the use of per diems, casual or limited appointments, student workers or subcontracted work.

Per diems shall have full grievance rights under the contract

Article 30 – Probationary Period

ADD

A.

Employees shall serve a probationary.....*After 3 months of employment an employee shall receive a performance evaluation. If an employee does not receive an evaluation the University can not terminate them without cause.*

D.

~~At the sole discretion of the University~~ *When mutually agreed upon by the University and the Union*

DELETE

Remove Section E

Article 31 – Reasonable Accommodation

ADD

Trial employment should still be considered career {Section D}

ADD

UC shall search system wide for a position which meets the accommodation needs of the injured worker. The injured worker shall be placed in a position that is located at the medical center/lab/campus closest to their current employment.

Article 32 – Release Time for Negotiations

ADD

A. The Union shall designate ~~ten~~ **10** permanent members to it....

ADD/DELETE

B. The hours....., a total of ~~eight (8)~~

1. Remove Section D, replace with:

UC shall be responsible for informing a bargaining team member's department of the need for release time for negotiations

Article 33 - Resignation

ADD

PCT language should mirror SX language in regards to job abandonment

Article 35 – Shift Differential

DELETE

Section C

ADD

A proposal to follow that has shift differential should equal the current market rate for all classifications

ADD

Shift differential pay shall refer to paying for the entire shift designated as swing/evening, PMs/midnights/nights and weekends.

Article 36 – Sick Leave

DELETE

Remove language which states employees have a limit on how much sick time can be used to care for an ill family member {Section 3, b}

DELETE

Remove language which provides a limit on the number of hours which can be used for bereavement leave

ADD

UC should pay a minimum number of bereavement days that do not come from the employees sick leave account

ADD

PCT contract should mirror SX contract in regards to legitimate use of sick time. Both should be defined more clearly with the actual intent to be no employee will be penalized for using sick time

ADD

New language: UC shall inform all employees of their rights to Family and Medical Leave (FMLA) in a format agreed upon by the Union and the UC

ATTENDANCE STANDARDS

3. Remove Section F

Article 37 – Staffing Committee

DELETE

1. Remove language which limits participants in the staffing committee meetings
{Section A, 6}

DELETE

~~However, the University's staffing decisions are not grievable or arbitrable, nor is the modification of a staffing decision a remedy that an arbitrator can award.~~

DELETE

E.

ADD

The committee shall meet monthly

ADD

The UC must address concerns brought by the Union and respond to proposals submitted by the Union

ADD

UC shall be obligated to provide relevant and necessary information requested by the Union no less than 5 days prior to the scheduled meeting

ADD

Workload guidelines shall be arbitrable.

ADD

A detailed proposal to follow regarding safe staffing ratios

ADD

A detailed proposal to follow regarding industry standards in safe patient care

Article 38 – Transfer and Promotion

DELETE

B. Transfer and Promotion

1.a. The University at its sole ~~non-grievable discretion~~,...*may shall*

~~d. This provision is not subject to Article 9 – Grievance Procedure, or Article – Arbitration Procedure.~~

~~e. The use of seniority as a tie breaker determination is non-grievable and non-arbitrable.~~

ADD

All vacant positions must be posted. If a vacant position is filled prior to posting that position, the appointment is not valid and the position must be posted

ADD

Oral interview can not be the determining factor in identifying qualified applicants for a position

ADD

A proposal to follow regarding career paths.

ADD

Reclassification shall be 5%

ADD/DELETE

New language: *all parts of the article shall be subject to arbitration, including seniority disputes*

Article 39 – Travel Reimbursement

Mileage for privately owned automobiles (including vans) = .24/per mile

ADD

Mileage reimbursement shall be no less than the standard set by the IRS
Clarification of current law.

ADD

An employee shall be reimbursed within one week of when they turn in their reimbursement forms.

Article 40 - Uniforms

ADD

In all instances where UC requires an employee to wear a uniform, UC shall furnish and launder that uniform. UC will provide a minimum of five (5) uniforms.

All uniforms purchased, rented, leased, laundered or otherwise used by the University shall be “sweat free” in accordance with USAS guidelines

Article 41 – Vacation Leave

1. Remove the word endeavor when referring to responding to vacation schedule requests within 10 days {Section C, 2}

If UC refuses to schedule vacation for an employee who has reached the maximum level of vacation accrual, they are waiving their right to the maximum and that employee may continue to earn over and above the cap.

B. Vacation Credit Use

~~Vacation leave is scheduled at the convenience of the University.~~

Article 42 – Wages

ADD

A proposal to follow for an across the board increase for each year of the contract

ADD

A proposal to follow to bring wages, salary ranges to market rates.

ADD

A detailed proposal to follow to have a step system in the contract that is comparable to state-wide competitors.

ADD

A proposal to follow that creates equitable wages state-wide.

ADD

A proposal to follow that creates a minimum wage statewide that allows employees to support their families and not live in poverty. The minimum ranges and individual rates of any PCT and Service Unit classifications with rates less than \$15/hour will be increased to the minimum of \$15/hour.

ADD

All wage issues shall be meet and confer

Delete all references to pay for performance or merit from the article
{Section C, 2 – c}

~~F. The range and rate adjustments, base or non-base, if any provided in this Article shall not be subject to Article 9 Grievance Procedure, or Article 3 Arbitration Procedure, of this Agreement with the exception of range and rate adjustment provided pursuant to Section D of this Article.~~

Article 45 – Work Rules

ADD

the campus/hospital/laboratory shall schedule a meeting to meet and confer ~~discuss~~
the

DELETE

The University will reasonably enforce its work rules for employees during working hours and/or when they are on University premises. ~~The University may enforce work rules governing employees during non-working hours only for reasons of bona fide business and/or health and safety necessity.~~