

ARTICLE 20
DISCIPLINE AND DISCHARGE

Section A: GENERAL CONDITIONS

1. The term “employee,” as used in this Article, is defined as a non-probationary, career employee.
2. An employee may be disciplined for misconduct, for failure to perform satisfactorily or for violations of this Agreement.
3. The University may discipline an employee by oral reprimand, written warning, or suspension without pay for up to and including ten (10) working days without prior written notice of intent.
4. Pursuant to this Article, when an employee is sent a notice of intent to suspend or discharge, the Union will be sent a copy of such notice.

Section B: GRIEVABILITY AND ARBITRABILITY

Oral reprimands and written warnings, unless used as a basis for subsequent disciplinary time off without pay or discharge, are not subject to the Arbitration article of this Agreement. Disciplinary action or discharge, which is subject to the Grievance Procedure, may be processed at Step II of the procedure no later than seven (7) calendar days after the employee has been sent notice of the disciplinary action taken.