

DISCIPLINE

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2 **Section 1.** No student worker shall be disciplined, reduced in rank or compensation or terms
3 and conditions of employment, or terminated without just cause. Disciplinary sanctions shall be
4 imposed in accordance with the principles of progressive discipline.

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6 **Section 2.** The University shall inform any student worker of their rights as a unionized
7 employee to have union representation to represent or accompany the student worker during
8 any disciplinary meetings with their supervisor or any similar meeting where Weingarten rights
9 would apply. Notice should be given to the Union about any disciplinary meeting when
10 scheduling the meeting.

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12 ~~**Section 1.** The University's reserves the right to issue discipline to employees, up to and
13 including termination, for just cause. Discipline may include, but is not limited to, written
14 reprimands, reductions in pay, suspension with or without pay, and termination. The principles of
15 progressive discipline will be adhered to where appropriate, however, the university reserves the
16 right to suspend or discharge an employee immediately, without prior warning or progressive
17 discipline, for serious misconduct. ¶¶~~

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19 ~~**Section 2.** Administrative leave may be paid or unpaid and is not considered disciplinary. ¶¶~~

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21 ~~**Section 3.** Separations under other articles of this Agreement are not considered disciplinary or
22 terminations under this article.~~