

**WAWU'S "WHAT IF" PROPOSAL RE MANAGEMENT RIGHTS
PRESENTED ON 4/29 AS PART OF A PACKAGE**

4/29/24

The Union reserves the right to withdraw this package proposal at any time, at its sole discretion and without penalty. If this package proposal is not accepted as written in its entirety and without modification as described below, this proposal will be declared to be void and non-existent and the Union will return to bargaining from its language proposed prior to this package proposal.

Article 5 - Management Rights

- 5.1 Rights. Management of the University is vested exclusively in the University. Except as otherwise provided in this Agreement, management rights of the University include the rights to:
- 5.1.1 Plan, direct and control all operations and services of the University, including its mission, strategic direction, service levels, staffing and resource requirements.
 - 5.1.2 Develop, interpret, amend and enforce written policies, procedures, and rules governing the workplace.
 - 5.1.3 Determine the methods, means and organization by which University operations and services shall be undertaken and accomplished.
 - 5.1.4 Discipline or terminate probationary employees as it deems appropriate, and discipline or terminate employees who have completed probation for cause.
 - 5.1.5 Assign work and work locations and schedule the hours of work.
 - 5.1.6 Establish the duties and responsibilities of employees.
 - 5.1.7 Establish work performance standards and implement policies and procedures for evaluating the performance of employees.
 - 5.1.8 Plan and implement any reductions in force, including the identification of the specific position(s) or job classifications affected by a reduction in force.
 - 5.1.9 Recruit, hire and promote employees based on standards established by the University.
 - 5.1.10 Require additional training and assign employees to complete any such training.