

## **ARTICLE 7 DISCHARGE AND DISCIPLINE**

Section 1: The University shall have the right to discipline and discharge any Employee for just cause: ~~with advance warning and reasonably related to the safety and efficiency of the university; enough, fair and objective investigation, without discrimination and based on substantial evidence; with a level of discipline related to the seriousness of the offense and the employee's record.~~

Section 2: The University will notify the Union and the Employee in writing within ~~three (3) days forty-eight (48) hours~~ of any suspension or discharge with the reasons for the discipline and clearly stating how it rises to the level of just cause. ~~The union should be provided with all the materials regarding the investigation that led to the disciplinary action before the University is able to take any action.~~ 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 ~~and no disciplinary action will be taken until the end of this 10 days or the union explicitly in writing express the intention to not contest the action.~~ In such an event, the dispute shall be submitted and determined under the grievance and arbitration procedure set forth in Article 9 [Grievance and Arbitration]; however, commencing at Step 3 (final pre-arbitration step) of the grievance procedure.

Section 3: Copies of all written warnings are to be sent to the Employee and the Union with a copy to the Steward. ~~When requested the university should promptly provide copies of any written yearly evaluations as stated in Article 19 [Professional Development].~~

Section 4: In cases of discharge where an international 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 Union reserves the right to add to, modify or delete this proposal.*