

WWU'S PROPOSAL RE MANAGEMENT RIGHTS
2/26/23

ARTICLE 5 – MANAGEMENT RIGHTS

- 5.1 Authority. The University reserves the right to manage its affairs in accord with its lawful mandate and retains all management powers and authority recognized by law and not specifically abridged, delegated or modified by the terms of this Agreement.
- 5.2 Rights. The sole and exclusive rights of the University include, but are not limited to, the rights to:
- 5.2.1 Plan, direct and control all operations and services of the University, including its mission, strategic direction, service levels, staffing levels and resource requirements.
 - 5.2.2 Develop, interpret, amend and enforce written policies, procedures, and rules governing the workplace.
 - 5.2.3 Determine the methods, means, and organization by which University operations and services shall be undertaken and accomplished.
 - 5.2.4 Discipline or terminate probationary employees as it deems appropriate, and discipline or terminate employees who have completed probation for cause or for not meeting academic requirements as determined by the University.
 - 5.2.5 Assign work and work locations, schedule the hours of work, alter work schedules and locations, and authorize overtime.
 - 5.2.6 Establish the duties and responsibilities of employees, including the development and alteration of job descriptions.
 - 5.2.7 Establish work performance standards and implement policies and procedures for evaluating the performance of employees.
 - 5.2.8 Plan and implement any reductions in force, including the identification of the specific position(s) or job classifications affected by a reduction in force.
 - 5.2.9 Recruit, hire and promote employees based on standards established by the University.
 - 5.2.10 Determine the need for additional training, and assign employees to complete any such training.
 - 5.2.11 Take all necessary actions to carry out the mission of the State and its institutions during emergencies;

5.2.12 Perform all other functions not expressly limited by this Agreement.