

DISCIPLINE AND DISCHARGE

Section 1. The University's reserves the right to issue discipline to employees, up to and including termination, for just cause. Discipline may include, but is not limited to, written reprimands, reductions in pay, suspension with or without pay, and termination.

The principles of progressive discipline will be adhered to, however, the university reserves the right to suspend or discharge an employee immediately, without prior warning or progressive discipline, for serious misconduct.

Section 2. Administrative leave may be paid or unpaid and is not considered disciplinary.

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