

MANAGEMENT RIGHTS

Except as may be specifically modified by a specific term of this Agreement, the university shall retain all rights related to management in the direction of its operations, resources, facilities, and services, including the direction of the work force. Rights of the university shall include, but not be limited to, the sole and exclusive right to:

- (A) manage and direct employees;
- (B) hire, promote, transfer, assign, and retain employees;
- (C) adopt and enforce workplace regulations, policies, and procedures;
- (D) establish and amend work rules;
- (E) establish standards of performance;
- (F) suspend, discharge, or take other proper disciplinary action against employees;
- (G) reassign employees;
- (H) relieve employees from duty because of lack of work or other reasons, including the right to lay off employees;
- (I) schedule and assign work;
- (J) determine the methods, means, and personnel by which operations are to be conducted; and
- (K) determine the need for a reduction or increase in the workforce.



Ashton Pressman

Ashton Pressman (Apr 24, 2025 20:02 PDT)

COMPLETE AGREEMENT AND PAST PRACTICES

The Parties acknowledge that the negotiations resulting in this Agreement provided an unlimited opportunity to make demands and proposals with respect to matters in "employment relations" as defined by ORS 243.650(7). This Agreement incorporates and represents the sole and exclusive agreement between the Parties following those negotiations. Unless otherwise indicated by this Article, the University and the Union during the term of this agreement agree that neither party shall be obligated to bargain collectively with respect to any subject or matter, whether or not referred to or covered by this agreement, even though such subject or matter may not have been within the knowledge or contemplation of the parties at the time they negotiated or signed this agreement. The University may not change or issue new work practices or rules covering mandatory subjects of bargaining, including issuing new administrative rules or policies over working conditions which are negotiable, without providing the Union with notice and an opportunity to bargain consistent with ORS 243.698. The University will have a similar obligation to notice and provide an opportunity to bargain the effects where changes to permissive subjects have effects on mandatory subjects of bargaining.

Past practices involving mandatory terms and conditions of employment, rights, and benefits which are in effect at the time this Agreement is signed shall be maintained in their respective departments. This includes past practices that have been uniformly applied over a reasonable period of time, unless otherwise modified by this Agreement.



Ashton Pressman

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