

## **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.