

## **ARTICLE 2 – MANAGEMENT RIGHTS**

The University shall retain rights related to management in the direction of its employees, operations, resources, facilities, services and programs 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 the Agreement.

- 2.1 The rights of the University include, but are not limited to:
- 2.1.1 Plan, direct and control all functions, operations and programs/services of the University, including its mission, strategy direction, the structure of the University's organization, service levels, staffing levels and resource requirements;
  - 2.1.2 Develop, interpret, amend and enforce written policies, procedures, and rules governing the workplace;
  - 2.1.3 Determine the services to be rendered, as well as, the methods, means and organization by which the University operations and services shall be undertaken and accomplished;
  - 2.1.4 The University's budget and the size of the University's work force, including determining the financial basis for layoffs;
  - 2.1.5 The right to take whatever actions are deemed necessary to carry out the mission of the University during emergencies;
  - 2.1.6 Employee benefits;
  - 2.1.7 Take actions necessary to maintain the cost effectiveness and efficiency of University operations;
  - 2.1.8 Determine the amount and forms of compensation for employees;
  - 2.1.9 Direct and supervise employees;
  - 2.1.10 Reprimand, suspend, discharge, or otherwise discipline employees;
  - 2.1.11 Assign work, determine the number of hours to work, the starting and quitting time, schedule the hours of work, alter work schedules, and authorize overtime;
  - 2.1.12 Establish the duties and responsibilities of employees, including the development and alteration of job descriptions and productivity standards;
  - 2.1.13 Establish and implement policies and procedures for evaluating the performance of employees;

- 2.1.14 Recruit and hire employees based on standards established by the University;
  - 2.1.15 Promote, demote, transfer and rehire employees;
  - 2.1.16 Determine the need for additional training and assign employees to complete any such training;
  - 2.1.17 The use of technology;
  - 2.1.18 Expand, reduce, alter, organize; reorganize, combine, transfer, assign or cease any job, department, operation, or services;
  - 2.1.19 Enter into agreement(s) with other government entities;
  - 2.1.20 Control and regulate the use of machinery, facilities, equipment, production, service, distribution, and maintenance methods, materials, machinery, and equipment;
  - 2.1.21 Determine the number, location and operation of departments, divisions, and all other units of the University;
  - 2.1.22 Take whatever action is either necessary or advisable to determine, manage, and fulfill the mission of the University;
  - 2.1.23 Perform all other functions not expressly limited by this Agreement;
- 2.2 Except as limited by this Article and as established in this Agreement, the parties acknowledge their obligation to bargain regarding matters affecting wages, hours and working conditions as permitted by RCW Chapter 41.80