

MANAGEMENT RIGHTS

It is the University's policy to have sole and exclusive rights, including but not limited to its right to establish or continue policies, practices and procedures for the conduct of University business and, from time to time, to change or abolish such policies, practices or procedures; to determine, and from time to time, re-determine the number, location and types of its operations, and the methods, processes and materials to be employed; to discontinue processes or operations in whole or in part, or to discontinue the performance of such methods by employees of the University and to contract out any or all such operations; to transfer, sell or otherwise dispose of its assets in whole or in part; to determine and, from time to time, re-determine the number and types of employees required; determine the amount of overtime to be worked; to assign work to such employees in accordance with the requirements determined by management; to establish and change work schedules and assignments; to transfer, promote, or demote employees, or to lay off, terminate or otherwise relieve employees from duty for lack of work or other reasons; to make and enforce reasonable rules for the maintenance of discipline and protection of life and property; to suspend, discharge, or otherwise discipline employees; and otherwise to take such measures as management may determine to be necessary for the orderly conduct or economical operation of the University's business.