POLICY 8.2 – Reservation and Continuation of Management Functions

Policy Category: Personnel – Select Administrative Group Employees (SAGE)

Effective Date: September 10, 1999

Revised: (NEW)

POLICY

1.00 The Select Administrative Group Employees (SAGE) recognizes that the management and direction of employees are fixed in UWO and shall remain solely with UWO except as limited by the express provisions of these Policies, and without restricting the generality of the foregoing, SAGE acknowledges that it is the exclusive function of UWO to:

a) maintain order, discipline and efficiency;
b) hire, assign, retire, direct, promote, classify, transfer, layoff, recall employees;
c) discharge, suspend or otherwise discipline non-probationary employees for just cause;
d) discharge, suspend or otherwise discipline probationary employees;
e) determine the qualifications for and requirements of a position and the standards of work to be performed;
f) expand, reduce, alter, combine, transfer or cease any position, department, operation or service;
g) determine the machinery and equipment to be used, the specifics of assigned work, the methods and techniques of work, the standards of performance, the schedules of work and number of personnel to be employed;
h) establish, enforce and alter from time to time rules and regulations to be observed by the employees.

2.00 UWO’s right to exercise the management function in this Policy is subject to the provisions of these Policies, and an allegation that UWO has violated the specific terms of the Policies through the exercise of its management rights, is a claim that is properly resolved through the dispute resolution and mediation procedures set herein.