

## POLICY 8.2 – Reservation and Continuation of Management Functions

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

**Subject:** Reservation and Continuation of Management Functions

**Approving Authority:** Board of Governors

**Responsible Officer:** Associate Vice-President (Human Resources)

**Responsible Office:** Human Resources

**Related Procedures:**

**Related University Policies:**

**Effective Date:** May 4, 2017

**Supersedes:** September 10, 1999

---

### I. PURPOSE

The purpose of this policy is to reserve and define the management functions of Western with respect to Select Administrative Group Employees (SAGE) employees.

### II. POLICY

1.00 SAGE recognizes that the management and direction of employees are fixed in Western and shall remain solely with Western, except as limited by the express provisions of the Policies applicable to SAGE members, and without restricting the generality of the foregoing, SAGE acknowledges that it is the exclusive function of Western to:

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

## **POLICY 8.2 – Reservation and Continuation of Management Functions**

- 2.00 Western's right to exercise the management functions described in this Policy is subject to the provisions of the other Policies applicable to SAGE members. An allegation that Western has violated the specific terms of these Policies through the exercise of its management rights is a claim that is properly resolved through the dispute resolution and mediation procedures set out in [Policy 8.5 \(Dispute Resolution\)](#) and the applicable [procedures](#).