

ARTICLE 29: DISCIPLINARY MEASURES

29.01 The Parties shall make every reasonable effort to encourage informal consultation and investigation of allegations, with a view to resolving the matter without formal disciplinary action being initiated. Further,

- (A) A member may be disciplined only for just cause.
- (B) Medical disability shall not be cause for disciplinary actions.
- (C) A criminal charge or conviction is not necessarily grounds for discipline or dismissal.
- (D) No member of the bargaining unit shall be permitted or required to discipline another member of the bargaining unit.
- (E) A member of the bargaining unit shall only be disciplined by his/her Dean (or in the case of a Librarian Member, the University Librarian), the Provost and Vice-President (Academic), or the President. Discipline may not be delegated beyond those appointed to these positions by the Board.

29.02 Disciplinary actions that shall be taken pursuant to this article by the Board include, but are not limited to, the following:

- (A) a letter of warning or reprimand;
- (B) suspension with pay;
- (C) suspension without pay;
- (D) dismissal for cause.

In this Article, suspension refers to the act of the Board in relieving a member of some or all University duties for cause without his/her consent for a specified period of time; dismissal for cause refers to the termination of an appointment by the Board without the consent of the member. Any disciplinary action shall be commensurate with the seriousness of the violation. At any meeting to consider any matter pertaining to the disciplinary action, the member shall be notified in advance that such meeting pertains to disciplinary matters and the member has the right to be accompanied by an Association representative and/or legal counsel designated by the Association. The association shall be notified of a meeting in which discipline shall be applied.

29.03 Actions pursuant to 29.02 shall be clearly identified in writing as being disciplinary and a clear statement of the reasons for the action taken by the Board shall be sent by registered mail to the member's last known address or delivered by hand. Where disciplinary action is being taken by the Board, the Board shall supply the Association with the name of the member concerned.

- 29.04 All disciplinary action shall be initiated within twenty (20) days of the date the Board knew, or ought reasonably to have known, of the matter giving rise to the discipline. An extension shall not be unreasonably denied.
- 29.05 A record of disciplinary action shall be kept in the member's official personnel file. All discipline, lesser than that of suspension, shall be removed from a continuing lecturer member, contract lecturer, librarian and tenured member's official personnel file after three (3) years provided that no subsequent allegation of similar misconduct has been confirmed or is under investigation.