

# UFF PROPOSAL

November 2021

## Disciplinary Action and Job Abandonment

16.6 Disciplinary Action Other than Termination. The University retains its right to impose disciplinary action other than termination for just cause including, but not limited to, suspension with or without pay. Counseling and Letters of Counsel of any form including recommendations for participation in an Employee Assistance Program, shall not be considered disciplinary action and shall not be part of an employee's personnel file. If a Letter of Counsel is issued, it shall be followed by a counseling session with the designated employee and the employee's immediate supervisor. The counseling session shall describe the alleged problem behavior and outline the proposed corrective actions and the proposed future behavioral expectations. The Employee has the right to union representation during all counseling sessions.