ARTICLE 32 - MISCELLANEOUS PROVISIONS

A. Voluntary Termination

If an employee fails to notify the University of his/her absence, such an absence will be deemed to be unauthorized. If the duration of such an absence is five (5) or more consecutive assigned work days, the employee may be considered to have voluntarily terminated his/her employment with the University. The University shall provide notice and a summary of the information and material upon which the voluntary termination is based. The employee will have five (5) working days from the issuance of the notice within which to respond orally or in writing to the supervisor. If the employee fails to respond, the effective date of the voluntary termination shall be the last day of the notice period. If the employee responds, the University will review the response and notify the employee of the determination and the effective date of the voluntary termination or return to work and the status during the period of absence. A notice will be posted in each shop informing employees whom to contact regarding absences.

B. Lie Detector (Polygraph) Tests

No employee shall be required as a condition of continuing employment to take a lie detector test.

C. Licenses and Certificates of Competence

1. The University, as a condition of employment, shall continue to require such licenses and certificates of competence for given position(s) as per current practice. In order to obtain recertification, the University will provide Division of Apprentice Standards-approved training, on site, up to thirty-two (32) hours at University expense, as is required for electrical certification and Fire Life Safety certification. Proof of valid licensure and/or certification must be given to the University for retention in the employee’s personnel file. An employee’s failure to report either the notice of or actual revocation or suspension of said license, may lead to discipline, up to and including termination. The University shall reassign said employee's job duties where operational circumstances permit; however, said reassignment shall not exceed thirty (30) days unless the University and the Union agree to a greater period of extension and/or reassignment, which said agreement must be reduced to writing. Any employee who fails to maintain required licensure and certification may be terminated unless the employee has been reassigned. Following the expiration of the reassignment and upon the failure to furnish evidence of licensure and/or certification, the employee shall be subject to termination at the end of the reassignment.

2. If, during the term of this Agreement, a new governmental requirement for licensure and/or certification is established that changes the terms and conditions of employment for bargaining unit employees, the parties shall meet and confer concerning the effects of the new requirement.

3. Bargaining unit employees are required to maintain a valid California Driver's License. The University shall provide trucks, carts and/or vehicles to bargaining unit employees when necessary to perform their assigned duties.
4. If a bargaining unit employee receives notice of the suspension or revocation of their California Driver's License, said employee shall immediately report the same to his/her immediate supervisor. An employee's failure to report either the notice of or actual revocation or suspension of said license, may lead to discipline, up to and including termination. Where necessary, the University shall reassign said employee's job duties; however, said reassignment shall not exceed thirty (30) days unless the University and the Union agree to a greater period of extension, which said agreement shall be reduced to writing.

D. Mileage Reimbursement

Whenever an employee is authorized by the University to use a private vehicle to conduct University business, the employee shall be reimbursed for mileage at the prevailing University rate. Information concerning the University's Mileage Reimbursement rates can be located at the following URL: http://map.ais.ucla.edu/go/1003527.