

ARTICLE 41- WORK RULES

- A. The University has the unilateral right at its discretion to promulgate, supplement, alter, modify, amend, rescind and enforce work rules which are not inconsistent with this Agreement. This right includes the University's authority to formulate and enforce work rules as an ordinary and proper means of maintaining discipline and efficiency, of directing the conduct, appearance and actions of the employees and of ensuring the health and safety of employees and others.

- B. For purposes of this Article, work rules are defined as rules promulgated by the University within its discretion which regulate employees relative to and affecting their employment. The University may enforce these work rules while employees are on the premises of the University and/or while working for the University and/or outside the employee's working hours when the violation of the work rule would prejudice the interests of the University.

- C. At least thirty (30) days prior to the implementation of new or changed work rules, the University shall inform AFSCME.