

## **ARTICLE 28 – PERFORMANCE EVALUATION**

- A. The performance of each employee shall be evaluated periodically, in accordance with a process established by the University.
  
- B.
  - 1. A non-probationary career employee who receives a written performance evaluation with an overall rating of less than satisfactory may file a grievance pursuant to the provisions of Article 6 - Grievance Procedure of this Agreement. Such grievance concerning the content of a performance evaluation rating the employee as less than satisfactory shall be eligible to be processed through Step 4 of the Grievance Procedure. The remedy for such a grievance shall be limited to revision of the section(s) being grieved and revision of the rating(s) in question.
  
  - 2. Disputes arising regarding the performance evaluation of employees, including but not limited to the form, timing, procedure, impact, and effects, shall not be subject to Article 9 – Grievance Procedure or Article 3 – Arbitration Procedure of this Agreement, with the exception of Section B.1. above.