

## **ARTICLE 46 – 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.
- 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. The University may enforce work rules governing employees during nonworking hours only for reasons of bona-fide business and/or health and safety necessity.
- C. At least forty-five (45) days prior to the implementation of new or changed work rules, the University shall inform AFSCME. Upon receipt of a written request from AFSCME, made within thirty (30) calendar days from the above notice, the University shall schedule a meeting to meet and discuss the proposed work rule(s) with AFSCME prior to the proposed implementation date.