ARTICLE 52. Work Rules

A. General Provisions

1. Pursuant to Article 3, Management Rights, the University has the right to promulgate, supplement, alter, modify, amend, and rescind, work rules. For the purposes of this Article, work rules are defined as rules promulgated by the University which regulate employees relative to and affecting their employment.

2. Work rules promulgated by the University may not be inconsistent with the provisions of this Agreement, and must be related to the orderly and efficient operation of the University, including - but not limited to - 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. Notice

At least forty-five (45) calendar days prior to the implementation of new or changed work rules, the University shall inform SETC in writing. Upon receipt of a written request from SETC, 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 SETC prior to the proposed implementation date.