

For the Union: *David Estefy*  
Date: May 1, 2020

For the University: *Maure Gardner*  
Date: May 1, 2020 *ARO*

**Article \_\_\_\_\_: MANAGEMENT RIGHTS**

A. Management of the University is vested exclusively in the University. The parties agree that all rights not specifically granted in this Agreement are reserved solely to the University. Except as otherwise provided in this Agreement, the Union agrees the University has the right:

1. To establish, direct and control the University's missions, programs, objectives, activities, resources, and priorities, including Affirmative Action plans and goals;
2. To manage the hospitals, laboratories, clinics, offices, and other facilities and operations; to establish and administer procedures, rules and regulations, and direct and control University operations;
3. To introduce new, alter, extend, or discontinue existing methods, programs, equipment, facilities, and location of operations;
4. To determine or modify the number, qualifications, scheduling, responsibilities and assignment of medical residents and fellows covered under this Agreement;
5. To establish, maintain, modify or enforce standards of performance, conduct, order and safety;