

ARTICLE 28 SUBCONTRACTING

A. General Provision

The University has the right to subcontract all or any portion of its operations.

B. Notice

When the University decides to subcontract work currently performed by bargaining unit employees and such subcontracting will result in the layoff of said employees:

1. If the University issues a Request for Proposals (RFP) or Invitation for Bid (IFB) for the work at issue, the University shall provide the Union with a copy of such RFP or IFB no later than ten (10) days after it is issued by the University; and
2. Regardless of whether an RFP or IFB is issued, the University will provide the Union with sixty (60) days notice prior to the commencement of work by the contractor.
3. Any layoffs resulting from subcontracting shall be conducted consistent with Article 29: Layoff and Reduction in Time.

C. Meet And Discuss

If requested by the Union in writing, the University agrees to meet and discuss the effects of the subcontracting and corresponding layoffs. Failure to conclude such discussions, if any, prior to the date on which the subcontracted work begins, shall not preclude the University from implementing the subcontracting on the date agreed upon by the University and the subcontractor or the layoff of employees impacted by such subcontracting pursuant to Article 29 - Layoff and Reduction in Time.