Memorandum of Understanding

Building Services

Article VI - Working Rules and Conditions, Section 11 - F&S Bid Procedure (j) states, "Any temporary assignment that is covered for more than six (6) months without a thirty (30) calendar day break will become an open position to be filled by the above bid procedure." It is the intent of the parties that any time there is a vacancy due to separation, promotion, transfer, bid or other reasons if the Employer chooses to assign the position to one or more Building Service Workers in excess of the time frame set forth in Section 11(j), the job in question shall be posted for bid as described in Section 11 (a) through (h). Nothing herein shall prohibit the Employer from making temporary assignments to cover employees who are absent due to leaves, as described elsewhere in the Agreement.

Regarding Article VIII Performance Management Section 1, third paragraph, on discharge, the parties recognize that discharge is separate and distinct from Formal Corrective Actions under the Performance Partnership Program. Intent to file written charges for discharge shall be initiated for just cause within sixty (60) days or less (except extension) from when Staff Human Resources - Labor and Employee Relations became aware, unless the incident is subject to a criminal and/or administrative investigation outside the control of Staff Human Resources. Nothing contained in this Article shall prohibit the Employer from issuing lesser discipline consistent with the tenets of just cause after the discharge process is initiated.

For the Union

[Signature]

Date: 9/1/17

For the University

[Signature]

Date: 9/1/17