Memorandum of Understanding

Dining Services

Regarding Article VII 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: 9/4/17