

## **ARTICLE 13 WORK RULES**

### **A. General Provisions**

1. The University has the sole right to promulgate, supplement, amend, and rescind work rules. For the purposes of this Article, work rules are defined as rules promulgated by the University that regulate employees relative to and affecting their employment.
2. Work rules promulgated by the University shall be consistent with the provisions of this Agreement.

### **B. Application and Grievability**

1. The University will reasonably enforce its work rules during working hours and when employees are on University premises. The University may enforce work rules governing employees during non-working hours only for reasons of bona-fide business and/or health and safety necessity.
2. In the event the University's enforcement/application of its work rules is inconsistent with any portion of the Agreement, a grievance may be filed in accordance with the provisions of Article 34 - Grievance Procedure, and appealed to arbitration in accordance with the provisions of Article 35 - Arbitration Procedure of this Agreement.
3. In the event the application of a work rule is appealed to arbitration, the arbitrator shall have no authority to newly fashion or to modify the work rule. Nothing shall limit the arbitrator's authority to consider or comment on any issue relevant to the case, including the reasonableness of the grieved work rule, when rendering her/his decision and related remedy.