Employer counter proposal – All Units – Article 8.01.1

Unit 1
8.01.1 JUST CAUSE
The Employer shall not discipline, suspend or discharge an employee unless there is just cause. In any grievance over disciplinary action, the burden of proof of just cause lies with the Employer.

The Employer shall not rely solely on Student Evaluations to establish just cause.

Unit 2
8.01.1 JUST CAUSE
The Employer shall not discipline, suspend or discharge an employee unless there is just cause. In any grievance over disciplinary action, the burden of proof of just cause lies with the Employer.

The Employer shall not rely solely on Student Evaluations to establish just cause.

For the University **For the Union**

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Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.

The University reserves the right to add, delete or modify its proposals at any time during collective bargaining negotiations. Any agenda items or proposals are without prejudice or precedent to the University's position on any issues regarding the interpretation of the Collective Agreement, including with respect to any current or future grievances.