

UNIVERSITY OF WEST FLORIDA BOARD OF TRUSTEES-  
AFSCME, LOCAL 2201, COUNCIL 79 AFFILIATE

2008-2009 RE-OPENER SUPPLEMENT

Effective September 4, 2008

UNIVERSITY OF WEST FLORIDA BOARD OF TRUSTEES-  
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES  
LOCAL 2201, COUNCIL 79 AFFILIATE  
JULY 1, 2008 - JUNE 30, 2009 RE-OPENER

ARTICLE 2  
DEFINITIONS

2.10

"Position Orientation Year" is the first year of employment of an individual at the University of West Florida. Individuals in their Position Orientation Year in any position class may be terminated from employment at any time, for any reason. Employees terminated during the position orientation year shall not receive notice and may not appeal the termination. Employees who have completed the position orientation year will not be required to serve an additional position orientation year if they change positions. Guidelines regarding the Position Orientation Year are provided in the UWF Employment Regulations and policies.

ARTICLE 7

JUST CAUSE AND DISCIPLINARY ACTIONS

7.2 Just Cause. Disciplinary actions administered to regular status employees or employees who have completed their position orientation year may be taken only for just cause. Non-disciplinary separations are covered in Article 8.

ARTICLE 14

PERFORMANCE EVALUATIONS

14.3 Grievability. Performance evaluations shall be subject to Article 6, Grievance Procedure, to the extent provided in this Section: An employee who has completed the position orientation year who receives a performance evaluation of not meeting performance standards may grieve the evaluation,

but only through Step 2. The review of the grievance shall be solely to determine whether the performance evaluation was done in an arbitrary or capricious manner. Grievance reviewers shall not substitute their judgments regarding an employee's performance for that of the evaluator. An employee who has completed the position orientation year and who is demoted or dismissed for an evaluation of not meeting performance standards may grieve the demotion or dismissal pursuant to the provisions of Section 7.3A.

Sherril Hendrickson  
Sherril Hendrickson  
Chief Negotiator for UWF

6/16/08  
Date

Theodore L. Pye  
Ted Pye  
Chief Negotiator for AFSCME

6-16-08  
Date

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RATIFIED BY

FOR THE UNIVERSITY OF WEST FLORIDA  
BOARD OF TRUSTEES:

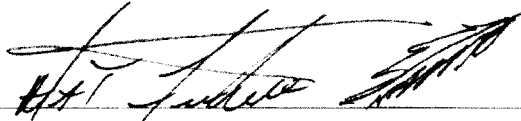


K.C. Clark, Chairman  
University of West Florida  
Board of Trustees

Sept 4, 2008

Date

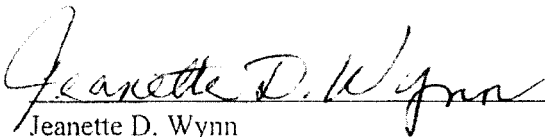
FOR AFSCME  
LOCAL 2201, COUNCIL 79 AFFILIATE:



Hat Feather  
President of Local 2201

9-04/08

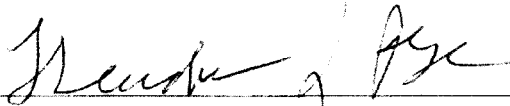
Date



Jeanette D. Wynn  
President of AFSCME Council 79

9-03-08

Date



Ted Pye  
AFSCME Florida Council 79

9-3-08

Date