ARTICLE 4 - MANAGEMENT RIGHTS

4.1 The Board retains and reserves to itself all rights, powers, authority, duties and responsibilities conferred upon or vested in it by law, including but not limited to the right to:

4.11 Determine and revise the purpose, mission, objectives and policies of the College.

4.12 Determine the Management and administrative organization of the College and the selection of employees for administrative and supervisory positions.

4.13 Determine the type and location of facilities and equipment, including the establishment of new facilities and the closure or relocation of existing facilities.

4.14 Manage the affairs of the College to maintain order and efficiency and to determine the methods, means, procedures and personnel required to conduct College programs.

4.15 Establish and revise the College calendar.

4.16 Administer the personnel system of the College, including but not limited to the recruitment, selection, appointment, evaluation, training, retention, promotion, assignment, transfer, discipline, supervision, demotion and discharge of employees.

4.17 Direct, supervise, schedule and assign the work force including but not limited to determining the place of work, the number of employees and the allocation and assignment of work to employees.

4.18 Establish standards and criteria for job performance.

4.19 Create, combine, modify or eliminate any employee jobs.

4.20 By ratification of this Agreement, the Board of Directors agrees that during the term of this Agreement it will not contract out the work of bargaining unit employees currently employed by the College, unless there is a Board declared financial emergency. However, the Board expressly retains the authority to contract out services in the event the Board determines it is in the best interest of the College to do so for financial or service improvement reasons so long as bargaining unit employees are not displaced. In the event the Board finds it prudent to consider this option, the Board will direct Management to notify the Federation and engage in good faith negotiations in accordance with ORS 243.698.

4.2 The exercise by the Board of the powers, rights, authority, duties and responsibilities in Articles 4.11 through 4.20 and the adoption of policies, rules, regulations and practices in furtherance thereof and the use of judgment and discretion in connection therewith shall be limited only by the specific terms of this Agreement.