**ARTICLE IX**

**DISCIPLINE**

The University may not discharge, suspend, or otherwise discipline a member of the bargaining unit, except for proper cause. Any discipline imposed, including additions to an individual’s personnel file, shall be subject to the grievance procedure provided for in Article XXII, including submission to arbitration. The University will not dismiss or suspend (with or without pay) a member of the bargaining unit prior to the completion of the procedures provided under Article XXII, unless the University has reason to believe that there is a potential for immediate harm.