



- j) select, hire, direct, supervise, train, and evaluate bargaining unit members;
- k) determine office space, materials, and equipment to be utilized by bargaining unit members, and the methods, processes and means by which work shall be performed and services provided;
- l) establish quality, performance, and evaluating standards for bargaining unit members;
- m) make and enforce policies, rules, and regulations, including policies, rules, and regulations governing safety, discipline, tuition and fees, human resources functions, and the work, training, and conduct of bargaining unit members;
- n) perform all other functions inherent in the direct, operational, management, and administration of the university; and,
- o) hold sole authority to exercise the rights and powers above by making and implementing decisions and policies with respect to those rights and powers

In addition to the above, Oregon Tech retains and reserves to itself all rights, powers, duties, authority, and responsibilities conferred and vested in it by the laws of the State of Oregon and the policies and procedures of the Board of Trustees of Oregon Tech

**Section 2.** The failure of Oregon Tech to exercise any right or power, above, shall not be deemed a waiver of the right of Oregon Tech to exercise such right or power, or preclude Oregon Tech from exercising the same in some other manner, so long as it does not conflict with a specific term of this Agreement

\*Oregon Tech reserves the right to add to, modify, or amend proposals during the course of