~~SECTION~~ **ARTICLE** THREE

MANAGEMENT

**Management Rights**

**Section 1.** The management of the plant and the direction of the working force, including the right to hire, classify, promote, suspend or discharge for proper cause, to transfer or relieve employees from duty because of lack of work, or for other legitimate reasons, is vested exclusively in the Company subject to all the provisions of this Agreement.

**Employee Discipline**

**Section 2. The Company maintains the right to discipline employees and shall apply the following categories when doing so: work performance, employee conduct, or attendance.  Attendance discipline will be administered as provided in the Attendance Control Program.  It is solely within the Company’s discretion, without redress to the parties’ grievance/arbitration procedures, to determine which category of discipline shall be administered.**

**Section 2-A. While the Company will generally impose progressive discipline within an individual category, the Company, at its discretion, may impose discipline at any step depending on the nature and severity of an employee’s action(s) or violation(s).  An employee may be suspended without pay pending the outcome of an investigation for which the employee is the subject of investigation.**