

**ARTICLE 9**  
**PERFORMANCE EVALUATIONS**

**9.1 PERFORMANCE EVALUATIONS**

- A. There will be no formal, written performance appraisals absent agreement of both parties. The University and the Union agree to meet and hold union management meetings, no less than quarterly during the term of this Agreement to discuss options for re-implementing formal written performance appraisals. The procedures for holding such meeting will follow those outlined in Article 28. Formal written performance appraisals will be implemented during the term of this Agreement should an agreement be reached.
- B. Nothing in this Agreement limits an employee's ability and/or their supervisor's ability to address training, performance standards and expectations, recognize positive performance, or address concerns, or behavioral issues.
- C. Performance issues will be brought to the attention of the employee at the time the supervisor becomes aware of the issue(s) in order to give the supervisor the opportunity to address the concern with the employee.