

## **MSU Billings Personnel Policies**

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**POLICY: Discipline and Discharge from Employment**

POLICY NO.: 406.6

REFERENCES: MUS Progressive Discipline Policy; 39-2-801 through 804, M.C.A.; 39-2-901 through 905, M.C.A.; 39-2-501, M.C.A.; Collective Bargaining Agreements

DATE ADOPTED/REVISED: 10/08/08

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Montana State University Billings shall administer disciplinary action, including discharge from employment, in accordance with collective bargaining agreements, Montana University System policies, Montana State law, and the principles of due process and progressive discipline. MSU Billings recognizes that there may instances when progressive discipline is inappropriate, and immediate discharge from employment is necessary.