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Please see below.

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## ARTICLE 54

### **Management Rights**

#### **Section 1 – General**

- A. The Department retains the right to:
1. Determine the mission, budget, organization, number of employees, and internal security practices of the Department.
  2. In accordance with applicable laws:

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- a. to hire, assign, direct, layoff, and retain employees in the Department, or to suspend, remove, reduce in grade or pay, or take other disciplinary action against such employees;
  - b. to assign work, to make determinations with respect to contracting out, and to determine the personnel by which Agency operations shall be conducted;
  - c. with respect to filling positions, to make selections from among properly ranked and certified candidates for promotion or from any other appropriate source; and
  - d. to take whatever actions may be necessary to carry out the mission of the Department.
- B. Nothing in this Section shall preclude the Department and the NCFLL from negotiating:
1. at the election of the Department, on the numbers, types, and grades of employees or positions assigned to any organizational subdivision, work project, or tour of duty, or on the technology, methods, and means of performing work;
  2. the procedures which Management Officials of the Department will observe in exercising any authority under this Section; or
  3. appropriate arrangements for employees adversely affected by the exercise of any authority under this Section by such Management Officials.

## **Section 2 – Applications**

The requirements of this Article shall apply to all supplemental agreements between the NCFLL and the Department.