



**POLICY:**  
**SUBJECT:**  
**APPROVAL DATE:**  
**REVISION DATE:**  
**REVIEW DATE:**  
**PAGE:**

**GAB**  
**MANAGEMENT RIGHTS**  
December 8, 1987  
February 6, 2017  
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## **1. MANAGEMENT RIGHTS**

1.1 The Winnipeg School Division, in exercising its function of management, shall have the right, to:

- (a) direct the work of its employees;
- (b) hire, promote, demote, discipline, suspend or discharge employees for just cause;
- (c) increase or decrease the work force;
- (d) assign employees to positions, transfer employees from position to position and designate the place of work for employees;
- (e) determine the methods, duties and schedules of work, the position content and classification;
- (f) determine the number and classification of position(s) at any place of work;
- (g) develop, amend and enforce rules and regulations for employees;
- (h) establish standards of volume, and the level of quality of work performance for positions;
- (i) sub-contract work as required; and
- (j) exercise such other rights traditionally recognized as required in the performance of the management function.

The Division will exercise these rights in a manner that is consistent with the Policies and Procedures of the Board.

## **2. EMPLOYEES COVERED BY COLLECTIVE AGREEMENTS**

2.1 Where provisions regarding management rights exist within a Collective Agreement, they shall apply.