

ARTICLE XX – EXIT INTERVIEWS

Deleted: RESIGNATION AND ABANDONMENT

XX.3 Exit Interviews

Deleted: XX.1 Resignation. Employees are encouraged to provide at least two weeks' notice of resignation. A written or oral resignation may be withdrawn within twenty-four (24) hours excluding the employee's scheduled days off and holidays off, after submitting the resignation. The employee may only withdraw one resignation per position held. ¶

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XX.2 Presumption of Resignation/Abandonment. ¶

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An employee who fails to appear for work and report absence to the supervisor, in accordance with departmental policy on three (3) consecutive scheduled workdays, shall be deemed to have resigned. Notice of separation will be sent to the employee's last known address on record with the UW Payroll Office via certified mail after the third (3rd) consecutive day of absence. Prior to sending the notice, the Employer will attempt to contact the employee through current telephone and emergency contact numbers on record in Workday. ¶

Exit interviews can provide valuable feedback for the Employer and the Union about what conditions drive turnover and how we can continue to build a more sustainable work culture. Exit interviews are also an opportunity to evaluate the climate of the workplace and help inform the retention and recruitment of a diverse workforce. The Employer will offer exit interviews to all resigning or retiring employees.

A. Joint Union/Management Committee: Exit interview questions are an appropriate topic for Joint Union/Management Committee meetings. The Employer and the Union may at any time initiate discussion of exit interview trends in Joint/Labor Management Committee meetings.

B. Confidentiality: Both the Employer and the Union will keep individual responses from their respective exit interviews anonymous and discuss only common themes.