

COMPLETION OF THE HEARING, OR IN CASE NO HEARING IS TIMELY REQUESTED, THE CAMPUS DIRECTOR OF PERSONNEL SHALL ACT UPON THE CHARGES OR ORDER SUCH OTHER ACTIONS AS ARE INDICATED BY THE FINDINGS IN THE CASE. IF A HEARING IS TIMELY REQUESTED AND THE REMOVAL IS UPHELD, STEPS FOUR AND FIVE OF THE GRIEVANCE PROCEDURE SHALL BE AVAILABLE TO THE REMOVED INDIVIDUAL.

(B) INVOLUNTARY DEMOTIONS. WITHIN 5 DAYS, AN EMPLOYEE WHO IS RECOMMENDED FOR DEMOTION MAY FILE A WRITTEN ANSWER WITH THE ~~CAMPUS DIRECTOR OF PERSONNEL, THE DESIGNATED REPRESENTATIVE OF THE CHANCELLOR, OR HIS DESIGNATED REPRESENTATIVE~~ AND REQUEST AN INVESTIGATION OF THE PROPOSED DEMOTION. THE CAMPUS DIRECTOR OF PERSONNEL MAY UPON HIS OWN INITIATIVE, AND SHALL UPON THE REQUEST OF THE EMPLOYEE CONCERNED, WITHIN 20 DAYS BEGIN AND COMPLETE AN INVESTIGATION OF THE PROPOSED DEMOTION TO DETERMINE WHETHER IT IS JUSTIFIED AND FOR THE GOOD OF THE SERVICE. AFTER SUCH INVESTIGATION OR UPON THE EXPIRATION OF THE 5 DAYS, IF A PETITION IS NOT RECEIVED FROM THE EMPLOYEE AND THE CAMPUS DIRECTOR OF PERSONNEL CONSIDERS AN INVESTIGATION UNNECESSARY, THE CAMPUS DIRECTOR OF PERSONNEL SHALL FORTHWITH APPROVE OR DISAPPROVE THE RECOMMENDATION OF THE DEPARTMENT HEAD OR CHAIRMAN AND NOTIFY THE DEPARTMENT HEAD OR CHAIRMAN AND EMPLOYEE OF HIS ACTION. IF AN INVESTIGATION IS TIMELY REQUESTED AND THE DEMOTION IS UPHELD, STEPS FOUR AND FIVE OF THE GRIEVANCE PROCEDURE ARE AVAILABLE TO THE DEMOTED EMPLOYEE.

(C) REJECTION ON PROBATION. (1) REJECTION ON ORIGINAL PROBATION. WITHIN 5 DAYS OF THE NOTICE OF REJECTION, AN EMPLOYEE WHO IS REJECTED ON ORIGINAL PROBATION MAY FILE A WRITTEN REQUEST WITH THE ~~CAMPUS DIRECTOR OF PERSONNEL CHANCELLOR OR HIS DESIGNATED REPRESENTATIVE~~ FOR A HEARING AT STEP THREE OF THE GRIEVANCE PROCEDURE. IF THE HEARING IS TIMELY REQUESTED AND THE REJECTION IS UPHELD, STEPS FOUR AND FIVE OF THE GRIEVANCE PROCEDURE ARE AVAILABLE. REJECTION FOR CAUSE IS NOT REQUIRED IN THE CASE OF AN EMPLOYEE REJECTED ON ORIGINAL PROBATION.

(2) REJECTION ON PROMOTIONAL, TRANSFER, OR HORIZONTAL CHANGE PROBATION. WITHIN 5 DAYS OF RECEIPT OF THE RECOMMENDATION OF THE DEPARTMENT HEAD OR CHAIRMAN TO REJECT, AN EMPLOYEE WHO IS PROMOTED AND THEN REJECTED WITHIN THE PROBATIONARY PERIOD FOR THE NEW CLASS AND FOR WHOM A VACANCY IN THE FORMER CLASS IS NOT AVAILABLE MAY FILE AN ANSWER WITH THE ~~CAMPUS DIRECTOR OF PERSONNEL, THE DESIGNATED REPRESENTATIVE OF THE CHANCELLOR, OR HIS DESIGNATED REPRESENTATIVE~~ AND REQUEST AN INVESTIGATION OF THE PROPOSED REJECTION. THE SAME RULE APPLIES TO AN EMPLOYEE WHO HAS COMPLETED A PROBATIONARY PERIOD IN ONE CLASSIFICATION AND (A) MAKES A HORIZONTAL CHANGE TO A NEW CLASSIFICATION, AND IS REJECTED IN THE NEW CLASSIFICATION OR (B) WHO TRANSFERS TO ANOTHER DEPARTMENT IN THE SAME CLASSIFICATION AND IS REJECTED. THE ~~CAMPUS DIRECTOR OF PERSONNEL CHANCELLOR OR HIS DESIGNATED REPRESENTATIVE~~ SHALL COMPLETE THE INVESTIGATION WITHIN 20 DAYS. IF THE INVESTIGATION IS TIMELY REQUESTED AND THE REJECTION IS UPHELD, STEPS FOUR AND