ARTICLE XX – MANAGEMENT RIGHTS

It is agreed that the operation of the Clinic and the direction of the employees, including the making and enforcing of rules to assure orderly, safe and efficient operation, the right to hire, to transfer, to promote, to demote and to lay off for lack of work are rights vested exclusively in the Clinic and are subject to its sole discretion except as abridged by this Agreement. The above listing is not all inclusive but indicates the types of matters which belong to or are inherent to management.