

# **THE JUST CAUSE** **STANDARD**



- **NOTICE** – did management adequately warn the worker of the consequences of their conduct?

- **REASONABLE RULE** – was management's rule reasonably related to efficient and safe operations?

- **INVESTIGATION** – did management investigate before issuing discipline?

- **OBJECTIVITY** – was the investigation fair and free from bias?

- **PROOF** – did the investigation produce substantial evidence or proof of wrongdoing?

- **EQUAL TREATMENT** – were the rules, orders and penalties applied evenly and without discrimination to all workers?

- **PENALTY** – was the penalty reasonably related to the seriousness of the offence and the past record?

Without the "just cause" standard that comes with a Teamster contract, you will remain an at-will employee. This means that the boss can discipline or discharge whoever they want, whenever they want, however they want.

