

# 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.

