

THE JUST CAUSE STANDARD



NOTICE

Did management adequately warn workers 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 Teamsters contract, you will remain an at-will employee. This means that the boss can discipline whoever they want, whenever they want, however they want.*