



JUST CAUSE UNION PROTECTIONS FIGHT UNFAIR DISCIPLINE!

What Does Just Cause Mean?

YOUR EMPLOYER MUST PROVE:

- A VALID REASON FOR DISCIPLINE.
- FAIR AND CONSISTENT TREATMENT COMPARED TO OTHER EMPLOYEES.

7 Key Questions

1. Was there a **clear rule** or policy?
2. **Did you know** the rule and the possible consequences?
3. Was the rule **fairly applied**?
4. Did the employer **investigate** fairly?
5. Was the investigation **thorough**?
6. Was the discipline **consistent with past actions**?
7. Is the **punishment appropriate** for the issue?



**KNOW
YOUR
RIGHTS!**



Contact your union rep if you face discipline!

SHEET METAL | AIR | RAIL | TRANSPORTATION
SMART

