

Management Counter

Article - Discipline and Discharge

Section 1. Just Cause

Understanding that the purpose of discipline is to correct poor performance, and that each disciplinary situation must be evaluated upon its specific facts, the Employer and the Union agree that non-probationary employees may be disciplined only for just cause. Nothing in this agreement shall prohibit the Employer from placing an employee on paid administrative leave pending investigation of misconduct.

The parties agree that clear and ongoing communication about expectations and performance is beneficial. Coaching, counseling, performance evaluations, performance improvement plans, and informal feedback are non-disciplinary and are not subject to the grievance process. ~~In the event the Employer fails to do a performance evaluation of an Employee in any year, the evaluation will be deemed to be satisfactory for that year for any employment purpose. The Employer will, wherever feasible and appropriate not initiate the steps of progressive discipline as defined below without first providing provide other non-disciplinary coaching, counseling, and/or feedback before initiating formal discipline.~~

The steps of progressive discipline are as follows:

1. A Written warning.
2. Suspension.
3. Dismissal.

~~Employees will be provided with any documents or evidence at the time those documents are created that the Employer reasonably anticipates relying upon in any subsequent disciplinary procedure. Employees have a right to request copies of any documents in their personnel file.~~