

## JUST CAUSE

VLRB 82-40 and 82-41

### Case of Colleran and Britt

#### Principles of Just Cause

- \* Seriousness of offense
- \* Employees' work record and evaluations
- \* Employee's disciplinary record
- \* Mitigating circumstances
- \* Consistency of penalty with other penalty meted out
- \* Effectiveness of alternative sanctions which could have been used to deter such conduct in the future
- \* Rehabilitation potential of employee
- \* Fair notice
- \* Job level of employee
- \* Notoriety of offense
- \* Was the penalty reasonably related to the actual offense?
- \* Did management conduct a fair and impartial investigation?
- \* Has management applied similar discipline to offenses of a similar nature by other employees?
- \* Was the application of the rules, regulations etc. fairly and uniformly applied?
- \* Was employee discriminated against?
- \* Was employee given sufficient opportunity to review charges and prepare a rebuttal prior to issuance of discipline?
- \* Was employee informed of right to have union representative during any and all questioning?
- \* Are there any rules governing?
- \* Has there been enforcement-(uniform) of the rule?
- \* Are employees given copies of the rule?