



KNOW YOUR RIGHTS AT WORK

JUST CAUSE CHECKLIST

Your union contract provides you with Just Cause protections in the event you are disciplined. The Just Cause standard protects union-represented employees from arbitrary or unfair disciplinary action.

Answering “No” to any of the following questions normally means the Employer **does not** have just and proper cause.

YOUR JUST CAUSE CHECK LIST

- Did the Employer provide **forewarning**?
- Was it a **reasonable rule**?
- Did the Employer **investigate**?
- Was the investigation **fair**?
- Did the “judge” find **proof**?
- Are all employees being **treated equally**?
- Is the penalty **appropriate**?

If you believe you have received discipline, speak to your Union Representative or our Contracts and Grievances Department below.

YOU HAVE RIGHTS!

QUESTIONS? Contact Us (619)298-7772
Contracts & Grievances Ext. 126 | Membership Ext. 6 | Pension & Insurance Ext. 8
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