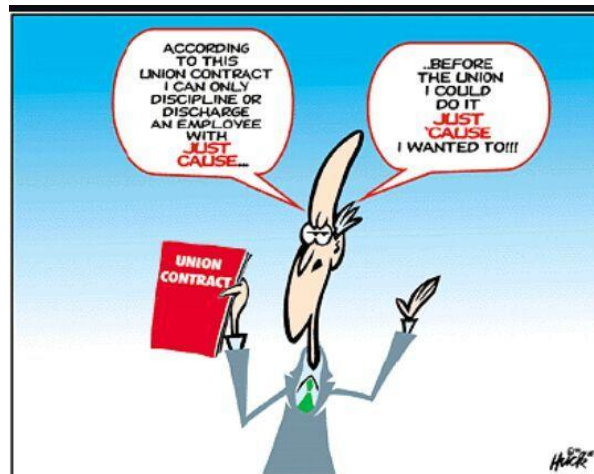


# JUST CAUSE

## A BIG difference between Union and non-union

- Just cause is the keystone of your collective bargaining agreement
- Just cause obligates the employer to publicize and train employees on rules and policies, enforce them consistently, follow due process, produce substantial and credible evidence, apply progressive penalties and consider mitigating and extenuating circumstances
- Union workers cannot be dismissed unless they engage in egregious or repetitious misconduct.
- Non-union employees can be fired for a single mistake, an argument with a supervisor, complaining about working conditions or for incurring the dislike of a manager (as examples)
  - It's a protection that only a union contract can provide



You have these rights because you are a member of a  
**UNION.**

It's one of many reasons why it pays to be a member of the  
**Union!**

ALCOHOLIC  
UNION (USWA) LABEL  
12075

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