

Seven Principles of Just Cause

Case: Grief Brothers Cooperage Corp vs. United Mine Workers of America

Arbitrator: Carroll R. Daugherty

Date: April 1964

Seven (7) Principles Just Cause

1. Advance Notification (Verbal, Written, Postings, incl. Progressive Disc.)

1. Was the employee given sufficient warning?

2. Investigation prior to action

2. Did management investigate before taking action?

3. Impartial, Fair Investigation

3. Was the Company's investigation conducted fairly and objectively?

4. Evidence Substantiated

4. Did the investigation produce substantial evidence of guilt?

5. Rules must be reasonable

5. Was the company's rules or orders reasonably relate to the efficiency and safety of the operation?

6. Rules applied equally, consistently, & without discrimination

6. Were the rules applied equally, consistently and without discrimination?

7. Punishment should fit the crime

7. Did the penalty reasonably relate to the offense if there was an offense?