

Joe Vitale's Rules of "Just Cause"

1) What is the employee's length of service?

- Does the employee have significant discipline in his/her file?
- “Longtime employees get one ‘Get Out of Jail Free’ card. That is unless what they did was so egregious that they cannot be returned to the workplace.” Arbitrator Shriftman

2) Did the employee do what management accused him or her of doing?

- If not, did they do a lesser version of what management accused him/her of doing?
- Is our version of events more/less credible than the Employer's version?

3) Is the punishment too severe?

- How has the Employer punished similar infractions in the past?
- If they have a zero tolerance rule, have they enforced it evenly?