

# WHEN PROBLEMS ARISE . . .

## COURSES OF ACTION

### EMPLOYEE/UNION ACTIONS

- ↓ **Discuss problems w/Supervisor**
- ↓ **Follow Grievance Procedure**
- ↓ **Final and Binding Arbitration**
- ↓ **Possible Appeal in Court**

WHEN AN EMPLOYEE OR THE UNION BELIEVES THAT THE SUPERVISOR OR THE COMPANY ACTED CONTRARY TO THE AGREEMENT OR IN AN UNSAFE MANNER OR DISRESPECTFUL MANNER . . .

### MANAGEMENT ACTIONS

- ↓ **Job Counseling (Non Disciplinary)**
- ↓ **Verbal Warning**
- ↓ **Written Reprimand**
- ↓ **Suspension/Equivalent Action**
- ↓ **Termination**

WHEN THE SUPERVISOR OR THE EMPLOYER BELIEVES AN EMPLOYEE HAS POOR PERFORMANCE, DIDN'T FOLLOW RULES OR PROPER PROCEDURES, VIOLATED AGREEMENT PROVISIONS, NEGLECTED DUTIES, WAS IN UNFIT CONDITION OR UNABLE TO PERFORM . . .

**THE EMPLOYER ACTS . . .**  
**THE UNION MAY GRIEVE . . .**