



Bargaining Team

## CBA Articles Change Digital Form

Team # 4  
Members:  
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Date: 5/26/16

Article Number to Be Changed: 10                      Affects other Articles#/Sect. #

Section Number to Be Changed:

Change to the Following Verbiage:

### ARTICLE 10 - DISCIPLINE AND DISCHARGE

Section 1. The principles of progressive discipline shall be used except when the nature of the problem requires more immediate action. An employee shall not be disciplined or discharged without **just cause**.

Section 4. When the City intends to take disciplinary action involving discharge or suspension, the City shall notify the employee and ~~the~~ COBEA in writing of the charges against the employee and the proposed disciplinary action. The City shall provide the employee and ~~the~~ COBEA with the opportunity to respond to the charges at a meeting with the supervisor or person having authority to impose the proposed disciplinary action. The meeting shall be held at a mutually agreed upon time but no later than 10 calendar days from the initial notice to the employee.

Reasoning:

Sect. 1 – Just Cause is a 7-Step process that is a different determinant than the simple word “cause”. If an employee is terminated for “cause” it can be arbitrary and for any reason. “Just Cause” requires that the 7 steps are followed to insure a more investigatory process is held.

Sect. 4 - Change formatting

Notes: