

ARTICLE 15

SUSPENSION/DISCHARGE CASES

The District recognizes that an effort shall be made to remediate any unsatisfactory job performance by all Bargaining Unit Members employees prior to taking any "disciplinary action". "Disciplinary action" for Classified Bargaining Unit Members shall be defined as suspension without pay, demotion, reduction of pay step in class or dismissal. The District will make all Bargaining Unit Members employees aware of employment standards, as well as the consequences for non-compliance with the standards, prior to corrective or disciplinary steps. This shall include, but not be limited to, new employee orientation, in-service, and/or hands-on training. In cases where a Classified Bargaining Unit Member's job performance becomes unsatisfactory due to alcohol/chemical use or dependency, the District shall provide an opportunity for the Classified Bargaining Unit Member to participate in an alcohol/chemical dependency remediation program if the District determines in its sole discretion that the Classified Bargaining Unit Member's conduct does not warrant or require dismissal. This shall not in any way limit the District's right to implement lesser forms of discipline along with participating in this remediation program. This recognition of progressive discipline, however, shall not preclude the District from seeking immediate dismissal of Classified Bargaining Unit Members for serious misconduct, which might include, but not be limited to, recklessness, gross negligence, willful misconduct, and other misconduct which might cause physical/emotional harm to others and/or loss of property/money.

In the event that a Classified Bargaining Unit Member is alleged to have acted in such a manner as to warrant a "disciplinary action", he/she shall be furnished with a copy

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**11/12/2020 DISTRICT PROPOSAL FOR 2020/2021 NEGOTIATIONS 4/20/2021,
5/18/2021**

of the reason(s) for the action as set forth in District Administrative Regulation. At the Classified Bargaining Unit Member's election, the Union shall be notified in writing within five (5) working days whenever a Classified Bargaining Unit Member is charged with misconduct that might result in "disciplinary action".

Except as otherwise set forth in this Article, the causes and procedures regarding personnel action for cause ("Just Cause") set forth in District Administrative Regulation §4218 et.al. shall apply to all Classified Bargaining Unit Member "disciplinary actions".


Hourly Bargaining Unit Members

The District recognizes that an effort shall be made to remediate any unsatisfactory job performance for hourly Bargaining Unit Members prior to taking any action to release from employment. Remediation will include, but not be limited to, clarifying or reinforcing expectations and may include coaching and written notice.


The District will make hourly Bargaining Unit Members aware of employment standards as well as the consequences for non-compliance with the standards prior to corrective or disciplinary action. Disciplinary action for hourly Bargaining Unit Members is defined as release from employment

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DATED: 5/18/2021


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