

Just Cause Protections:

Under our current contract, Student Employees at Western Washington University are guaranteed just cause protections for all disciplinary / termination actions. Any disciplinary actions taken against student employees must meet the 7 Tests of Just Cause:

Reasonableness of Rule:

Is this a normal rule for a workplace of this type? Policies must be standardized and reasonably within the employer's control. It is reasonable to expect employees to show up on time, it is not reasonable to control how employees get to campus.

Adequate Warning / Fair Notice:

Employees must be warned of consequences and progressive discipline steps must be followed. Supervisors must utilize low-level discipline including verbal and written warnings before moving to severe discipline such suspension or termination, except in extreme cases

Completeness of Investigation:

Was the situation investigated fully before discipline was pursued? Were all avenues exhausted, or was the employee unfairly targeted? Are elements of the situation disputed by either party?

Objectivity of investigation:

Was the investigator biased? Did they have a reason to target the grievant?

Note: Most formal investigations at WWU are handled by HR to ensure objectivity

Proof of Infraction:

Is there significant evidence against the employee, or just their supervisor's claims? Does the employee dispute part or all of their supervisor's claims, and can they support that?

Proportional Discipline:

Is the discipline being taken reasonable and proportional to the alleged offense? *It's generally not fair to fire someone for being five minutes late, but a no-call-no-show may permit termination under specific circumstances*

Uniformity of Rule Application / Prior Enforcement:

Has everyone who broke the rule / participated in the alleged violation been disciplined equally? Are there extenuating circumstances to justify different discipline, or is the supervisor biased? Is there a pattern of disproportionate enforcement of policies?

If you or a coworker have been disciplined or terminated, please email ace@wawu-union.org. We want to investigate these cases fully to ensure that our member's rights are being respected, even if the situation is not disputed.