

Seven Tests of Just Cause

- Was the employee adequately warned of the consequences of his or her conduct?
- Was the company's rule or order reasonably related to efficient and safe operation?
- Did management investigate before administering the discipline?
- Was the investigation fair and impartial?
- Did the investigation produce substantial evidence or proof of guilt?
- Were the rules, orders, and penalties applied evenhandedly and without discrimination
- Does the penalty suit the crime?