

*All proposals subject to withdrawal or  
modification pending conclusion of a final CBA*

**ARTICLE 18. JOB SECURITY**

**Section 1. Just Cause**

There shall be no discipline or discharge without just cause.

**Section 2. Notification**

The Guild shall be notified in writing, as nearly simultaneously, as circumstances permit, with the employee, of any discipline or discharge.

**Section 3. Non-Application of Progressive Discipline**

Verbal discipline properly documented with HR, which is not subsequently followed by related progressive disciplinary action within twelve (12) months, will not be considered applicable in applying progressive discipline for new occurrences.

Written discipline, which is not subsequently followed by related progressive disciplinary action within eighteen (18) months, will not be considered applicable in applying progressive discipline for new occurrences or unrelated discipline.

Other discipline, which is not subsequently followed by related progressive disciplinary action within twenty-four (24) months, will not be considered applicable in applying progressive discipline for new occurrences or unrelated discipline.



For RAICES



For the Union