

# *The* **JUST CAUSE STANDARD**

## **WHAT IS JUST CAUSE?**

A Teamsters contract requires Costco to have a fair, proven reason and process before disciplining or dismissing a worker. Without a just cause standard of protection, workers are at-will and can be disciplined whenever management wants.

## **THE SEVEN PARTS OF JUST CAUSE**

### **NOTICE**

Did Costco clearly notify the worker of the rule and the possible consequences of violating the rule?

### **REASONABLE RULE**

Was the rule legitimate, reasonable, and related to safe and efficient operations – not arbitrary or retaliatory?

### **INVESTIGATION**

Did Costco investigate before issuing discipline? The burden of proof is on Costco.

### **OBJECTIVITY**

Was the investigation fair, unbiased, and based on facts rather than assumptions or favoritism?

### **PROOF**

Did Costco produce solid, credible evidence of wrongdoing?

### **EQUAL TREATMENT**

Were rules and penalties applied consistently to all workers?

### **PENALTY**

Was the penalty proportionate to the situation and the employee's work record?

### *Why* **IT MATTERS at COSTCO**

Costco's employee handbook is not a binding contract – it can be changed or ignored at any time, without worker input, and without accountability for any reason. Without enforceable just cause protections, nonunion Costco workers remain at-will, and management can discipline or fire workers whenever they want, for whatever they want, however they want. **Costco Teamsters have real contractual protections.** Nonunion Costco workers do not.

