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In addition to being afforded notice of discharge or discipline and access to a hearing, public employees (except members of the West Virginia State Police) may also file a grievance with the Public Employees Grievance Board to challenge any alleged violation, misapplication, or misinterpretation of the statutes, policies, rules, or written agreements applicable to the employee, including claims for wrongful discipline and discharge.

How Discipline and Discharge of Public Sector Employees ...
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Discipline in the Public Sector. Union employees in the public sector enjoy a number of job protections and due process rights including the requirement that an employer have just cause for any discipline, including a termination and that the employer utilize progressive discipline where possible. Additionally, employees have the right to respond to allegations prior to disciplinary action and to challenge disciplinary actions once implemented.

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two many public employees are afforded additional protections in the areas of discipline and discharge that private sector employees simply are not afforded absent a collective bargaining agreement an employee friendly handbook or other contract whether public employees are at will employees or have this protected status depends

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A disciplinary procedure is a formal way for an employer to deal with an employee's: unacceptable or improper behaviour ('misconduct') performance ('capability') Before starting a disciplinary procedure, the employer should first see whether the problem can be resolved in an informal way. This can often be the quickest and easiest solution.

Step 1: Understanding the options: Disciplinary procedure ...
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Progressive Discipline Policy - SHRM
Discipline in the workplace relates to training employees so they abide by the code of conduct. Without rules, employees might be inclined to do whatever they want. Typically, the human resources department or equivalent establishes the company ' s code of conduct that managers and employees must follow.