

ARTICLE 37 – CONSTRUCTIVE ACTION AND DISCIPLINE

37.1 Constructive Action. Constructive Action is not discipline and is focused on improving the employee's performance attendance or conduct. Constructive action involves verbal or written communications from the supervisor to the employee that are designed to assist the employee in correcting the performance, attendance or conduct concern. Non-disciplinary constructive action includes informal discussions, clarification of expectations, performance improvement plans and coaching and counseling letters. Constructive action does not require compliance with the investigative guidelines. Constructive action may not be challenged through the grievance procedure in Article 40.

37.1.1 Informal discussions, clarifications of expectations, and/or performance improvement plans will be documented to the supervisor's working file. Supervisor's documentation may be used for reference in discipline if the performance, attendance or conduct does not improve. Employees will be provided with a copy of the clarification of expectations or performance improvement plans.

37.1.2 Changes to expectations and/or coaching and counseling letters will be provided to the employee with a copy to the personnel file. Coaching and counseling letters will be removed from their personnel files as described in Article 15.4.