



C.E.D.

On Your Side

WRONGFUL TERMINATIONS LEAD TO FAVORABLE SETTLEMENT

You are never alone when you have a union. When two SEIU 521 members were unjustly fired by the same employer, our SEIU 521 Contract Enforcement Department (CED) fought and won for them.

Deborah Rogers and Christine Jolley are known in the Morgan Hill, CA community for their dedicated service to Rebekah Children’s Services - a Bay Area nonprofit that helps find homes for children— and each devoted countless hours to supporting the children.

Still, both were terminated without *just cause*, based on rumor and hearsay. They contacted our SEIU 521 Contract Enforcement Department and won favorable settlements, including recognition of the economic harm that management inflicted.



“The Union and the CED staff proved to be an immeasurable support to me and guided me through the process. Because of this, [management] agreed to a settlement in lieu of arbitration, and I can now move on with my life and continue with my passion of helping others.”

- Christine Jolley

“This is exactly why workers need a union. When managers don’t play by the rules, our union contract is there to protect us.”

- Deborah Rogers



What is just cause?

For unionized employees, “just cause” is a standard for discipline which management must meet. To discipline an employee, management must have just cause to do so. Without just cause, discipline is inappropriate, and the union can often argue that management lacked just cause, and therefore the discipline should be reversed. Look for the just cause standard in your union contract.