

Progressive Discipline Policy



Progressive discipline works best against workers who commit repeat offences over a period of time, as opposed to serious offences that warrant the imposition of immediate termination. If your workers belong to a union, you might have to negotiate the terms of the progressive discipline policy as part of the collective agreement. If workers aren't unionized or if you can keep progressive discipline out of the collective agreement, create a progressive discipline policy like this Model Policy and include it in your employee manual.