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| <b>Policy Section:</b>      | <b>Human Resources</b>                       |
| <b>Policy Title:</b>        | <b>Discipline, Suspension, and Dismissal</b> |
| <b>Policy Number:</b>       | <b>RCJTC P.05.22</b>                         |
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## **22. DISCIPLINE, SUSPENSION, AND DISMISSAL**

- 22.1** The RCJTC shall apply discipline, suspension, and dismissal in a fair manner.
- 22.2** RCJTC shall establish procedures that outline the application of discipline, suspension, and dismissal for all employees. Where there exists a conflict with employment legislation, the legislation shall be followed.
- 22.3** RCJTC delegates to the General Manager the authority to suspend an employee, with or without pay, for a period not to exceed ten (10) working days.
- 22.4** The decision to dismiss an employee shall be made by the Administrative Committee.