

Ask management these questions when they issue Unsatisfactory Performance Discipline:

Is this a repeated incident?

Have they tried to improve the carrier's performance?

Etc.

ELM - 375.2 **Unsatisfactory Performance**

Unsatisfactory performance is a level of performance that is repeatedly or consistently below the minimum requirements expected of an employee in the position based on an evaluation of job-related factors such as reliability, willingness to work with fellow employees, quantity or quality of work production, and attendance. If a supervisor determines that an employee's performance is unsatisfactory and reasonable efforts toward improving performance to a satisfactory level have not been successful, effort is made to reassign the employee to a job that the employee can be expected to perform satisfactorily. If there is no such job available and if disciplinary action must be taken, the appropriate adverse action procedure is followed.