



# Just Cause = Real Work Protection

## What's the Difference Between At-Will vs. IAM Union Protection?

### ***At-Will (JSX Policy)***

According to the JSX Crewmember Handbook:

- You can be terminated at any time, with or without cause or notice
- Management can change your job or discipline you at its discretion
- The handbook is not a contract and does not guarantee job security

Workers can lose their jobs without a clear reason or fair process.

### ***Just Cause (IAM Union Contracts)***

IAM Union contracts ensure workers are treated with respect and fairness – not arbitrary decisions.

With just cause, management must:

- Prove a valid reason for discipline
- Conduct a fair investigation
- Follow clear, known rules
- Apply discipline consistently
- Use fair and proportionate penalties
- Provide a grievance process to challenge unfair treatment.

Employers **must prove misconduct** – not just claim it.

Without just cause, decisions can be based on **favoritism, retaliation, or unclear standards.**

**At-will policies protect the company.  
Just-cause contracts protect workers.**

**Join the IAM for the future you deserve!**



**IAM**  
UNION

For more information,  
scan the QR code or visit  
[jsx.goiam.org](http://jsx.goiam.org)

