

LAST CHANCE AGREEMENT - OCSEA

THE FOLLOWING CONSTITUTES A LAST CHANCE AGREEMENT BETWEEN

(EMPLOYEE NAME) _____, OCSEA, LOCAL 11, AND

THE (AGENCY) _____

THE DEPARTMENT AGREES TO:

THE EMPLOYEE AGREES:

IT IS AGREED BY ALL OF THE PARTIES THAT IF THE EMPLOYEE VIOLATES THE LAST CHANCE AGREEMENT, OR IF THERE IS CONTINUED VIOLATION OF(_____); THE APPROPRIATE DISCIPLINE SHALL BE TERMINATION FROM HIS POSITION. THE DEPARTMENT NEED ONLY PROVE THAT THE EMPLOYEE VIOLATED THE ABOVE AGREEMENT(S)/RULE(S). THE ARBITRATOR SHALL HAVE NO AUTHORITY TO MODIFY THE DISCIPLINE. ALL PARTIES ACKNOWLEDGE THE WAIVER OF THE CONTRACTUAL DUE PROCESS RIGHTS TO THE EXTENT STATED ABOVE.

THIS LAST CHANCE AGREEMENT IS IN FORCE AND EFFECT FOR TWO YEARS FROM THE DATE OF THE GRIEVANT'S SIGNATURE ON THIS AGREEMENT. THE AGREEMENT SHALL BE EXTENDED BY ANY PERIODS OF LEAVE IN EXCESS OF 14 CONSECUTIVE DAYS AS PROVIDED FOR IN ARTICLE 24.07 OF THE CBA.

(Employee)

DATE _____

(For the Union)

DATE _____

(For the Employer)

DATE _____