

Employee & Labor Relations Activities

- **Corrective & Disciplinary Action:**
 - The HRBP will be consulted on all levels of corrective and disciplinary action for represented and non-represented staff prior to any action taken, this includes:
 - Counseling memos
 - Formal discipline (CBA and/or policy covered) require HRBP review and approval (and sometimes Central HR/ELR approval) before delivery to employee
 - **Performance Management & Performance Improvement Plans (PIP):**
 - Require HRBP review and approval before delivery to employee