



ADMINISTRATIVE RULES OF MONTANA



2.21.6506 POLICY AND OBJECTIVES

- (1) It is the policy of the executive branch of Montana state government that:
 - (a) state employees who fail to perform their jobs in a satisfactory manner or whose behavior interferes with or disrupts agency operations be subject to disciplinary action, up to and including discharge;
 - (b) disciplinary action be administered for just cause, as defined in this policy;
 - (c) management inform employees of the just cause for formal disciplinary actions; and
 - (d) management offer employees the opportunity to respond to formal disciplinary actions.
- (2) It is the objective of this policy to establish procedures for implementing informal and formal disciplinary actions.
- (3) Management may implement disciplinary actions under this policy regardless of whether a performance evaluation has been completed.
- (4) Agencies shall follow this policy unless it conflicts with negotiated labor contracts or specific statutes, which shall take precedence to the extent applicable.

Authorizing statute(s): 2-18-102, MCA

Implementing statute(s): 2-18-102, MCA

History: NEW, 1984 MAR p. 958, Eff. 6/29/84; AMD, 2006 MAR p. 2565, Eff. 10/27/06.