

## Attendance p. 193

Negotiators were successful in improving the Attendance Program by providing the membership a pathway to recover from every step of the procedure until Step 6. Upon reaching Step 6, the member will enter a Locked 12 Month Active On-Roll Period.

Example: An occurrence on June 22, 2019, will roll off on June 23, 2020, as long as the member has not been off roll anytime during this period. If a member advances to Step 2 before June 23, 2020, the member's Step 1 will roll off as of June 23, 2020. and subsequently put the member at Step 1.

The following chart illustrates the steps of the program:

Attendance Discipline Guideline		
Step Recovery	Action	Active On-Roll Employment
1 <sup>st</sup> Rolling	Verbal Warning	12 Months
2 <sup>nd</sup> Rolling	Verbal Warning	12 Months
3 <sup>rd</sup> Rolling	Written Warning	12 Months
4 <sup>th</sup> Rolling	Written Warning	12 Months
5 <sup>th</sup> Rolling	3-Day Disciplinary Layoff	12 Months
6 <sup>th</sup> Locked	10-Day Disciplinary Layoff	12 Months
7 <sup>th</sup>	Discharge	

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Step Recovery	Action	Active On-Roll Employment
1 <sup>st</sup> Rolling	Verbal Warning	12 Months
2 <sup>nd</sup> Rolling	Verbal Warning	12 Months
3 <sup>rd</sup> Rolling	Written Warning	12 Months
4 <sup>th</sup> Rolling	Written Warning	12 Months
5 <sup>th</sup> Rolling	3-Day Disciplinary Layoff	12 Months
6 <sup>th</sup> Locked	10-Day Disciplinary Layoff	12 Months
7 <sup>th</sup>	Discharge	

### Good Record Criteria p. 139

Negotiators won language that rewards employees with good attendance records who will now be able to use two excused days for personal reasons within a rolling 12-month period based on eligibility.

### Bereavement Time Improved

p. 23

When experiencing the loss of a loved one, having the ability to grieve and manage their affairs can be challenging. The negotiators understood the importance of having the ability to delay or split paid bereavement leave in two increments within a 30-day period.

### PAA Utilization p. 140

Paid Absence Allowance (PAA) language was enhanced to provide the company with an opportunity to plan when someone is unable to report to work. In order to protect the efficiency of operations, members are eligible for a non-counter day off without pay if they provide 24-hour call-in notice prior to scheduling their 40 hours of PAA. The 30-minute call-in requirement did not change.