



SEIU, Local 722

Attendance Period

There have been many questions concerning the new attendance policy that has recently been negotiated between us and the Medstar Washington Hospital Center. **First let me state that the Attendance Policy is now in effect.**

The Policy started on June 11, 2021. This was one day after we notified the Hospital of the ratification of the agreement. **As of June 11, 2021, everyone started with a new slate of call-ins (6) and a new slate of tardiness (6).** Whether full-time or part-time status. Your one (1) year or twelve (12) month attendance year begins the first time that you call out or the first time that you are late after the six (6) minute grace period.

An example: If I called out or was late on June 11, 2021, my attendance year would be June 11, 2021 through June 10, 2022. I would have six (6) times to be either late or call-out during that period before I can be disciplined. After June 10, 2021, my call out and tardiness would revert to zero (0) and the next time I am late or call out after that date would start my new attendance year. As a reminder, a call-out is any consecutive period of time. It is not just two (2) days. Make sure you call out two (2) hours in advance.

We Know that the vast majority of you do not go over your call outs or tardiness. That is why you voted for the Perfect Attendance Bonuses. The Perfect Attendance Bonus starts on July 1, 2021. Any call outs or tardiness prior to that date will not eliminate you from being eligible for the bonus. Any questions please contact the Union Office at (202)483-6221.

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