

June 7, 2022

1:30 pm

**SEIU Accepts the Hospital's Second Counter Proposal June 7, 2022 at Noon**

ARTICLE III: DISCIPLINE

3.06 Leave Abuse

(a) (i) Once an employee has not reported to work as scheduled four (4) times within the employee's twelve (12) month Attendance Period, the employee shall receive a first written notice; five (5) times within the employee's twelve (12) month Attendance Period, the employee shall receive a one (1) day suspension; six (6) times within the employee's twelve (12) month Attendance Period, the employee may be terminated.

(ii) Once an employee has reported to work late (i.e., not appropriately dressed and at the employee's work station within the recognized grace period of six (6) minutes) four (4) times within the employee's twelve (12) month Attendance Period, the employee shall receive a first written notice; five (5) times within the employee's twelve (12) month Attendance Period, the employee shall receive a one (1) day suspension; six (6) times within the employee's twelve (12) month Attendance Period, the employee may be terminated.

(iii) If an employee reports to a scheduled shift but leaves prior to working one-half (1/2) of the employee's shift ("Early Departure") three (3) times within the employee's twelve (12) month Attendance Period, the employee shall receive a first written notice; four (4) times within the employee's twelve (12) month Attendance Period, the employee shall receive a one (1) day suspension; and five (5) times within the employee's twelve (12) month Attendance Period, the employee may be terminated.

(iv) A No Call/No Show shall subject an employee to an immediate two (2) day suspension. A second No Call/No Show within a rolling twelve (12) month period shall

of the two (2) day suspension prior to the second No Call/No Show.

(e) Absence or an Early Departure due to statutorily protected leave, Bereavement Leave, Military Obligation, Jury Duty, and other circumstances including hospital confinement and work incurred injury or work incurred illness will not be recorded as leave abuse for purposes of corrective action.