

# NUHW MEMBERS AND RNS STAND UNITED

## PICKET ON FEBRUARY 11 TO PROTEST UNLAWFUL MID-CONTRACT UNILATERAL CHANGES



Hundreds of workers from Keck, Norris and the Ambulatory Clinics voted YES to authorize our informational picket on February 11 to protest management's unlawful and outrageous changes to the attendance and punctuality policies. We'll picket alongside our RN coworkers in the CNA (nurses' union) to fight against these unacceptable policies.

CURRENT POLICY	PROPOSED POLICY
There is no limitation to the amount of PTO that can be used for short-term illnesses.	Only 96 hours from PTO bank would be available for combined use of sick/Kincare, a violation of the contract and state law.
Eight tardy occurrences, or 6 attendance occurrences (unexcused absences) in a 12-month period can result in discipline.	Four tardy occurrences can result in discipline, and one unexcused absence can result in a final warning. The potential impact on employees with existing tardies and/or unexcused absences is unclear.
An employee must be suspended for 24 hours and then have additional tardies or unexcused absences before being terminated for attendance or tardiness.	An employee can be terminated without being suspended first, eliminating a step in progressive discipline.
Tardiness and absences are considered separately.	Tardiness can be counted as an absence, and the disciplinary tracks for tardiness and absences are combined into one track.

**Stay tuned for updates! Contact your steward or organizers with any questions!**