WHAT'S IN MANAGEMENT'S PROPOSED NEW ATTENDANCE AND TARDINESS POLICY?

Management is proposing drastic changes to our attendance and tardiness policy that would make it much easier to discipline and terminate Keck employees. For example, while a worker with four tardies under the old policy would have been considered to have exceeded expectations, that worker would now be subject to discipline under the proposed policy change.

We are requesting information to fully understand several unclear and contradictory sections of the policy, but there is no doubt that this is an illegal, draconian step by management that we must forcefully oppose. We negotiated a fair and reasonable attendance policy, and USC does not have the right to unilaterally change while our contract is still in effect.

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 1 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*.

NUHW members will join our CNA coworkers for a mass informational picket on February 11.

Together, we can make USC Keck management respect our union contract and state law.

Questions? Contact any steward, or NUHW Organizers Michael Torres at (213) 254-8701 or mtorres@nuhw.org, or Ian Woolverton at (508) 667-7056 or iwoolverton@nuhw.org.