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**Time and attendance**

**2/24/20**

UE Local 506 and 618 Officers met with the company on Friday, February 21, to discuss the Company’s Time and Attendance Policy. We are disappointed to inform you the company proposed little change to the current no-fault time and attendance policy.

As discussed during the February membership meetings the company’s no-fault policy is a huge concern to members. The company’s latest proposal somewhat addressed the member's concern for the use of personal time without penalty. The proposal allows employees to utilize their negotiated benefit, personal time, if they are off work or tardy **with** proper call in (one hour prior to the start of the shift). Employees **without** a proper call-in will still be subjected to points. The proposal, however, didn’t address several concerns that members have raised with us. The company’s proposal remains a no-fault policy. While the term “no-fault” sounds friendly, it in reality, is a “strict liability” policy that puts the onus squarely on you! No-fault means it’s *your fault.* For example, if your car breaks down on the way to work and you are 18 minutes late without a proper call-in, you receive two points*.* This is unacceptable, life happens.

The latest proposal will allow a review of the employee's overall attendance prior to termination. While this is progress, it leaves no relief from the constant threat of points that should have never been accrued that can lead to termination.

The proposal includes the consideration for medical incapacity and acceptable documentation for absences considered no-call/ no-show.  In addition to no points for company-approved union business, holidays, bereavement leave, jury duty, military leave, and voting leave, as per the contract.

**The Company's proposal is still yet to address the following concerns**

·         **No-fault policy (the accumulation of points regardless of circumstance)**

·         **No improvement for accumulated points (16 points: potential discharged)**

·         **Reset points on a calendar year**

·         **No credit for positive behavior**

·         **Does not address overtime concerns**

·         **Inconsistent application of paid time off contractual rights**

·         **No consideration for absences until termination**

·         **Violation of the Union Company side-letter (rules should be reasonable and not in violation of the agreement)**

This policy has the ability to put individuals who had never had time and attendance issues at risk of losing their employment. From members accounts, the policy has forced them to make difficult decisions between their families, health, safety or accumulating points.  We will continue to stress these concerns the members have raised with the company.

The Officers are scheduled to meet with the company to continue the discussion on Wednesday, February 26. We will keep you informed of any progress.