

*Company Package Proposal – Final
2017 Regional Labor Agreement
December 13, 2017*

Settlement Agreement Language for Attendance Policies

Statement of Intent Regarding Attendance Policy Changes

1. *Scope:* Will apply to all point-based attendance policies currently in effect except for the Network organization and other business organizations that have the same or similar attendance policies as the Network organization.
2. *Policy Change:* When an employee is absent for consecutive days, one point will be assigned to the first day of an unexcused absence in each multi-day occurrence. The second and each subsequent day of unexcused absence in each multi-day occurrence will be assessed one-half (0.5) point (e.g., an employee will receive two points for a three day unexcused absence; one point for the first day, one-half point for the second day, and one-half point for the third day).
3. *Duration:* The Company agrees to maintain the above provisions in effect without changes until February 9, 2020 unless mutually agreed to by the Company and Union in writing or as required by applicable law.
4. *Point of Reduction for Employees on a Final Written Warning for Attendance:* The Company will make a one-time adjustment to the point total of any employee within scope, who, on the date of contract ratification in 2018, is on a Final Written Warning for Attendance, by reducing such employee's point total by one (1) full point.