

SEIU LOCAL 722

Contract Proposals

June 22, 2009

The Union reserves the right to add to or modify these proposals consistent with the Parties Agreement on Expedited Bargaining. Unless modified by this document, the Union proposes no change in the current Collective Bargaining Agreement dated July 1, 2006-June 30, 2009.

Attendance Guidelines

Absence is defined as not reporting to work on a scheduled work day.

Absence for (a) an entire shift, (b) consecutive scheduled days (c) reporting to work more than two (2) hours late, shall result in one (1) absence occurrence.

Tardiness is defined as (a) being not appropriately dressed and at the work station at the start of the scheduled shift (b) and returning late from a break or meal period.

Reporting to work late or returning from a break or meal period by more than six (6) minutes will result in one (1) Tardy Occurrence.

Advance Notification of Absence: Two (2) failures within a Twelve (12) month period shall subject an employee to immediate discipline in accordance with Article III, Section 3.02, of the Collective Bargaining Agreement.

No Call/No Show: shall subject an employee to immediate discipline in accordance with Article III, Section 3.02, of the Collective Bargaining Agreement and shall be counted as an absence occurrence.

Transition Period: All employees start at zero occurrences and no disciplines.

Joint Forum on Staffing:

The Union Accept the Side Letter dated June 22, 2009