

Side Letter No. 2, Attendance Guidelines, will be deleted. The following new Section 3.06 will be added to the Agreement.

### ARTICLE III: DISCIPLINE

#### 3.06 Leave Abuse

Each employee shall have a twelve (12) month "Attendance Period." The "Attendance Period" shall commence the first time the employee does not report to work as scheduled or the first time the employee reports to work late after July 7, 2010, and every twelve (12) months thereafter.

Once an employee has not reported to work as scheduled five (5) times within the employee's twelve (12) month Attendance Period, the employee is subject to discipline. Any additional failure to report to work as scheduled may subject the employee to termination.

Once an employee has reported to work late (i.e., not appropriately dressed and at the employee's work station within the recognized grace period of six (6) minutes) five (5) times within the employee's twelve (12) month Attendance Period, the employee is subject to discipline. Any additional tardiness may subject the employee to termination.

If an employee receives a suspension due to failure to report to work as scheduled or reporting to work late during any Attendance Period, the suspension will carry-over into, and remain in effect, during the following Attendance Period.

The foregoing shall not restrict the Hospital, in its discretion, in determining the appropriate level and nature of discipline based on the facts of each case and the Hospital may start at any level of discipline, or may skip or repeat disciplinary steps, depending on the nature and circumstances of the conduct involved.

Employees who leave before the end of their shift after their manager or supervisor has instructed them not to leave will be considered insubordinate and subject to immediate termination.

A No Call/No Show shall subject an employee to an immediate two (2) day suspension. A second No Call/No Show shall subject an employee to immediate termination.

Absence due to statutorily protected leave, Bereavement Leave, Military Obligation, Jury Duty, and other circumstances including hospital confinement and work incurred injury will not be recorded as leave abuse for purposes of corrective action.

Consistent with Hospital policy, all terminations should be reviewed in advance by Human Resources. This review shall include a review of all the facts and circumstances of the particular employee's record.

***Note: This counterproposal is conditioned on the Union's withdrawal of its June 30, 2010 Class Grievance alleging violation of the Attendance Guidelines.***