

# **SEIU LOCAL 722**

## **Counterproposals June 30, 2010**

Except as included in this proposal, the Union maintains all previous proposals

**The Union accepts the Hospital proposal on 13.16 (Parking);  
The Union withdraws its proposal on Early Retirement Option;  
The Hospital withdraws its proposal on Shift Differential**

### **8.05 Leave Abuse**

**Each employee shall have a twelve month “Attendance Period”. The “Attendance Period” shall commence on their first call-out or first tardiness after July 7, 2010, and every twelve (12) months thereafter.**

- (i) Once an employee has called out five (5) times within their twelve-month Attendance Period, she/he is subject to discipline. Any additional call outs within the “Attendance Period” may subject an employee to termination.**
- (ii) Once an employee has been tardy five (5) times within their twelve-month Attendance Period, she/he is subject to discipline. Any additional tardiness may subject an employee to termination.**