

Boeing Attendance Policy Changes Effective May 21, 2018

Topic	Current Puget Sound Attendance Guidelines	New Puget Sound Attendance Requirements Effective May 21, 2018
Termination for Job Abandonment/Extended Absence	Job Abandonment - Termination after 4 work days; no call, no show Extended absence - Termination after 6 work days; reported but without coverage	AWOL/Extended Absence - Termination after 5 days unexcused reported or unreported absences
Medically Documented Absence (MDA)	No defined or consistent timeframe for submitting documentation	Documentation must be submitted to Leave Services within 10 calendar days of return to work following the last date of absence; Final approval determined by Boeing. Fax MDA documents to 847-554-1913 (Note: MDA fax coversheet is available on TotalAccess).
Failure to Maintain (FTM)	FTM hours reset after each corrective action progression.	FTM hours used only once in progression of attendance discipline. After the first FTM CAM, all MDAs become UXA's (unexcused absences)
Overtime Absences	First two no infraction; the third instance becomes an infraction. (Unless you have corrective action in which case all OT absences are infractions)	Overtime absences are treated the same as regular absences. (See below for additional options to cover your time)

Incorporating State Law (Paid Safe & Sick Leave; Washington Family Care Act; Washington Family Leave Act

State Law	Current Practice	More Opportunities Incorporating State Law
Sick Leave use expanded to cover overtime (I-1433)	OT absences can only be covered by using Family Medical Leave (FMLA)	Use of sick leave is greatly expanded to include any reason under state law or our contract. Members can use sick leave, vacation in lieu of sick leave, MDA (prior to FTM), FMLA, LOA or 16.10(d) to cover absences (including pre or post shift and weekend overtime absences).
Sick Leave (I-1433)	Management may exclude an employee from weekend OT if absent due to illness on Friday before the weekend overtime	You can no longer be excluded from overtime if you use sick leave on the day before weekend overtime. However, if you want to be considered YOU MUST inform your manager you are available and willing to work weekend overtime, otherwise it will be assumed you are not available.

Clarification of Contract Language (resulted from multiple grievances - favorable clarification for members)

	Previous	New Clarification
6.10 (a) & (b) Designated overtime scheduling	Union filed grievances when members were designated to work overtime outside of their shop (shop is defined as under first line manager).	Secures that individuals or crews cannot be designated to work outside of their shop and shift. In other words, you cannot be designated for another shop's work under a different manager. You can be offered and/or volunteer for overtime outside of your shop and shift.
6.10(b)(3) Vacation on Friday prior to designated weekend overtime	Some shops tried to insist you must take 8 hours vacation on a Friday in order to not be required to work designated weekend overtime. Union filed a grievance to dispute this interpretation.	Any approved vacation of 8 hours or less on a Friday ensures an employee is not required to report for designated weekend overtime.
16.10(d) Medical care that unavoidably occurs during working hours	In the past, this option was only available for industrial injury or illness. Union used grievance procedure to dispute this interpretation.	Any injury or illness that causes you to leave work and get medical care during working hours on the SAME DAY is an excused absence. For 16.10(d) to apply, you must be at work, leave work to obtain medical care that unavoidably occurs during working hours and bring proof of medical care the day you return. NOTE: Using 16.10(d) does not count against MDA hours and is available regardless of available benefit coverage.
8.4(d) Vacation Carryover	Currently, unused vacation is paid out on the anniversary date unless the employee requests carryover in writing at least 10 working days before vacation eligibility date.	Default will now be to carryover vacation on anniversary date. Employees can still request a vacation payout through payroll.

Contractual Improvements Gained Through Effects Bargaining

Topic	Current	Effective May 21, 2018
Overtime Limits (LOU#11), page 146	No employee shall be required, and need not be permitted, to work overtime in excess of 128 hours in any budget quarter.	Quarterly overtime limit lowered to 112 hours. You can't be required to work overtime in excess of 112 hours in a budget quarter. Overtime above 112 hours will be strictly voluntary. Management may still exclude employees from overtime at 128 hours in a quarter (no change).
8.4(b)(5) - Vacation in lieu of sick leave	Vacation in lieu of sick leave not available for personal illness, if employee has an attendance CAM. Also vacation in lieu of sick leave was only allowed for reasons outlined in the contract.	Vacation in lieu of sick leave option now available to everyone regardless of previous attendance discipline. Greatly expanded use of vacation in lieu of sick leave to include reasons in our contract and state law.