



IBEW 2213 NEWSBEAT

April 30th 2021

IN SOLIDARITY

UNRELIABILITY GUIDELINES

There are **four** ways that you can progress on the steps of the Unreliability plan. You must develop a pattern in one category to be progressed on a step. We will outline the different ways below. (This is just a guideline)

STEPS OF UNRELIABILITY

STEP 1-1st Discussion

STEP 2-2nd Discussion

3 MONTH RETRO FOR ABOVE STEPS

STEP 3-warning w/1 day suspension

STEP 4-Final warning w/5 day suspension

6 MONTH RETRO FOR ABOVE STEPS

STEP 5- TERMINATION

**LATE TO OR MISSED,
FORCED OR VOLUNTARY
OVERTIME**

5 TO 14 MIN=.25

15 OR LONGER= .50

***If you equal \$1 in 3
months from above you
are stepped.**

OR

MISS ALL OT= 1 STEP

PARTIAL DAYS

**Leaving after working
more than half your tour
sick OR for emergencies.**

**Developing a pattern
within a 3 month period
will place you on a step.**

**LATE FROM BREAKS AND
LUNCHES**

5 TO 14 MIN = .25

15 OR LONGER = .50

(LONGER WITHIN REASON)

*** If you equal \$1 in 3 months
from above you are stepped**

To be progressed or stepped, each box is it's own incident; they are not combined. Example, if you have a long late from lunch and then a long late for overtime, you are not stepped . It has to be within the same box outlined above.



visit us @ www.ibew2213.org