



# IBEW 2213 NEWSBEAT

May 7th 2021

IN SOLIDARITY

## TARDY CONTROL PLAN GUIDELINES

There are **3** ways that you can progress on a step of the Tardy Control Plan. If you develop any of the following patterns you will be placed on a step.

### STEPS OF TARDY

- Step 1-Tardy Inquiry
- Step 2- Investigation
- Step 3- Initial Discussion
- Step 4- Subsequent Discussion
- Step 5- Final Warning with a **5** day Suspension
- Step 6- Termination

### PATTERNS OF TARDY

- 4 SHORT TARDIES
- 2 SHORT AND ONE LONG
- 2 LONGS

SHORT TARDY =6-14 MINUTES  
 LONG TARDY= 15 MIN UP TO 3.75 HRS

\*Each step that you're on will come with a **60 day** Retrogression, until Step 5 which will have a **90 day** Retrogression. For steps 4, 5 and 6 please make sure you have a steward present\*

We look forward to seeing you all for our monthly Union Meeting **May 10th @ 7:30pm**. Be on the look out for Barb's email and reply to receive the Zoom link



To all Our Moms, Grand-Moms, Step-Moms, Pet-Moms and anyone else that does the work of a Mom, IBEW2213 wants to wish you all a Happy Mother's Day!!!



visit us @ [www.ibew2213.org](http://www.ibew2213.org)