



IBEW 2213 NEWSBEAT

October 15th 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 Minutes=25 cents

15 or Longer=50 cents

If you get \$1 in 3 months from above=STEPED

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 Break & Lunch

5 to 14 minutes=25 cents

15 or Longer=50 cents

(Longer within Reason)

If you get \$1 in 3 months from above=STEPED

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



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