



# IBEW 2213 NEWSBEAT

November 26, 2021

IN SOLIDARITY

## ABSENCE CONTROL PLAN

- STEP 1-1st Discussion
- STEP 2-2nd Discussion
- STEP 3-Warning w/5 day suspension
- STEP 4- Final Warning w/10 day suspension
- STEP 5-TERMINATION

Each Step carries a **6 month** retrogression unless you have **2** or more disabilities within a **18 month** period; your retrogression will be **1 year**.

**2 PARTIAL DAY Absences** (leaving BEFORE 3.75 hrs worked) within **6 MONTHS** will place you on a step of the absence control plan **OR** will take one of your **EXEMPT** days (if available)

We have **10 sick days** per calendar year.  
If **FMLA Approved**-You will **NOT** be placed on a step  
If **FMLA Denied**-You will be placed on a step

**4 EXEMPT days**- NOT subject to the Absence Control Plan  
\*If you call out for (personal reasons) you will **NOT** be paid  
\*If you call out (sick) you **WILL** be paid if you still have sick time



As always, your stewards are available to assist you with any questions, issues or concerns you may have. Please reach out to them if needed. All stewards information can be found on [IBEW2213.org](http://IBEW2213.org) under Contact Information

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