





UAW Local 1264 – Sterling Stamping

New Contract Attendance Procedure Simplified (M-8 Absenteeism)

Main Difference – VALID and UPDATED EMAIL ADDRESS REQUIRED ON HUB PROFILE

Tardies and Absences are now counted on a POINT SYSTEM and the points are counted together. It is the Employee’s **RESPONSIBILITY** to report their Tardies and Absences through the sources provided by the company. Company Call-In Sources include: Call-In Number, Call-In App, and Call-In Hotline.

Call-In Resources (Your T-ID and Password are REQUIRED for website sign-ins.)

<p>Call-In Number (24-hour access)</p> <p>(800) 810-2271</p>	<p>Call-In App Found on THE HUB www.thehub.stellantis.com</p>  <p>QR Code for Call-In App</p>	<p>Attendance Call-In Hotline https://fca.fyi/callin</p>  <p>QR Code for Call-In Hotline</p>	<p>Sedgwick</p> <p>(888) 322-4462</p>
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Call-In Rules

- Each **TARDY** Must Be Called In **30-Minutes** or More Before Start of Shift
- Each **ABSENCE** Must Be Called In **1-Hour** or More Before Start of Shift
- **No Call/No Show is ONE POINT (1) IN ADDITION** of Absent/Tardy
- **Late Call-In is a HALF POINT (0.5) IN ADDITION** of Absent/Tardy

Call-In Tracking

- After accumulation of **2-points** has occurred, points will fall off **after 180-days on roll**, provided you have had no more occurrences. (RULE: Only 1-point per 90-days can be removed)
- Anything **after two (2) points** will result in a **12-month rolling process** for points to fall off.
- Once you get to **seven (7) points**, it locks you in. Meaning, anything **after the 7th-point**, your anniversary date will change to the last date you got a point.

BE ADVISED: You can only be **disciplined ONCE (with 5-days off)** during any tracking of points **one (1) through six-and-a-half (6.5)**.

Attendance Procedure Breakdown

(Points may vary based on your CURRENT Attendance Procedure status.) Any

Non-Covered **ABSENCE** is counted as a **FULL POINT (1)**.

Tardies

1 st Tardy – Counted as 0.5 Point	2 nd Tardy – Counted as 0.5 Point
3 rd Tardy – Counted as 0.5 Point	4 th Tardy – Counted as 0.5 Point

**** Note:** Any Tardy **After Your 4th Tardy** will be **counted as a WHOLE POINT (1)**

Example:

Once you get to 7-points and get 5-days off, **THEN** when any additional points (due to more absences or tardies) taking you past 7-points occurs; you will **NOT** get any additional time off.

*******Accumulation of 9-points will result in AUTOMATIC Discharge*******

X = The action each Employee should take for a situation.

Reason For Calling	USE Call-In Number, App or Hotline	Contact Sedwick
Tardy	X	
Absence	X	
Emergency	X	
FMLA	X	X
Couple Days Illness (1-4 Days)	X	
Medical (Initial Claim – 5+ Days)	X	X
Extended Disability	X	X

FOR BEST RESULTS: Please check your PERSONAL BALANCE for Hours Worked, Attendance Procedure and FMLA Hours Balance to ensure the best method for calling in is utilized. Also, **PROPER DOCUMENTATION WILL BE REQUIRED!!!**

~ Questions or individual concerns should be addressed by Attendance Counselor, Chief Steward, or Committeeman. ~

Sincerely,

John Payne, IV • UAW Local 1264 Attendance Counselor • (313) 319-4348 **Cell** • (586) 977-4376 **Office**