



UAW Local 1264 – Sterling Stamping



New Contract Attendance Procedure Simplified

Main Difference

(M-8 Absenteeism)

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.)

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