

United Point System Faqs

Dependability Point System (DPS) September 20, 2009, Page 1 of 2

Q: Why is there a recognition program?

A: This is to reward and recognize an employee who has perfect or acceptable attendance.

Q: How many negative points can you build up?

A: The employee can only go to -1 balance.

Q: If you have zero points and you have perfect attendance in Nov and Dec, will I go to negative – 1 point on my anniversary?

A: NO, if you have 1 or 2 points your record will be reduced by 1.

Scenario: Sick in July, my company anniversary is in August, so at end of the month of my anniversary my record will be reduced by one point because I had perfect attendance in Nov. and Dec.= YES

Q: What is the predetermined 12 month period?

A: It is a period of 12 consecutive months of active service with no accountable absences.

Q: Will a new hire/probationary employee be part of the attendance point system from the beginning or after their probation is complete.

A: After they pass their probation.

Q: Does a new hire or probationary employee need to be employed for a full year in order to receive a point in the recognition program?

A: Actually, they need to pass probation and then work a full year in that job classification with perfect attendance to be eligible for the extra point.

Q: The paperwork states Tardy?

A: While the company wants to refer to a late as tardy, we will continue to refer to a late as "late".

Q: Why does it say "per day" after "no call/ no show" ?

A: Each day of a "no call/ no show" will be treated separately not as one occasion, as they are now. Reference PCEA Article X. paragraph E. and Ramp Stores Article X, paragraph F.

Q: Who is going to get assessed the point when there is an absence on a trade?

A: The person who accepted the trade.

Q: Points—how will they be assessed, per day or per occurrence?

A: If you go back to the definition of "absence", it states any specific period of continuous absence from work; therefore, a point will be assessed per occurrence.

Q: If I work at a location that does not allow me FML, will this program help me if I can not work due to my condition?

A: Your illness will be considered on a case by case basis.

Q: Is my critical/ catastrophic illness exempt from having points assessed?

A: This will be considered on a case by case basis.

Q: Why the reference to Article XX?

A: That is where the immediate family members are defined.

Q: Will "I" time, be part of my overall dependability record?

A: NO, occupational injury time off is listed under non-accountable absences; therefore, no point given.

Q: Do I still have an "I" bank and an "N" bank?

A: ABSOLUTELY, there is no change.

Q: What if the company does not declare an "adverse weather day"?

A: We will be in the same situation we are in today. ie., going into management and showing why this day should be declared.

Q: What happens if I call to report an absence after the shift starts?

A: While the company expects the call prior to your shift start, the definition is clear failing to call followed by failing to appear for work.

Q: What recourse do I have if I was incorrectly shown as a No Call/No Show?

A: The current system will still apply.

Q: What is the time frame for this attendance point system?

A: It is a rolling consecutive 12 month period versus the 2 year program now.

Q: What if I am on probation?

A: The dependability program is for non-probationary employees. Probationary employees are covered under the collective bargaining agreement.

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Q: Did I give up any of my contractual rights under this program?

A: NO, Article XIV, paragraph G., the IRH Level 4 and IRH Level 5 are incorporated into this system.

Q: Do I have the right to grieve any step of this program?

A: YES

Q: Will I be terminated when I get 6 points?

A: NO, you will have a proposed Level 5 and a scheduled IRH.

Q: Can the company after an occasion jump from 1 to 6 points?

A: NO, Article XIV, paragraph G., the IRH Level 4 and IRH Level 5 are incorporated into this system.

Q: If I continue to call in sick will I receive levels and points?

A: NO, there are no levels assessed under this system.

Q: If FMLA has been exhausted, will a subsequent occurrence for the same illness be issued as a point?

A: case by case review

Q: Do I still have to submit doctor certificate after 2 days?

A: Only if you want to be paid for your sick day.

Q: Does the company have to give a 14 G every time the employee goes below that point amount and the employee accumulates points again?

A: YES

Q: When the employee has had a Level 4 IRH and drops a point, and has another point added, will another Level 4 IRH take place?

A: YES

Q: At the time of conversion will all points remain for the following 12 months?

A: YES

Q: If an employee is 2 months away from all levels dropping off, will there be an adjustment?

A: It depends on the level and the dates they were issued

Q: If a pending proposed IRH 4 for dependability is scheduled, after the beginning of this system, will the IRH be cancelled and the point(s) converted?

A: YES

Q: The paperwork states the employee is expected to notify the appropriate Management prior to the start and upon arrival to work, we do not have a supervisor, who do I talk to?

A: Whatever the process is now should continue unless the local management and the IAM committee come to a different agreement.

Q: How will a late charge be recorded?

A: The first 3 late less than 15 minutes in a rolling 12 months of active service will not be charged; however, a ½ point will be for each late thereafter.

Q: Currently, I am being charged an occasion every time I am late what is the difference with this system?

A: For the first 3 times in a rolling 12 month period when the late is less than 15 minutes there will be no points assessed. If you arrive before the middle of your shift, it is a ½ point.

Q: At the IRH hearing can previous points be removed?

A: Depending on the case facts, it may be possible.

Q: Why does this point system only apply to Public Contact and Ramp employees?

A: This was presented to the Union as a cost savings by the Airport Operations Division which does not govern the employees in reservations or stores department.

Q: Does the point fall off at the beginning or the end of the occurrence after the one year mark?

A: Since the point is assessed at the end of the occasion, the point will be reduced at the end.

Q: Will the employee be able to view their own point total?

A: YES

Q: Is overtime being included in the definition of "work"?

A: NO