



## A NEW 15 DAYS: UNDERSTANDING THE IMPACT OF ATTENDANCE ON OUR BONUS

Last year, for the first time, our sick leave was front-loaded: all 15 days for the year were right there in our sick bank on the first of January.

Some of us saved the 15 days for when we were sick. Others quickly used up all 15 days, whether we were sick or not. In fact, by June last year, close to 20 percent of us had already used all our annual sick leave.

Unfortunately, there were some consequences:

For starters, this year's bonus will almost certainly be much smaller.

25 percent of the 2007 Performance Sharing Program (PSP) bonus was based on attendance. Based on our performance, we lost money.

But it's more than just money. When people who used up their sick leave were actually sick, they came to work sick and made co-workers sick, or took leave without pay, jeopardizing their paycheck and their jobs.

There was also an impact on the whole team. When co-workers called out sick, the rest of the team worked short and worked hard. Patients suffer from reduced staffing and service suffers as fewer workers stretch to make up the difference.

Now we have a new 15 days in our bank – and the power to really control next year's bonus. Our bonus will be determined by local performance – not regional performance.

Last year, 25 percent of the bonus was based on attendance. This year, our performance on attendance will count for 55 percent of the bonus. And this year, rather than splitting performance between regional and local results, the bonus will be based solely on local performance, not regional performance.

So more than half of the bonus is based on us coming to work at our facility and the entire bonus is based on the decisions that we and our co-workers make. Not other workers at another facility in another part of the state; our co-workers and our facility. Call in sick only when you're sick, and otherwise, come to work – our bonus depends on it!

Please talk with your UHW Shop Steward or Union Representative if you have questions or ideas about this bulletin.

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