

UA Local 13 JATC THREE STRIKE POLICY

Any infraction within the 5 year program deemed serious enough to warrant your appearance before the Board will constitute as a strike against you.

1. The first strike has consequences that can range from a reprimand to delaying raise notices being sent to your Employer.
2. The second strike has consequences that will be more severe and they could range from raises withheld to repeating the year.
3. The third strike will result in termination from the Apprentice program.

At their discretion, the Board may choose to send a letter informing the Apprentice of a First Strike, without an appearance before the Board.

Absence: Missing regularly scheduled classes or shops is not permitted. The Board of Trustees has the discretion to take any disciplinary action it deems necessary to correct the absenteeism. All absent nights will be made up. If you obtain 4 absences in a school year, this counts as the first strike against you. The absences must be made up and the consequence could range from a reprimand to delaying raise notices to your Employer.

All injury or illness absences must have a doctor's proof.

Any Apprentice who knows he/she will be absent from scheduled related instruction classes because of overtime work, sickness, accident or other cause must call the J.A.T.C. office no later than 5:00 P.M. on the day of absence and advise the J.A.T.C. Secretary or Training Coordinator of the reason for being absent.

Jobsite Problems: All Apprentices are required to be on the assigned job site as per Article IV-Section 2 of The Articles of Agreement. Reporting late for work, not showing up for work, or leaving the job site without just cause will be reason for disciplinary action by the J.A.T.C.

Please Note: Substance Abuse Policy Violations have a separate 3 strike system and are not included in this Policy.