

~~Based on this, the Parties have agreed to a two pronged approach which is intended to result in bona fide improvements in attendance within our facilities.~~

~~Accordingly, the Parties agreed that the local union and management teams will continue to make changes to local attendance programs with the goal of achieving 2% net controllable absenteeism on average, on an annual basis, as measured against 2003 year end absenteeism rates. Local procedures, including changes made subsequent to the effective date of this agreement, shall continue in effect if the following conditions are met:~~

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- ~~a). Net Controllable absenteeism must progress towards a two percent (2%) level within — a maximum of six (6) months of the effective date of this Agreement, and,~~
 - ~~b). By the end of 2004, reach and maintain a maximum level of two percent (2%) net controllable absenteeism, on average.~~

~~Should a local attendance program not conform to the terms of a) or b) above, the following National Agreement Attendance Procedure will be instituted one month following that determination. Notwithstanding the above, it is understood that the Local Parties may agree to implement this procedure before the end of 2004.~~

~~Upon implementation of the National Agreement Attendance Procedure, associate disciplinary records will be converted to the equivalent step of disciplinary action as shown in the following attendance corrective action steps.~~