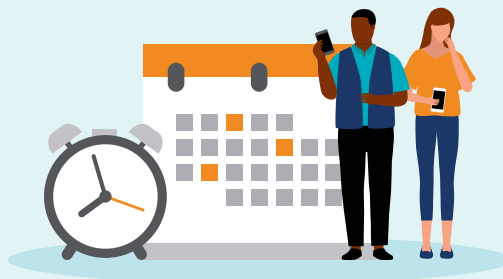# ATTENDANCE

Using Sick Days Wisely is Good for Your Financial Health

Sick leave is a fundamental and essential benefit. But like any good thing, too much of it can be bad for your health. Your attendance helps your co-workers, patients and your paycheck.

Here are some good reasons you'll feel better when you show up for work instead of making an unneeded last-minute sick call:

Increase your PSP bonus

While the PSP Attendance goal is based on regional metrics, every department plays a part. Too many unscheduled, unprotected absences, no shows or last-minute callouts can keep us from meeting those goals.

Enhance your retirement health benefits

You can convert your unused sick leave into a Health Reimbursement Account (HRA) at 80% of your hourly rate upon retirement. This can help cover medical, dental, or in-home care expenses.

Ensure you have sick time when you need it

Because life can change in an instant.

WHAT YOU CAN DO

[✔] Plan time off in advance with your manager and use sick days for illnesses.

[✔] Address workplace stress and burnout in huddles or meetings.

[✔] Ensure your team knows about alternatives to last-minute callouts, like the Family and Medical Leave Act (FMLA) and life balance days.

[✔] Work on unit-based team projects focused on improving attendance.

[✔] Remember that one or two callouts per person can affect chances of reaching our PSP payout.

PRO TIPS

[✔] Download this attendance calendar to track and plan your time away from work.

[✔] Use the LMP Attendance Toolkit to help your team reduce absenteeism.

[✔] Track your team's progress on the Coalition PSP Attendance Goal. Log in to HRconnect to view key attendance data for your region, facility, department and team. Use this job aid to help you navigate the attendance dashboard and understand the metrics.

LMP LABOR MANAGEMENT PARTNERSHIP