

9.3 Termination for Job Abandonment

Job abandonment is when an employee leaves their job without notice with no intention of returning. There may be uncommon situations where employees don't show up for work or call, such as in the event of a medical emergency. Job abandonment is different. Job abandonment occurs in the event of a prolonged absence where the employee doesn't contact the human resources department or their manager.

Any employee who fails to report to work for a period exceeding five business days shall be deemed to have constructively resigned. In such a case, the supervisor, in partnership with Human Resources, after making a reasonable effort to communicate with the employee, may terminate the employee for job abandonment without initiating the termination for cause process set forth in Section 9.5.