

TAKE CHARGE: KNOW YOUR UNION CONTRACT



United Nurses Associations of California / Union of Health Care Professionals

In 2011 UNAC/UHCP continues its commitment to make sure that all our members are well educated on the benefits, rights and guarantees that we have won over years of negotiating our contract.

We urge all members to actively participate in continuing to build UNAC/UHCP to ensure effective advocacy for our patients, our communities and our families.

Take Charge!

Life Balance or Flexible Personal Days

National Agreement – Section 3c

Page 21

Time Off Benefit Enhancement

Five (5) flexible personal paid days off (Personal Days) have been designated for employees to use for personal needs in increments of not less than two (2) hours. (Pro-Rated for Part Time)

Key Points:

- Requests for a single Personal Day (Life Balance), or for hours within a single shift, shall be granted upon receipt of at least two (2) weeks notice.
- Last minute notice is acceptable for personal emergencies.
- All unused Personal Days will be converted at 50% value to cash at the end of each year.
- Requests with less than two weeks notice, requests for consecutive days off, for days before or after a holiday, or for other days designated by mutual agreement, will be reviewed, approved or denied on a case-by-case basis in order to meet core staffing needs.

* Please consult the National Agreement for additional information.

REPRESENTING
UNAC/UHCP
MEMBERS
AT KAISER



BAKERSFIELD
BALDWIN PARK
DOWNEY



FONTANA
ONTARIO VINEYARD



OPTOMETRISTS
ORANGE COUNTY
PANORAMA CITY



RIVERSIDE
SAN DIEGO
SOUTH BAY



SUNSET
WEST L.A.
WOODLAND HILLS