

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!

VACATION TIME

Contract Language: Article XVI

Paragraphs 1624–1665

Pages 32–35

The vacation eligibility date determines the Health Care Professional's accrual rate and is their date of hire, unless it is adjusted for unpaid leaves of absence or for the period of time that the Health Care Professional worked in an ineligible status.

Key Points:

- Vacation requests to be in writing to the supervisor prior to March 1st of year.
- By seniority UNAC members will be awarded their first two choices.
- The vacation module will be from April 1st to March 31st of the following year.
- Shift differentials will be paid on all compensated hours including vacation.
- If using vacation days during Thanksgiving / Christmas / New Years, those days would count for selection of the major designated holidays.

* Please read Article XVI for additional negotiated language around vacation/time off.

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