

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!

The 24 Hour Clock

Collective Bargaining Agreement - Article XV Paragraph 1514 page 26

The work day is defined as the twenty-four (24) hour period beginning when the Health Care Professional commences work and the twenty-four (24) hour clock remains set until the Health Care Professional is not on the clock at the end of the preceding twenty-four (24) hour period. The twenty-four (24) hour clock remains constant until there is a period greater than twenty-four (24) hours before the next shift commences.

Key Points

- You are setting your clock the minute you clock in if you have been off greater than 24 hours. Make a mental note of this time for your protection.
- The 24 hour clock start time stays with you until you are off again for 24 hours or more.
- If you are making a decision to work last minute additional hours, coming in early to help out, or a training session after being off, always consider your current 24 hour clock or how it will be reset if you have been off greater than 24 hours.
- If you understand your 24 hour clock you will never be surprised when you get your pay check.
- If you think the 24 hour clock language was not applied correctly to you, contact an Affiliate Officer or Steward. Bring printed copies of your KP time keeping sheets that shows when your clock was set and up to the day in question to jointly review.

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UNAC/UHCP
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