

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!

GRIEVANCE AND ARBITRATION PROCEDURE

Collective Bargaining Agreement - Article IX, Paragraph 904, Page 10

Association grievances filed on behalf of a group of Health Care Professionals in more than one (1) affiliate will be filed directly at Step Three by an Association State Officer or Staff Representative within thirty (30) calendar days after the Association had knowledge, or should have had knowledge, of the event which caused the grievance or complaint.

UNAC/ UHCP has filed four (4) regional grievances in the past four months related to contract violations, working conditions, patient safety and risk to RN license.

Message Management

Subject: Excessive Workload, lack of replacement staff and backfill for message management, multiple distractions effecting efficiencies and patient safety.

Volunteering to Work without pay

Subject: Employees worked on day off without pay while performing job description/duties that they normally perform. This volunteer/community benefit program was implemented without Union involvement.

Verbal Orders

Subject: Excessive use of verbal orders in the workplace resulting in disciplines, risk to patient safety and RN license. Go to unacuhcp.org/verbalorders to sign the petition protesting verbal orders given inappropriately.

Home Health/Hospice Workload

Failure to implement the Issue Resolution Agreements of 2001, excessive workload, denial of OT, failure to properly train and support the Health Connect Rollout.

Regional grievances affect potentially hundreds of RNs', NP's and PA's. To provide input on any of these grievances, please contact your Affiliate officers or UNAC/ UHCP Staff Representative.

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