



TAKE CHARGE

2013

Representing UNAC/UHCP
Members at Kaiser
Bakersfield | Downey
Baldwin Park | Fontana
Ontario Vineyard
Optometrists | Riverside
Orange County
Panorama City | San Diego
South Bay | Woodland Hills
Sunset | West Los Angeles

**KNOW YOUR
UNION CONTRACT**



In 2013 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.



UNAC/UHCP Represents 22,000 Nurses and Health Care Professionals in Southern California
For more information visit our website – unacuhcp.org, or call 909.599.8622

**UNITED NURSES ASSOCIATIONS OF CALIFORNIA/
UNION OF HEALTH CARE PROFESSIONALS**