



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**



Need time off and can't get it?

Your unit is busy every day, but you need off for a special event?

You are frustrated and don't know what to do next?

You have applied for a single vacation day and you were denied because your unit is so busy?



You are there every day, but you just need this one day off desperately?



Remember the language in your UNAC/UHCP Contract under Letters of Understanding # 21.

REPLACEMENT TIME

Requests for time off submitted by a Health Care Professional who finds his/her own replacement for a shift, shall be granted by the employer if:

Key Points:



- The replacement Health Care Professional is fully qualified
- Working sufficient hours according to his/her employment status
- Not on premium hours
- Has not made a previous commitment to the Employer to be scheduled for the shift
- There is no intention for time off requests of more than three (3) consecutive scheduled work days.

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**