



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**



GRIEVANCE HANDLING

The negotiated contract is your most important document. It contains the wages, hours, working conditions and rights of bargaining unit employees. But management sometimes forgets or misinterprets or ignores what they agreed to at the bargaining table. When this happens you can “file a grievance” against the employer for violating the contract.

Article IX - Grievance and Arbitration Procedure

Paragraph 902 – Any complaint or dispute arising between a Health Care Professional and/or the Association and the Employer concerning the interpretation or application of the provisions of this agreement or any questions relating to wages, hours of work, or other conditions of employment, shall be resolved in accordance with this article.

Paragraph 903 – Association Grievances filed on behalf of a group of health care professionals.

Paragraph 904 – Association grievances filed on behalf of a group of Health Care professionals in more than one affiliate.

Paragraph 905 through 938 – Details of the 3 step grievance procedure, mediation, and arbitration procedure.

Frequently Asked Questions and Answers?

- Q.** What is a grievance?
- A.** It is a violation of the negotiated contract.

- Q.** How do I know that I can file a grievance?
- A.** You are able to identify language in the contract that management is violating.

- Q.** Who do I call if I think I should file a grievance or need advice?
- A.** You can call your steward, affiliate officer, or staff representative.

- Q.** Who actually files the grievance paperwork?
- A.** Your affiliate officer assists you in the filing of the grievance paperwork.

- Q.** How much time do I have to file a grievance when my contractual rights have been violated?
- A.** You have 30 calendar days after you have knowledge, or should have had knowledge of the event which caused the grievance.

If you think your contractual rights have been violated, then always call a steward, affiliate officer, or staff representative.

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**