

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!

SICK LEAVE BENEFIT

National Agreement – Section 1

Pages 30–34

There are two types of sick leave benefits. Annual Sick Leave is the sick leave days credited each year to each employee in accordance with the provisions of the local collective bargaining agreements. Banked Sick Leave is previously accumulated unused sick leave to which unused Annual Sick Leave may be added at the end of each anniversary year.

- **Annual Sick Leave:** Employees will be credited with their entire annual allotment of sick leave days at the beginning of the pay period in which each employee's anniversary date of hire falls. In cases where an employee's anniversary date of hire has been adjusted, the "leave accrual service date" will be used.
- **Banked Sick Leave:** At the end of each anniversary year, 100 percent of unused Annual Sick Leave days may be credited to the Banked Sick Leave at 100% of face value. There is no limit that may be accumulated.

Conversion Options:

- At the end of each year, employees with at least 10 days of Banked Sick Leave (or the proportional equivalent for part-time employees) may elect to cash out up to 10 days of unused Annual Sick Leave at 50% of face value. (For information regarding banks with fewer than 10 days of Banked Sick Leave, please consult page 33 of the National Agreement).
- At the end of each year, employees with at least one year's worth of annual accrued sick leave in their post January 1, 2006 bank may elect to cash out up to 10 days of unused Annual Sick Leave at 75 percent of face value.

* Please consult the National Agreement for additional information.

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