

TAKE CHARGE:

KNOW YOUR RIGHTS



United Nurses Associations of California/Union of Health Care Professionals United Pharmacists of Southern California

UNAC/UHCP-UPSC wants to ensure that all members are well-educated on the benefits and rights that we have won over years of negotiating our contract. We urge all members to actively participate in continuing to build UNAC/UHCP to effectively advocate for our patients, our coworkers, and our communities. Take Charge!

Vacation ETO (Earned Time Off)

Contract Language

Page 31-36 (Articles 1828-1873)

Key Points:

- Scheduled ETO vacation weeks shall be canceled in whole week increments
- Scheduled and approved ETO week(s) may not be traded
- Scheduled and approved ETO week(s) not canceled at least **six** weeks prior to the designated date must be taken
- Exceptions may be made by mutual agreement

CE (Continuing Education)

Contract Language

Pages 63-65 (Articles 2413-2437)

Key Points:

- Educational leave may be cumulative for a **two**-year period, up to a maximum of 10 days, not to exceed 80 hours, for full-time pharmacists and **six** days not to exceed 48 hours, for part-time pharmacist scheduled less than 32 hours per week.
- The previous year's rollover CE hours are to be used before the current year's hours.

Find your contract and how to contact your officers at memberlink.unacuhcp.org