



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 our 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 ensure effective advocacy for our patients, our coworkers, and our communities. Take Charge!

Benefits That Rollover to 2021

FSA -

1) Health care Flexible Spending Account

- allows you to set aside pre-tax dollars to help pay for out-of-pocket eligible medical, dental, and vision care expenses incurred by you and your eligible dependents. Expenses cannot be covered by any other benefit plan.

- you may carry over up to \$540 left in your account at the end of a plan year

2) Dependent care Flexible Spending Account

- allows you to pay for eligible expenses for your eligible dependents on a tax-free basis in order to allow you to work.

- you may not carry over any excess to the next year

Educational leave may be cumulative for a 2 year period, up to a maximum of 10 days, not to exceed 80 hours for full-time pharmacists and 6 days, not to exceed 48 hours for part-time pharmacists scheduled less than 32 hours per week

Covid-19 Paid Leave Hours - extended through 3/31/2021

- Available if you are unable to work because you have been ordered to self-quarantine or your employer has placed you off work pending further evaluation (e.g. waiting to be tested and/or waiting on test results)

- Full time, part time, and per diem pharmacists who are required to report to work away from home are all eligible

- The amount of hours you are eligible for up to 80 hours is based on your actual compensated hours in the 2 week pay period prior to use of the hours, unless your regularly scheduled hours are greater. For per diems: the number of hours available will be based on the hours you were compensated in the previous 2-week pay period or your average hours worked over the last 6 months, whichever is greater

- can use these hours for days waiting to be tested and/or waiting on test results

- if test comes back negative - need to use other time off (PTO, vacation, sick) for additional days or return to work

- if test comes back positive - employee will continue to receive remaining eligible Covid-19 leave hours

- The up to 80 hours available leave will refresh January 1, 2021. Unused hours in 2020 do not roll over

Childcare Grant - extended through 4/3/2021

For more info on these topics please visit my HR