



# KNOW OUR CONTRACT, KNOW OUR POWER

UNAC/UHCP Blue Book Contract:  
KP SCAL RNs, NPs, PAs



Did You  
**KNOW?**

## MEALS AND REST PERIODS ARE PROTECTED BY LAW

We won a new article in our contract stipulating that **only RNs assigned to direct patient care count toward staffing ratios**. This means:

- **Included in Staffing Ratios:** RNs providing physical, bedside care (e.g., assessments, treatments, and medication administration).
- **Excluded from Staffing Ratios:** Non-direct roles (e.g., Charge Nurse, Relief Charge Nurse, and Break Relief).

We also secured a **quarterly review of the staffing plan** regarding break and meal relief at the RNC. With these new contract wins, it is critical that we know our rights regarding meals and breaks:

- ❌ You are NOT required to work during your meal break.
- ❌ Do NOT clock out for a break and continue to work.
- ❌ Do NOT voluntarily do work during your breaks.
- ❌ Your employer CANNOT cut your breaks short and “make it up” by giving you the rest of the break later.
- ❌ Staffing shortages do NOT excuse the employer from providing your breaks.

Turn the page to  
learn what you can  
do if you missed a  
meal or break

### Under our UNAC/UHCP contract:

- ✅ You are entitled to at least a 15-minute\* rest break for 4 hours worked.
- ✅ You are entitled to a 30-minute unpaid meal period if you work at least 5 hours per day.
- ✅ If you are on an Alternative Work Schedule: If you work more than 10 hours per day, you are entitled to a second 30-minute unpaid meal period. The employer and employee may waive one of these meal breaks. The second break must be taken before the 10th hour of work.
- ✅ Know the appropriate staffing ratio for your unit, which can be found in the contract.

\* The 15-minute break is a specific victory secured in our UNAC/UHCP contract with Kaiser Permanente and exceeds the 10-minute break required by California labor law.




# KNOW OUR CONTRACT

## KNOW OUR POWER

Protect your rights, your license, and your patients by reporting every single missed meal or rest period.

### WHAT TO DO IF YOU MISSED A MEAL OR BREAK

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1. Notify your manager as soon as you become aware that you will not be able to take a break or a meal.
  2. Clock out missed meal or no break.
  3. File a staffing objection form on [memberlink.unacuhcp.org](https://memberlink.unacuhcp.org) or scan the QR code.

If you miss a state-mandated break or a meal, you are entitled to one hour of pay at your regular rate of pay.



Additional contract resources available at [www.unacuhcp.org/contracthub](http://www.unacuhcp.org/contracthub).