



KNOW OUR CONTRACT, KNOW OUR POWER

Your Contract is Now in Effect

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



**Did You
KNOW?**

YOUR RIGHTS: REPLACEMENT FACTOR

Your new contract expands access to time off by increasing the Replacement Factor. This means YOU have more flexibility to find your own coverage and take the time you need to be there for what matters most: family, health, rest, and life's important milestones.

What is the Replacement Factor?

If you find your own qualified replacement for a shift, the Employer cannot deny your time-off request solely because of staffing needs - so long as the replacement is:

- Fully qualified for the assignment
- Working within their employment status hours
- Not on premium/overtime hours
- Not already committed to the Employer for that shift

Old Contract
3 Days



New Contract
7 Days



WHAT TO DO

1. Notify your manager if you have found a replacement.
2. Document the replacement request in writing (use the same KP system you use for other time-off requests).
3. Contact your UNAC/UHCP union representative if your request is denied.

Remember, you can always request time off without having to find your own replacement; this just ensures an approval if you have found one.

