



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

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** 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.



MemberLink

Additional contract resources available at www.unacuhcp.org/contracthub.

