



KNOW OUR CONTRACT, KNOW OUR POWER

UNAC/UHCP KPCSP CONTRACT:
CNM, WOCN, CNS, ICDNS



**Did You
KNOW?**

EARNED SICK LEAVE (ESL)

Your Contract is Now in Effect

KEY CHANGE

KPCSP members now have greater clarity on when Extended Sick Leave benefits become available. Missed shift hours count toward the 24-hour ESL threshold, which may allow members working extended shifts to access ESL sooner.

EXAMPLE: TWO 12-HOURS CALLOFFS

- Two missed 12-hour shifts = 24 hours.
- Once the 24-hours threshold is met, ESL may be accessed after 2 days rather than 3.
- Eligibility for ESL may begin at different times based on the employee's work schedule, including various 24-hour shift arrangements.



WHAT TO DO

- 1 Track missed shift hours when calling off.
- 2 Immediately notify KPCSP steward or officer if ESL access is denied after the triggering event.
- 3 Save any relevant schedules, call-off records, or communications.

Questions? Please reach out to your UNAC/UHCP representative or visit memberlink.unacuhcp.org.

