



KNOW OUR CONTRACT, KNOW OUR POWER

UNAC/UHCP KPASCO CONTRACT: ODs



Did You
KNOW?

DURATION, EXPIRATION & EARNED TIME OFF

Your Contract is Now in Effect

COMMON EXPIRATION DATE

- 1 KPASCO now shares a common contract expiration date with other UNAC/UHCP bargaining units:
September 30, 2029.

SUBMIT ETO REQUESTS AT ANY TIME

- 2 ODs may submit incidental time-off requests during the year, regardless of whether the master schedule has been posted.

7-DAY RESPONSE DEADLINE

- 3 Management has 7-calendar days to respond to your incidental time-off request. If they miss the deadline, it may be a contract violation you can act on.

ROTATIONAL SENIORITY FOR VACATION CONFLICTS

- 4 When two ODs request the same vacation dates, conflicts are resolved through a rotation system based on medical center area seniority.



WHAT TO DO

- 1 Submit time-off requests as soon as you know your plans.
- 2 Keep a record of when each ETO request was submitted and when management responded.
- 3 Contact your local officer or steward if management denies a request or misses the 7-day deadline.
- 4 For vacation bidding conflicts, confirm that tie-breakers are tracked and rotated appropriately.

