



September 2020

TAKE CHARGE

Know Your Contract Language

No Blackout Dates Can Block Your Time Off

The new contract is clear: The employer is not allowed to create “blackout” dates that block our registered nurses’ access to vacation time. A department manager thought it was business as usual and tried to refuse an RN’s time-off request with an arbitrary blackout date. Another bargaining unit member stepped in, armed with the new contract, and put a stop to the manager’s practice.

THESE RIGHTS ARE IN YOUR CONTRACT

ARTICLE 11 - HOURS OF WORK, OVERTIME AND SCHEDULING

Section 1158

The employer shall not designate a ‘blackout period’ during which Registered Nurses cannot take or use vacation time. Time off requests will be reviewed and granted based on the needs of the department.

Frontline defense

Most managers are not reading our collective bargaining agreement when they attempt to make unilateral decisions that affect your rights. It’s up to each one of us to know what’s in the contract, and to spring into action to enforce it.

Avoid insubordination charges: Take the shift and contact your union staff representative immediately. Make sure you document the details of your request and the manager’s denial.

Strength in unity

1. Follow this link to download and read the contract: memberlink.unacuhcp.org (Find *Documents* tab, click on *My Contract*, listed under *Chino Valley 2019-2022*). If you are prompted to register, complete the form to access the contract.

2. Our union staff representative hosts two monthly meetings via Zoom for members to discuss workplace concerns and get important updates. Participating is easy, from your smart phone or computer. To join us, please send a text to **Holly Rhodes, Staff Representative: (909) 451-3072**.