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### OFFICERS/STAFF REPS

Need to file a grievance? Have a contract question? Has there been a violation of the contract at your pharmacy? Has a manager asked you to attend a meeting which may lead to corrective action ("Weingarten meeting")?

### Contact your Contract Specialist, Officer, or Staff Representative

- Lawrence Louie** - (President)
- Nancy Magnante** - (VP Amcare)
- OPEN** - VP Central Refill/Mail Order
- Daniel Szeto** - (VP Inpatient)
- Michael Mattes** - (VP Outpatient)
- Robin Borden** - (Secretary)
- Susan Chmait** - (Treasurer)
- Rebecca Myung** - (Steward Coordinator North)
- Kathie Varisco** - (Steward Coordinator South)

- Fred Aziz** (Staff Rep)
- Sheri Gotanda** (Staff Rep)

- Arvee Ninofranco** - Contract Spec. Inland
- Rebecca Myung** - Contract Spec. North
- Max Wang** - Contract Spec. South

**CONTACT LAWRENCE LOUIE IF INTERESTED IN AN OPEN OFFICER POSITION**

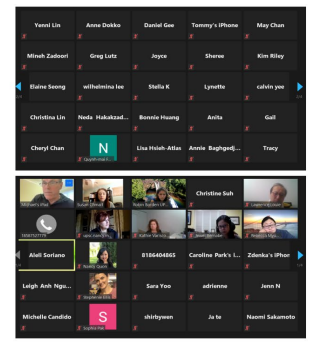
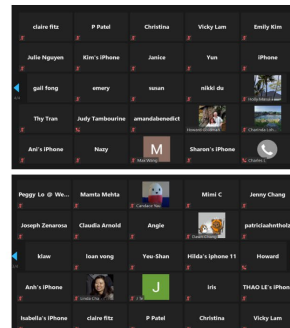
**United Pharmacists of Southern California (UNAC/UHCP-UPSC)**

### ANNOUNCEMENTS

- **RENEW ONLINE:** You can now renew your Pharmacist and APh licenses online [HERE](#) or by mail but no sooner than 60 days prior to license expiration date.
- **Next Zoom Townhall** – Save the Date: **Saturday, May 22, 2021. We will be asking for your input on bargaining our contract this year.** Our first all-

pharmacist Zoom townhall was conducted on Saturday, February 27, 2021. Over 100 members logged on with the officers to voice questions, concerns, and contract issues such as bargaining, working from home, the future of Kaiser outpatient pharmacists, etc. We hope the meeting was as enjoyable and informative for attendees as it was for us! Due to technical difficulties, we were not able to accommodate everyone who wanted to attend. We will ensure a larger Zoom capacity for next time. Thanks everyone for your participation!

ATTENDANCE AT 11:13



**NEED A COPY OF THE UPSC CONTRACT? – LOG IN TO YOUR [MEMBERLINK](#). AND IF YOU DID NOT RECEIVE YOUR ORANGE PRINTED COPY IN THE MAIL IN SEPTEMBER, CONTACT YOUR LOCAL OFFICER.**

- **4-Week Posted Schedules** – Schedules in OP will return to posting per our contract: 4-wk schedules posted 2 wks in advance, resuming with the schedule posted on **4/5/2021**.
- **UPSC Website has GONE LIVE** – check us out for the latest **UPSC news and resources**, located at [upsc-unacuhcp.com](http://upsc-unacuhcp.com). Got general questions? You can click CONTACT and send us a message on the website.
- **General Membership Meeting** – will be held via Zoom on April 10, 2021 from 10-12. Save the Date! Join our guest speaker Ms. Joanne Waddell, VP of LA County Fed of Labor Executive Committee and CA Federation of Teachers Guild President, who will speak on the power and influence of labor unions.
- **PSP Payouts** – 2020 PSP payouts were the highest on record and the Alliance negotiated a guaranteed

*If you are called into a meeting that might result in disciplinary action, ALWAYS contact your contract specialist, steward, officer, or staff rep, to be present and represent you. IT'S YOUR UNION RIGHT.*



minimum 100% payout for all Alliance members. Click [HERE](#) to see payout amounts by Service Area. For FAQs on how payouts were calculated, click [HERE](#). For information on how attendance was calculated, click [HERE](#). If you think your PSP payout was not calculated correctly: 1) have your manager/admin check your timecards for coding errors, 2) wait for the KP/Alliance audit, 3) submit questions to [SCAL-Compensation@kp.org](mailto:SCAL-Compensation@kp.org), 4) watch for UNAC/UHCP emails.

- **Steward Training returns** – April 14, 2021. Stewards should request TORT approval for 1-5 pm and code as UNP (Kaiser pays) and TORT 5-6 pm as EDT (if attending the **optional** Steward Development: Joint Advocacy Conference with the California Pharmacy Association, with 1 unit of ACPE offered—see POLITICAL/LEGISLATION below for details). Once your TORT(s) are approved, register to attend on [Memberlink](#). There will be dedicated time from 3-4 pm for UPSC pharmacists to meet and discuss contract language and enforcement.
- **Get involved!** Become a union steward and be a resource for your pharmacist colleagues in your local pharmacy. Click [HERE](#) for an application.

### LOCAL & REGIONAL CONTRACT ENFORCEMENT

- Our next **ORANGE “Take Charge” flyer** can be found [HERE](#). This month’s content relates to Weingarten rights and corrective action.

### POLITICAL/LEGISLATION UPDATES

- Virtual Joint Advocacy Conference with California Pharmacy Association (CPhA) – will be held on April 14, 2021 (during Steward Training) from 4-6 pm (optional CE from 5-6 pm). It is \$30 to register unless you are a UPSC steward. Updates on the status of proposed pharmacy legislative bills will be presented. Stewards attending steward training should see above for timecard coding. Here is the [LINK](#) to the Advocacy Day Flyer.
- Which Constitutions govern our UPSC affiliate?
  - AFSCME (American Federation of State, County & Municipal Employees) – **International** union of which UNAC/UHCP is in the top 5 in terms of membership. Is

mostly public sector employees (though UNAC/UHCP represents primarily private sector employees), with members in hundreds of different occupations – from corrections officers, childcare providers, sanitation workers to nurses. AFSCME advocates for fairness in the workplace, excellence in public services, and better wages and working conditions for its members.

- NUHHCE (**National** Union of Hospital and Health Care Employees) – originally started in 1930’s with a group of pharmacists in New York and grew into an organized union of health care, hospital, nursing home and other related workers who affiliated with AFSCME in May, 1989. Fun Fact: Some of UNAC/UHCP’s State officers are also officers of NUHHCE.
- UNAC/UHCP (United Nurses Associations of CA/Union of Health Care Professionals) – Our union at KP, located in San Dimas, composed of affiliates in **CA and HI**. We became UNAC/UHCP’s 52<sup>nd</sup> affiliate in 2015.
- UPSC (United Pharmacists of Southern California) - All KP SCAL pharmacists are members of the UPSC affiliate of UNAC/UHCP. We conduct business in compliance with our own [UPSC](#) constitution as well as those of [AFSCME](#), [NUHHCE](#) and [UNAC/UHCP](#).

*Your “PEOPLE” contributions are **CRITICAL** to help us continue to protect our jobs, our licenses and our patients’ safety. Your regular union dues **can’t** be used for political action. Only 8% of our entire 1,550+ pharmacists contribute.*

**PLEASE CLICK [HERE](#) to contribute to PEOPLE.**

**Contribute at least \$12/paycheck to receive a CHAMPION t-shirt + AFSCME jacket. Even a \$4/paycheck contribution gets you an AFSCME jacket.**

**We CANNOT continue our level of presence and influence in Sacramento without your support**

### COMMUNITY SERVICE OPPORTUNITIES

To volunteer to help UPSC in its community service efforts, contact:

[upsc.kathie.varisco@gmail.com](mailto:upsc.kathie.varisco@gmail.com)  
or any Officer or Steward