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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.

**RENEW ON TIME: RPh license and BLS/ACLS/ PALS certifications** - **WARNING:** do not work even one day

with an expired Pharmacist license or BLS/ACLS/PALS certification **or it can lead to termination.** AHA certification extensions ended 10/31/20. Maintaining active licenses and certifications is a requirement of your job.

**FAQ about Dues** - [Click here for answers to FAQs about your dues deductions.](#)

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

**2021 vacation bidding** - The 2021 bidded vacation schedule should be posted in your department by December 15.

**UPSC member Christine Suh** - was a presenter at UNAC/UHCP Steward training on December 9 speaking on COVID-19 vaccines and treatments. Christine was also acknowledged at UNAC/UHCP's November 21 Executive Council Meeting for her role in acquiring cold storage space in South Bay Inpatient Pharmacy to store 200 flu vaccines that UNAC/UHCP had procured to give to homeless in collaboration with KP and the LA Department of Health. The County has strict guidelines for storage. Thank you, Christine, and all pharmacists who have made significant contributions to further the reputation and success of our union. We are proud of you!

**Continuing education** - Here are good resources for CE units: 1) The Medical Letter - with multiple concise topics within each module. You must sign on KP intranet to get free access to The Medical Letter CE; 2) CE Direct on the [Ben Hudnall Memorial Trust website](#); 3) [PowerPak.com](#); 4) UPSC Pharmacists may apply CE courses offered by UNAC/UHCP (an approved provider for CE by the California Board of Registered Nursing) towards their California continuing education requirements. CE coursework must pertain to the practice of pharmacy. See [Board of Pharmacy website](#) for details.

**UPSC Officer elections** - Congratulations to Susan Chmait on her re-election as UPSC Treasurer, and to

*If you are called into a meeting that might result in disciplinary action, ALWAYS contact your Contract Specialist, Officer or Staff Representative to be present and represent you. IT'S YOUR UNION RIGHT.*



Rebecca Myung as UPSC Steward Coordinator North.

**Get involved!** Become a Union Steward and be a resource for your pharmacist colleagues in your local pharmacy. [Click here for more information and an application.](#)

**UPSC website.** Coming soon, our new website which will be located at [upsc-unacuhcp.com](http://upsc-unacuhcp.com).

### LOCAL & REGIONAL CONTRACT ENFORCEMENT

[Click here for the Dec. 2020 UPSC "Take Charge" flyer.](#) This month's content relates to 2020 Benefits Expiring Year End including COVID-19 Benefits. **Take Charge** will be published bi-monthly.

**Update on pay differentials** - UPSC has been in discussions with KP to address issues with the calculation and payment of shift differentials since our 2018 contract. We still do not have agreement on how to calculate evening and graveyard differentials. Based upon their interpretation of the contract, Kaiser completed an audit and identified approximately 300 pharmacists who are currently owed monies for shift differentials. This was paid on the December 4 paycheck. Though KP has also identified instances totaling over \$700,000 where pharmacists have been overpaid for shift differentials, UPSC and Kaiser have agreed that this overpayment will not be pursued nor retrieved from our pharmacists. We plan to seek clearer shift differential language in our 2021 contract.

**Riverside steward grievance** - The Step 1 Grievance for mileage reimbursement to attend Weingarten meetings was denied and is being appealed to Step 2.

**Proper documentation on invoices/CSOS forms** - When signing for any invoices, do not back date. If an actual invoice or CSOS DEA form is not readily available on the date of inventory receipt, sign with the date the invoice or form is available. For example, sign with today's date "for receipt of inventory on MM/DD/YY."

### POLITICAL/LEGISLATION UPDATES

Eric Robles, UNAC/UHCP Political and Legislative Affairs Director, recently testified at a Board of Pharmacy meeting in opposition to a proposal for technicians to perform vaccinations. UPSC's opposition to this proposal is in alignment with our mission to protect patient health and safety, our scope of practice, and our professional liability and licenses

***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 1,550+ pharmacist membership contribute.***

**PLEASE CLICK HERE to contribute to PEOPLE.**  
(Fill out/sign card, then scan/email to [PEOPLE@unacuhcp.org](mailto:PEOPLE@unacuhcp.org))

**Be a CHAMPION @ \$12/paycheck or GO BIG @ \$20/paycheck, and 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

With the current limited face-to-face opportunities for community service remaining for 2020, UPSC officers will concentrate our planning on community service efforts for 2021 at our annual officer planning meeting this month.

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

WE ARE UNAC/UHCP

