



TAKE CHARGE:

KNOW YOUR RIGHTS

United Nurses Associations of California/Union of Health Care Professionals United Pharmacists of Southern California

UNAC/UHCP UPSC wants to ensure all our members are well educated on the benefits and rights we have won over years of negotiating our contract. We urge all members to actively participate in continuing to build UNAC/UHCP to ensure effective advocacy for our patients, our coworkers, and our communities. Take Charge!

Use of Non-Bargaining Unit Pharmacists

Contract language: UPSC:Article 1 Section 101, 102, 104, and 108
National Agreement:Exhibit 1.K.4

Have you noticed new faces in the pharmacy or on the schedule and just assumed it was a new per diem? There have been reports of unapproved use of registry pharmacists in some pharmacies.

Article 1 Section 108: The Employer affirms non-bargaining unit employees are not intended to replace, backfill, or be scheduled in place of bargaining unit Pharmacists

Per the **National Agreement Exhibit 1.K.4** KP must notify the Union of the need to subcontract outside of the bargaining unit due to extraordinary circumstances. The use of non-bargaining unit pharmacists must be agreed upon by both KP and the Union.

If you notice any new names on the schedule, you can ask your manager if they are registry pharmacists. Report any use of registry pharmacists to Staff Reps or Officers. Please click [here](#) for an updated contact list for staff reps, officers, and contract specialists.

This goes for any contractual violations. Staff Reps and Officers cannot be everywhere and depend on you to be the eyes and ears of the Union.

If you see something, Say something