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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)
Max Wang - (Secretary)
Susan Chmait - (Treasurer)
Rebecca Myung - (Steward Coordinator North)
Kathie Varisco - (Steward Coordinator South)

Fred Aziz (Staff Rep)
Sheri Gotanda (Staff Rep)
Greg Lutz (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

Elections— UPSC Elections will be conducted in November. The positions up for election are President, VP-Amcare, Secretary, VP-Outpatient, and Steward Coordinator South. Please look for your ballot in the mail.

August Virtual Town Hall Recap – Our 3rd virtual Town Hall was held on August 21st. Members were presented the issues management had brought up in local bargaining, the issues UPSC had brought up, and the tentative agreements reached. Tentative agreements were reached in topics related to: Rest periods, OT distribution, Educational Leave, Guaranteed vacation slots, Notification of vacancies, and cleanup language in multiple sections of the CBA.

Pause for a Cause – On Sept 17th, UNAC/UHCP notified KP that our union will pause partnership and participation in LMP activities found in the National Agreement. Please [click here](#) to see the letter that was sent to KP CEO and Chairman Greg Adams. Agreements covered under the local contract remain in place.

Strike Authorization Vote – The votes have been cast and the results are in: 96% voted yes to authorize a strike at Southern California Kaiser Permanente if necessary. More than 18,000 UNAC/UHCP members voted, and half of us cast our votes in the first twenty-four hours. This unprecedented vote sends an unmistakable message to the employer: We're standing behind our bargaining team. Over the past twenty-four years, we fought for and won the best care and best jobs at Kaiser Permanente. We will not back down in the face of economic proposals that could put that in jeopardy. We're ready to do whatever it takes for our patients and our professions.

In the News – National and local press outlets covered the results of our strike vote, including the *Los Angeles Times* in their October 11 edition. The scale of the news coverage is unprecedented in UNAC/UHCP history.

Video – [What's at stake](#)

Please make sure your info is up to date in [Memberlink](#).

TO STAY INFORMED ABOUT BARGAINING, PLEASE VISIT THE VIRTUAL STRIKE HEADQUARTERS HERE: UNACUHCP.ORG/KPSTRIKE – YOU CAN ALSO GET THE LATEST UPSC NEWS ON OUR UPSC WEBSITE LOCATED AT UPSC-UNACUHCP.COM.

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.



On the Table by Union:

Duration: 3-year agreement
 Across-the-board increase: 4% each year
 Juneteenth as a recognized paid holiday
 Active medical co-pays: \$5
 Hawaii: Alliance medical and dental plan
 Tuition Reimbursement increase to \$5250
 Student Loan Assistance increase to \$5250
 Maui Health Systems inclusion into the National Agreement
 First contracts settled
 Align KPASCO (Optometrist) contract expiration

On the Table by Employer:

California: Across-the-Board, 1% each year (contingent upon accepting a 2-tier system)
 California: Lump sum, 1% each year (contingent upon accepting a 2-tier system)
 Hawaii: Across-the-board, 1% each year
 Hawaii: Lump sum, 0.5% each year
 Significantly decrease compensation for "new hires" or after 1/1/23 (2-tier system)

Negative Effects of the 2 Tier System:

Lower wage scale by 26%
 Less in retirement benefits
 Less incentive to join KP workforce
 Higher turnover rate
 Lowers morale of workforce
 Worsens staffing shortage, leads to delayed patient access and patient response time
 Divides union members, threatens future bargaining power

Our next **ORANGE "Take Charge"** flyer can be found [here](#). This month's content relates to Striking.
 An Association grievance has been filed in Kern County to retract and repost an inappropriately categorized New Member position.
 An Association grievance has been filed due to Amcare Postings violating the CBA language
 A Grievance was filed in the Lancaster Area for multiple managers performing bargaining work at the same time.

POLITICAL/LEGISLATION UPDATES

Board of Pharmacy Licensing Committee Meeting – was held on July 14, 2021. The following items were up for discussion:

- Item IV: Discussion and Consideration of Pharmacy Technician Duties and Possible Changes
- Item V: Discussion and Consideration of Pharmacist to Pharmacy Technician Ratio in Community and Sterile Compounding Settings
- Item VI: Discussion and Consideration of Board's Legislative Proposal to Establish a New Licensing Program Creating Advanced Practice Pharmacy Technician Requirements and Functions

UPSC members along with the officers were able to speak on these items and once again we were successful in delaying these items from being presented to the Board of Pharmacy for a vote. Thank you to Abner Saladino, Johnny Thai, Eric Gutierrez and Janine Dang along with our UPSC officers for participating in this meeting and advocating for our profession.

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 1550+ pharmacists contribute.

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

COMMUNITY SERVICE OPPORTUNITIES

If you have any Community Outreach ideas or to volunteer to help UPSC in its community service efforts, contact:

upsc.kathie.varisco@gmail.com
 or any Officer or Steward

LOCAL & REGIONAL CONTRACT ENFORCEMENT

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.