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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 Staff Rep, Officer or Contract Specialist

**OPEN** - (President)  
**OPEN** - (VP-AmCare)  
**OPEN** - (VP-Central Refill/Mail Order)  
**Daniel Szeto** - (VP-Inpatient)  
**Michael Mattes** - (VP-Outpatient)  
**Janine Dang** - (Secretary)  
**Margaret Kee** - (Treasurer)  
**Rebecca Myung** - (Steward Coordinator North)  
**Kathie Varisco** - (Steward Coordinator South)

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

**Janine Dang** - Contract Spec. Inland  
**Grace Lee** - Contract Spec. North  
**Max Wang** - Contract Spec. South

**CONTACT ANY OFFICER IF INTERESTED IN AN OPEN  
OFFICER POSITION**

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

### ANNOUNCEMENTS

**Outgoing officers**– Thank you to our outgoing officers: Lawrence Louie, Susan Chmait, Max Wang and Nancy Magnante. We are grateful for your contributions in growing UPSC to where it is today and for representing and fighting for the Pharmacist profession through the years!

#### **New officers** - Welcome to our new officers!

Janine Dang, Secretary. Covering South Bay and Orange County  
 Margaret Kee, Treasurer. Covering Baldwin Park and San Diego

#### **2022 Contract Specialists** - Welcome to our new and returning Contract Specialists for 2022!

Janine Dang – Fontana, Ontario, Riverside, South Bay, West LA  
 Grace Lee – Baldwin Park, Panorama City, Downey, Woodland Hills  
 Max Wang – Los Angeles, Orange County, San Diego

**Open Officer Positions** – The positions for President, VP of AmCare and VP of CRP/MOCP are open. Please contact any officer if you are interested. Our affiliate can only be truly effective if members step forward to represent UPSC's interests. It is important to have a full officer team in order to have a strong union and enforce our contract.

**HR Connect Issues** – UNAC/UHCP is aware that there have been multiple issues with HR Connect. Issues include missing education time, loss of vacation hours, dues collections stopped after a job transfer, and pay not reflecting 25 year wage step. There is a process to be followed in escalating pay issues, including ATB and step increases:

1. Affected Pharmacists should report issues to their manager and local HR. Give them at least a week to resolve the issue.
2. If still unresolved, open a case with National HR Service Center. Give them until the SLA date provided (their estimated resolution date) to resolve the issue. They are now able to provide estimated completion dates for opened cases.
3. If still unresolved, then [fill out the linked form](#) and email to [jocelyn.a.herrera@kp.org](mailto:jocelyn.a.herrera@kp.org) and [UPSC-SR@unacuhcp.org](mailto:UPSC-SR@unacuhcp.org). Please note that forms submitted without following the process will be returned.

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



**PSP/Thank you Bonus** – This year, KP and the Alliance have reached an agreement to provide a combined total maximum of \$1500 for Pharmacists working 32 hours or more and \$1000 for Pharmacists working less than 32 hours. The bonus was awarded in two separate paychecks. Please see PSP FAQ page.

[PSP FAQ](#).

**YOU CAN GET THE LATEST UPSC NEWS ON OUR UPSC WEBSITE LOCATED AT [UPSC-UNACUHCP.COM](http://UPSC-UNACUHCP.COM).**

### LOCAL & REGIONAL CONTRACT ENFORCEMENT

Our next **ORANGE "Take Charge" flyer** can be found [HERE](#). This month's content relates to Use of Non- Bargaining Unit Pharmacists and reporting Contractual Violations. A Grievance has been filed in Riverside Area for non-union Pharmacists working multiple locations. A Grievance filed in the Lancaster Area for multiple managers performing bargaining work was denied. It has been escalated to a step 2 grievance with Labor Relations. Additional grievances were filed in Ontario and Santa Clarita for similar contractual violations. A Grievance filed in Kern for incorrect posting of New Member Position under Outpatient was denied.

### POLITICAL/LEGISLATION UPDATES

#### **Board of Pharmacy Standard of Care Committee Meeting**

On March 9<sup>th</sup> Michael Mattes (VP of Outpt) and Fred Aziz (Staff Rep) along with UNAC Political Director Eric Robes attended a BOP committee meeting to discuss implementing Standards of Care for the Pharmacy profession and what it would entail.

Issues brought up included: common practice may not be the best thing to do and liability issues for Pharmacists.

Future committee meetings will be held in April, Sept, and Oct. If you are interested in being involved and voicing your opinion, please contact Michael Mattes.

**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.**

*The PEOPLE program is AFSCME's bipartisan political action fund that serves as an engine to advance the union's legislative goals.*

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

*Please fill out and sign card, then scan/email back to [PEOPLE@unachuhcp.org](mailto:PEOPLE@unachuhcp.org).*

### 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](mailto:upsc.kathie.varisco@gmail.com)

or any Officer or Steward

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