



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!

Filling of Vacancies - Non-Promotional Transfers

Contract language: Article 14 Section 1410-1415

Provided full-time and part-time Pharmacists submit a bid within the seven (7) calendar day posting period, have completed their probationary period (except as provided for in Paragraph 1108, New Hire Probation), and meet the minimum qualifications of the posted position, bargaining unit seniority shall be used in filling job vacancies in the order set forth below:

1. Applicants within the Area Pharmacy Operations (Appendix D) where the position is posted
2. All other bargaining unit Pharmacists
3. Applicants from outside of the bargaining unit

If more than one Per Diem Pharmacist bids on an open position within the Area Pharmacy Operations where the position is posted, Per Diem bargaining unit seniority shall be used in filling job vacancies in the order set forth below:

1. Per diem applicants within the Area Pharmacy Operations (Appendix D) where the position is posted
2. All other bargaining unit Per Diem Pharmacists
3. Applicants from outside of the bargaining unit

Per Diem Pharmacists may submit a bid within the seven calendar day posting period but have no seniority rights to an open position over full-time or part-time Pharmacists bidding who submitted a bid for the same open position within the seven calendar day bidding period.

If you feel a position has been rewarded to the wrong candidate, you can request an audit of the bid list. Staff reps need to know about these issues in order to bring it up to regional management to show that there is an issue with talent acquisition and the awarding of positions. ***Please contact your officer to request an audit.*** You can find our contact information at our UPSC website at <https://upsc-unacuhcp.com/contact/> or by clicking [here](#).