



# E-NEWSLETTERx

## E-NEWSLETTER COMMITTEE BACK IN BUSINESS!

Welcome to the first issue of the new E-NEWSLETTERx! We are excited to have this opportunity to provide you with useful and timely information as it becomes available!

Committee Chair/Editor: Stephenie Ellis (UPSC President)

Committee Members:

- Arvee Ninofranco (Inpatient Steward)
- Christina Lin (Ambulatory Care Steward)
- Cynric Cho (Outpatient Steward)

## BEWARE! HIPAA VIOLATIONS UNDER INVESTIGATION

We all know about HIPAA: what it is, to whom it applies, and what it means for our profession. But did you know that our access is being tracked? Kaiser Compliance is using an independent, outside company with software in place to track your activities in KPHC and e-PIMs, including what profiles you've accessed, for how long, and what information you are accessing. The system flags same address or same last name. Investigative meetings are ongoing and corrective action, as high as LEVEL 4, has already been dealt to multiple pharmacists! Please be mindful, use kp.org instead, and keep a professional attitude in everything you do. It's not worth the risk!

## VIRTUAL MEDICAL CENTER IS EXPANDING

- Virtual Medical Center (VMC) is expanding! 26 ambulatory care, full-time, regional positions have been approved for VMC. 13 were posted and 13 more are expected to be posted by the end of the year.
- All positions are largely "remote", but may require in-person meetings, training, and precepting, as necessary.
- Hours are extended and expected to expand to rotating night and weekend shifts. NO graveyard shift is expected at this time.

## NEW AMCARE JOB DESCRIPTIONS

The new job description for General Ambulatory Care positions allows more flexibility with changing from one AmCare service to another. It also provides opportunities to move from other service lines into AmCare with a competency exam like the annual exam for that position. Oncology, HIV, Psychiatry, and Pharmacogenomics remain Specialty AmCare positions. The updated job description is now on all new General AmCare postings.

## THE UPSC LINE-UP

### Officers

**Stephenie Ellis** – President

**VACANT** – VP AmCare

*(Please contact an officer or staff rep if interested in applying)*

**Vy Nguyen** – VP Central Refill/Mail Order

**Daniel Szeto** – VP Inpatient

**Grace Lee** – VP Outpatient

**Janine Dang** – Secretary

**Li-Ming Fong** – Treasurer

**Godwin Kam** – Steward Coordinator North

**Malinda Greene** – Steward Coordinator South

### Staff Reps

**Fred Aziz** – LAMC, WH, Fontana/Ontario, PC/AV, Kern

**Kathie Varisco** – Riverside, CRP/MOPC, Downey, Baldwin Park

**Max Wang** – San Diego, Orange County, South Bay, West LA

### Contract Specialists

**Eric Guzman** – CS Inland

**Grace Lee** – CS North

**Christina Jenkins Jimenez** – CS South

## THE ROAD TO UPSC: ROBIN BORDEN

Robin Borden, PharmD, past UPSC Treasurer (and past Guild president), gave a presentation to the stewards during our 7/20/23 training session, to help give a deeper understanding of how we became a part of UNAC/UHCP. She, along with the UPSC leadership team, want to remind you of how rich and hard-fought our current benefits are as we go into negotiations in 2025. Please join us in giving a BIG THANK YOU to Robin and all those who fought by her side for their courage and strength!

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## SERVICE LINE AND REGIONAL UPDATES

### Regional Updates

- It is YOUR responsibility to ensure your certificates, licenses, and health examinations are up to date. It is not management's responsibility, so keep track!
- CE hours have not been loading in HRconnect properly but should be corrected by the end of the year. Please keep track of your hours until this issue is resolved.
- Yearly performance evaluations for all service lines are being revised in Partnership to be more objective. These do NOT affect your pay or transfer ability.
- Please help to ensure insulin prescriptions are complete and include frequency, titration, instructions, max daily dose, and days supply. This helps determine copays, amount dispensed, and helps reimbursement to support the KP business.
- Pharmacists are held accountable for ALL completed training. DO NOT rush through training modules (KP learn, Critical point, etc.). Request un-interrupted time, away from your usual job tasks, to allow for training.
- Night/graveyard differential grievance went straight to step 2 and was denied. At arbitration our legal team decided it was not a strong case and recommended language changes at bargaining.

### Service Line Updates

- **Ambulatory Care:**
  - AmCare annual performance evaluations have a new category coming in 2024: Develop Self and Others. This is a way to recognize those who are involved in leadership roles and/or training students, residents, and/or other pharmacists. You will see this on the new form this year as an introduction, to be evaluated in 2024.
  - 7 ambulatory care FTE, regional, "remote" positions for Obesity Management were posted in June 2023. These positions will help to ensure proper use of GLP-1 medications regionally.

- **Inpatient**

- No talk of any V.O.V. (Virtual Order Verification)
- Looking at issues with new oncology orders being placed at night after hours when the chemo clinic is closed, and inpatient staffing is short. This is a patient safety issue.

- **Outpatient**

- CPX rollouts are still underway. Check in with your local CPX champion/manager for more details, and report issues to the command center
- CRP/MOPC now reports to National management
- Please keep an eye out for supervisors and/or managers that are working MORE THAN 4 hours of bargaining unit (pharmacist) work per day, without a scheduled pharmacist, or after hours, or at the same time.
  - UPSC supports front-line managers/supervisors being resourced with proper backfill and staffing of UPSC pharmacists to work the line.
  - See Article 17 Supervisors Performing Bargaining Unit Work (paragraphs 1774-1776) in our 2021 UPSC Contract.
  - Remind any managers or supervisors about this language and escalate to your local steward, officer, or staff rep for further investigation, if violations occur.

**QUESTIONS? [CONTACT YOUR STAFF REP, OFFICER, OR CONTRACT SPECIALIST.](#)**

## FINANCIAL POLICY – ELECTION BUDDY

- Election Buddy results:
  - 345 ballots were submitted of 1711 eligible voters
  - 258 yes votes (74.78%)
  - 87 no votes (25.22%)
- Financial Policy approved

**FIND MORE INFORMATION AT THE UPSC WEBSITE [UPSC-UNACUHCP.COM](https://www.upsc-unacuhcp.com) AND AT [MEMBERLINK](#)**

*Did you know our 2021-2025 UPSC Contract is available to download? Login to [memberlink.unacuhcp.org](https://memberlink.unacuhcp.org) and look under 'Documents' in the top*