

**UNITED PHARMACISTS OF SOUTHERN CALIFORNIA (UPSC)**

**Highlights and Summary of 2021 Tentative Agreement**

December 6, 2021

VOTING YES: Accepting the Local Agreement with the National Tentative Agreement as an addendum will complete bargaining and **commence newly negotiated pay raises, including retroactive payment back to October 1, benefits, and protections.** Please see the summary below for key highlights that include added wage steps, increased breaks and career advancement opportunities, and new paths to solving critical bargaining unit issues for all UPSC affiliate members.

VOTING NO: When a Tentative Agreement is rejected, pharmacists will continue to work under the terms and conditions of the expired contract and return to the bargaining table. The Employer's duty to bargain in good faith with UPSC continues, however the employer is under no obligation to present the same or similar terms currently negotiated in the Local TA.

<p><b>ECONOMICS</b></p>	<p>National Agreement across-the-board wage increases, Lump Sums, and UPSC 25-yr wage step can increase <b>Total Additional Earnings</b> 12.58% to 18.21% over the life of the four-year contract.</p> <p>Benefit Protection: No changes to retirement benefits, active health and retiree health benefits.</p>
<p><b>PROFESSIONAL PRACTICE and CAREER ADVANCEMENT</b></p>	<ul style="list-style-type: none"> <li>• Refresher/training time shall be provided to new hires providing vacation/cross coverage.</li> <li>• Grandfather current Pharmacists who graduated from non-ACPE accredited School of Pharmacy.</li> <li>• Grandfather current Pharmacists seeking transfer from one Specialty Position into the same type of Specialty Position (for example, oncology for oncology).</li> <li>• Grandfather current Ambulatory Care Pharmacists seeking transfer from one non-specialty position into another non-specialty position (for example, movement among OACS, Asthma, CVD, DM, MTM, PCM).</li> <li>• Refresher/training time shall be provided to transfers providing vacation/cross coverage.</li> </ul>
<p><b>WORKING CONDITIONS and JOB PROTECTION</b></p>	<ul style="list-style-type: none"> <li>• Pharmacists who work more than 10 hours in a workday shall receive a total of 3 fifteen-minute uninterrupted rest periods.</li> <li>• Standardized notification of vacancies to Union if a position will not be replaced or will be reposted with a lesser FTE status.</li> <li>• Scheduled OT to be offered approximately equally by seniority per posted schedule.</li> <li>• Supervisors Performing Bargaining Unit Work are not to exceed 40 hours per two-week pay period. This is a change from 4 hours a day.</li> <li>• In cases of RIF (Reduction in Force), working managers in the impacted pharmacy location must stop performing Bargaining Unit Work and not perform Bargaining Unit Work within 50 miles of the impacted pharmacy.</li> </ul>