

UNITED PHARMACISTS OF HAWAII (UPHI) BARGAINING UPDATE #5



November 19-21,
2019



Pharmacist Bargaining

During bargaining sessions held on November 19, 20, and 21 we presented the following proposals to management:

- Patient Care Advocacy & Professional Practice with the creation of a professional practice committee (PPC) composed of equal number of Union and management representatives to discuss and address quality of patient care, patient safety and staffing workloads.
- Job Posting and Filling of Vacancies that will give internal applicants the opportunities prior to considering external applicants, language on promotions, transfers and resignations.
- Seniority language was presented and discussed that includes the definition of bargaining unit seniority, how seniority is going to be use in the event of a reduction in force, job realignment/expansion of hours, scheduling, job bidding, transfer, promotions and for vacation and holiday selection.
- Status of work defining regular full-time, part-time and per diem & temporary status as well as annual review of per diem conversions.

The bargaining team would like to thank the members who came to observe and support us during negotiations. Avis Hanatani said: "It's quite an experience to see... to know the thought and consideration that goes into EVERY word in the contract! I appreciate the bargaining team 1000x more than I already did before!"

Next Steps

We will resume bargaining in January 2020 and will keep you posted once January dates are confirmed.



Happy Holidays!

Let's keep standing strong for our Union,
our patients and our profession!