



Pharmacists:

We want to provide you some updated information regarding the reductions in force.

Pharmacist in Charge (PIC) Positions and Utilization Management Position. Many of you have noticed that about fifteen PIC jobs have been posted. If you are interested in taking one of these positions, please be sure to apply for the jobs within the bid window, and ensure that your resume on file is up to date before you do so. Also, be sure to apply for the UM job if you are interested as well.

Additional Responses/Frequently Asked Questions Specific to Pharmacy

If you do not wish to take the severance ***do not sign and return the acknowledgement.***

If employees are forced to leave a pharmacy department due to re-organization, what will happen if that department decides to add positions back?

- Job vacancies shall first be offered employees who previously held the job and were displaced according to this displacement procedure, in classification seniority order. Article 9, section 5a
- Those who take severance would follow after rights of internal bidders.

When will the placement / bumping process take place for pharmacists?

- During the week of 3/11 – 3/15;
- Management and Local 7 will partner to administer the process and ensure the contract is upheld.

How will placement and bumping procedure work?

- Pharmacists will be invited to take their option of placement (under EISA) and bumping in seniority order by the region. It will likely take place by phone, and you will receive information about your assigned time prior to 3/11/2019.
- For more information regarding how this process works, please visit our website: ufcw7.org/members/healthcare.

How will bumping occur?

- Since placement and bumping procedure occurs in seniority order by the region, the most senior person will be able to bump the least senior person in the facility (or if no less senior pharmacist in the facility, then least senior pharmacist in the region).
- There will not be a pool of bumpees to select from.
- The contract language will be followed as written.

How will short-hour employees fit into the process?

- Employee could be placed in available short hour position in region, or they can bump another short hour according to bumping procedure.
- Short-hours are considered less senior than regular employees regardless of company tenure.

- EISA applies to short-hours.

Will the company permit staff members to reduce their individual FTE on a voluntary basis to save a junior employee's job?

- Local 7 has advocated that the staff in a department should be able to individually reduce their FTE on a voluntary basis in order to save a junior staff member in that department.
- The company has taken the position that this will be considered on a case-by-case basis, and they will not permit staff to increase the number of benefited positions. The company will also require the remaining staff to be able to cover the schedules.

What happens if the reduction in force for a department cuts into the FTE of the affected staff member? Example: company is reducing by 0.4 in a department, and lowest senior person is 1.0. The employee will have the following options:

- Affected employee keeps their partial FTE at current location, and then they get placed or put in transition status for remainder of FTE, OR
- If senior employees agree to reduce FTE voluntarily (and company permits it for that department), the junior employee could be permitted to keep job at current location with reduced FTE amount, OR
- The employee can be put in placement status for the whole FTE rather than keeping the 0.4 in the current job.

Are MOP PARC considered one department?

- The company views these departments as separate departments, and this is based on the fact that the staff did an issue resolution some time ago, and the staff wanted the departments to be separate.

Pharmacists that were previously placed into a **permanent** central queues role will remain in a central queues role.

What will happen to the remaining eight open central queues/calls positions?

- The company has taken the position that the remaining queue positions (8.0 FTE) will go to MOP first, meaning that instead of reducing the entire MOP department, they are reducing the department by all but eight positions.
- These positions will be bumpable.