

## Local 7 Time Off Agreements 2019-2020

\*13 or 14 off Mon-Fri and 2 off on weekends in the Region by order of seniority and Article 13, Section 3. Number allowed per location based on General Time Off agreements per location.

Vacation /Float Holiday/Flex requests during the bid period will be approved regardless of Leave of Absences. **Where there are conflicts with Leave of Absences outside of the bid period, time off requests submitted will be considered. Backfill resources will be requested through float pool and made available in S360. Approvals may vary based on the variability of business need.**

Denials for Flex Time will be reviewed by **senior Pharmacy Operations Leadership**.

### Additional Agreements

- Management will be flexible with time off requests after the bid period allowing more employees off if business needs are met, **which would include a review of volumes, backfill resources, and allowing for pharmacists to pick up shifts through S360.** (Concerns, disputes, and questions over the application of this flexibility should be brought to the attention of Labor and Management)
- Contact Nate Bernstein, [nbernstein@ufcw7.com](mailto:nbernstein@ufcw7.com), [Steve Miller, Steven.N.Miller@kp.org](mailto:Steve.Miller@kp.org) if you have questions. ~~Removed Luanne as a contact~~
- These agreements do not supersede the Collective Bargaining Agreement

	General Time Off	November 27, 2019 through December 1, 2019 and Dec 26, 2019 through Dec 31, 2019	December 2-4, 2019	January 1-11, 2020
Acero	1	2 between Briargate/Parkside/Pueblo/*Acero	*15/3 - Regional Seniority	*14/3 - Regional Seniority
Arapahoe	1	1	*15/3 - Regional Seniority	*14/3 - Regional Seniority
ACP	1	1	*15/3 - Regional Seniority	*14/3 - Regional Seniority
Baseline	1	1 between Baseline and Brighton	*15/3 - Regional Seniority	*14/3 - Regional Seniority
Briargate	1	2 between Briargate/Parkside/Pueblo/*Acero	*15/3 - Regional Seniority	*14/3 - Regional Seniority
Brighton	1	1 between Baseline and Brighton	*15/3 - Regional Seniority	*14/3 - Regional Seniority
Castle Rock	1	1 between Castle Rock and Parker	*15/3 - Regional Seniority	*14/3 - Regional Seniority
East	1 off - no trial period	1	*15/3 - Regional Seniority	*14/3 - Regional Seniority
Englewood	1	1	*15/3 - Regional Seniority	*14/3 - Regional Seniority
Float Pool	3 Mon-Fri 1 Sat-Sun	2 Mon-Fri 1 Sat-Sun	*15/3 - Regional Seniority	*14/3 - Regional Seniority
Fort Collins	1	2 between Greeley, Ft. Collins, Loveland	*15/3 - Regional Seniority	*14/3 - Regional Seniority
Franklin	1	1	*15/3 - Regional Seniority	*14/3 - Regional Seniority
Greeley	1	2 between Greeley, Ft. Collins, Loveland	*15/3 - Regional Seniority	*14/3 - Regional Seniority
Hidden Lake	1	1	*15/3 - Regional Seniority	*14/3 - Regional Seniority
Highlands Ranch	1	1	*15/3 - Regional Seniority	*14/3 - Regional Seniority
Ken Caryl	1	1	*15/3 - Regional Seniority	*14/3 - Regional Seniority
Lakewood	2 Mon-Fri 1 Sat-Sun	1	*15/3 - Regional Seniority	*14/3 - Regional Seniority
Lone Tree	1	1	*15/3 - Regional Seniority	*14/3 - Regional Seniority
Longmont	1	1	*15/3 - Regional Seniority	*14/3 - Regional Seniority
Loveland	1	2 between Greeley, Ft. Collins, Loveland	*15/3 - Regional Seniority	*14/3 - Regional Seniority
Parker	1	1 between Castle Rock and Parker	*15/3 - Regional Seniority	*14/3 - Regional Seniority
Parkside	1	2 between Briargate/Parkside/Pueblo/*Acero	*15/3 - Regional Seniority	*14/3 - Regional Seniority
Pueblo	1	2 between Briargate/Parkside/Pueblo/*Acero	*15/3 - Regional Seniority	*14/3 - Regional Seniority
Rock Creek	changed to 1 off	1	*15/3 - Regional Seniority	*14/3 - Regional Seniority
Skyline	1	1	*15/3 - Regional Seniority	*14/3 - Regional Seniority
Smoky Hill	1	1	*15/3 - Regional Seniority	*14/3 - Regional Seniority
Southwest	1	1	*15/3 - Regional Seniority	*14/3 - Regional Seniority
Westminster	2 Mon-Fri 1 Sat-Sun	1	*15/3 - Regional Seniority	*14/3 - Regional Seniority
Wheat Ridge	1	1	*15/3 - Regional Seniority	*14/3 - Regional Seniority
MOP	3	2	*15/3 - Regional Seniority	*14/3 - Regional Seniority
PARC	2	1	*15/3 - Regional Seniority	*14/3 - Regional Seniority
Lone Tree/Franklin Compounding-Med Surg	changed to combine with LT or Franklin	changed to combine with LT or Franklin	changed to Regional Seniority	changed to Regional Seniority
Oncology	3 between all locations	3 between all locations	3 between all locations	3 between all locations
Home IV	1 off - no trial period	1	1	1

Remove the following \* 2 pharmacists will be permitted to be off through May 27th at East and Home IV. The parties will review volumes on or about April 15 and determine whether extending the length of time to allow 2 off at a time.

If Acero position filled with current employee, the approved vacations shall remain as approved.

The number of employees allowed off in Float Pool will be re-evaluated in April 2019