

Pharmacy Reorganization Updated FAQs 04092021

See the other FAQs for the more complete list. Here are some additional pieces of information that address questions that have come up.

Timelines have been Delayed

Placement Process. The placement process has been delayed and will start on or about 4/20 and be complete by 5/7.

Enhanced Severance. Also, employees wishing to take the enhanced severance will have until **5pm 4/12/2021**.

We will let you know of any other changes as we become aware of them.

Other questions Regarding Placement Process

How will the placement process work?

- Employees in each affected location will be called into the placement process in seniority order in that facility. If the more senior staff person wishes not to take part in the placement process and the needed reduction can be accomplished by impacting lesser senior staff the senior staff members may opt out of the placement process and remain in their location as is. If a senior pharmacist chooses to be part of the placement process they have the four options we described in our meetings.
- Will there be real-time updates so that people who have yet to go through placement can monitor their options? Yes – there will be a live document that we will provide a link to so that people can monitor the placement process in real time.
- Are all pharmacists in all classifications bumpable? Yes – they are bumpable; however, the bumping employee will need to be qualified as of the time of placement to bump the employee based on their qualifications as compared to what's minimally required in the actual job description. We will post job descriptions when we have them on our resource page.

What happens if the needed reduction results in partial FTE of a staff member in the location?

- Hypothetical Example: if at Wheat Ridge the least senior has to be reduced by 0.6, and that person is a 1.0, 0.6 will go to the float pool and 0.4 will remain at WR.
- In general, if there is partial fte left at a home facility and the remaining partial fte is displaced, the FTE will remain in the clinic; the rest of the FTE will be displaced.

Can staff members reduce their FTE to achieve the needed reduction within the location?

- Yes – employees within the location may reduce their FTE to a minimum of a 0.8 FTE to achieve the needed reduction.
- However, the company will not allow employees in a location to reduce their FTE below the needed reduction in that location.
- If you are interested in this option, please email Joan.L.Heller@kp.org, Angel.M.Avery@kp.org; NBERNSTEIN@UFCW7.COM, by 4/16/2021.

Enhanced Severance

Severance Deadline. For those wishing to take the enhanced severance the deadline to indicate your interest is now 4/13/21. See other FAQs for more info on this option.

How will you know if you qualified for the enhanced severance based on your seniority and then what happens?

- Once we have the list and have had a chance to verify seniority, you will be outreached with further instruction. Those who do not qualify will also be notified. **Notification will likely take place on or about 4/20/2021.**
- For those who elect to take the severance, you will receive release/acknowledgement form sometime in the next couple of weeks that you will need to then return by April 24th.
- Further information will be provided shortly to those who indicate an interest.

What happens if you indicated your interest in the enhanced severance but now wish not to rescind?

- You will need to let the following people know by 4/17/2021 that you wish to rescind: NBERNSTEIN@UFCW7.COM; Angel.m.avery@kp.org; joan.l.heller@kp.org.

For those taking severance, the positions that these individuals vacate will be available to those in the placement process, with the following exceptions:

- The vacating staff member is a PIC; or
- The needed reduction in the location is accomplished through severance. Hypothetical Example: if at Clinic A the needed reduction is a 0.7 FTE. A 0.7 staff member in Clinic A takes the enhanced severance and qualifies based on seniority, there will be no position available at Clinic A through for other staff members to select during the placement process.