



Hello Pharmacists:

UFCW Local 7 brought to arbitration a case regarding pharmacy vacation and time off, specifically that the company was not following the parties' time-off agreement. An arbitrator ruled in favor of UFCW Local 7 workers and ordered the company to restore the time off allowances outlined in the agreement.

The agreement in general permits one pharmacist off at a time per pharmacy location. See the time off agreement for greater detail: <http://ufcw7.org/files/2022/10/Local-7-2019-2020-Time-Off-Agreements.pdf>

The company has since resisted implementing the arbitrator's award, but this week stated that they would follow the agreement starting this Monday October 10<sup>th</sup> (until March 31, 2023). We do not agree with the company's arbitrary timeline of only implementing through 3/31/2023. Actually, the arbitrator's award does not suggest any time constraints, and we will address this issue as appropriate.

UFCW Local 7 remains very skeptical for a number of reasons that the company will in good faith implement the award.

We are recommending that pharmacists take the following steps:

1. If your pharmacy has not reached the number of pharmacists permitted off on any given day according to the agreement request the time off that you desire as soon as possible.
2. Understand, that the mid-year request process is in effect, meaning the request is generally based on a first-come, first-served basis. Seniority applies where there are multiple requests at the same time. Requests made and previously denied may be revived according to the contract. See article 13, section 3 (H) and subsequent paragraphs for more information: <http://ufcw7.org/files/2022/08/KP-Multi-Professional-Book-2022.pdf>
3. If the company denies a vacation or planned time off request out of line with the agreement please submit a report here: <http://ufcw7.org/members/healthcare/denied-time-off/>. Again, we anticipate that the company will not in good faith implement the award. As such we are preparing for our next steps. We will need your reporting to determine one way or another whether the company is implementing the award.

Please feel free to reach out with any questions or concerns.

In unity,

Nate Bernstein  
Director – UFCW Local 7 Healthcare Division