

Local 7 Time Off Approval Process

The Local 7 Pharmacy Benefitted Time Issue Resolution has been resolved. Both parties agreed in partnership to the following:

Timeline

- Applies to 2020-2021 bid period for time off requests between 4/1/20 – 3/31/21.

Regional Time Off Limits

- Management will approve no more than 16 total pharmacists off per day, Monday through Friday.
- Management will approve no more than 2 total pharmacists off on Saturdays.
- Management will approve no more than 1 total pharmacists off on Sundays.
- All requests beyond the approval limits will be denied.

GROUPING	LOCATION	TIME OFF LIMIT Mon-Fri Regional Limit: 16	TIME OFF LIMIT Sat Regional Limit: 2	TIME OFF LIMIT Sun Regional Limit: 1
A	Smoky Hill	1	1	
	Castle Rock			
B	Southwest	1	1	
	Englewood			
C	Arapahoe	1	1	
	Highlands Ranch			
D	Lone Tree	1	1	1
	Lone Tree Pyxis			
	Parker			
E	Westminster	2	1	1
F	Lakewood	1	1	1
G	Rock Creek	1	1	
H	Wheat Ridge	1	1	
	Ken Caryl			
I	Lakewood Satellite	1	1	
	Hidden Lake			
J	Franklin	1	1	
	FCCP			
	Brighton			
K	ACP	2	1	1
	Skyline			
	Pueblo			
L	OPCC	2	1	1
M	Float Pool	3	1	1
N	Briargate	1	1	
	Parkside			
O	Loveland	1	1	
	Fort Collins			
	Baseline			
P	Greeley	1	1	
	Longmont			
Q	East Denver	1	1	
	Acero			

Request and Approval Process

- Employees
 - Time off requests will be submitted via a SharePoint link that will be developed before January 15. Further communication to follow.
 - One outcome of the Local 7 Issue Resolution is that both labor and management agree to work together to review the bid period submissions by backfill 1.0 FTE for the timeframe needed to complete the review.

- Management
 - Time off requests will be approved based on pharmacy groupings [agreed to by labor and management] until the agreed time off limits have been met. During the annual vacation request period, if more than 16 requests have been made on a regional basis, seniority will determine the approved request.
 - Once an individual group meets its time off limit, all further requests from employees within that group will be denied.
 - Once regional time off limits are met, all further requests from employees within any group will be denied, regardless of whether that group is at its individual limit.
 - When a request is denied, management will submit the shift via Scheduling 360 as a “hot shift.”

Note: This agreement is entered into in its entirety, on a non-precedent setting basis. UFCW Local 7 reserves its right to dispute the adequacy of staffing and backfill resources, including whether sixteen regional time-off approvals is adequate.

Dated: January 10, 2020