

Pharmacist FAQ

— Frequently Asked Questions —

Q: WHO IS UNAC/UHCP?

UNAC/UHCP (United Nurses Associations of California/ Union of Health Care Professionals) was founded in 1972 by registered nurses at Kaiser Fontana. Since that time, UNAC/ UHCP has grown from a handful of nurses to represent over 32,000 health care professionals, including registered nurses, nurse practitioners, nurse midwives, physician assistants, optometrists, physical and occupational therapists, clinical lab scientists and a dozen other medical license types. UNAC/UHCP has over 20,000 members within the Kaiser system in Southern California and Hawaii, in a wide range of health care fields, and is a dynamic and rapidly-growing union.



In 2015 over 1,400 pharmacists of Kaiser Southern California voted to join UNAC/UHCP and form their own affiliate, United Pharmacists of Southern California (UPSC). UNAC/UHCP also represents pharmacists in Hawaii with the Kaiser-affiliated Maui Health System and inpatient pharmacists at a Southern California Tenet-owned medical center. UNAC/UHCP is known for being open, democratic and for the local control members have within their affiliates and chapters. For more information on UNAC/UHCP, its affiliates and achievements, visit unacuhcp.org.



Q: WHAT IS THE PROCESS FOR JOINING UNAC/UHCP?

The best way to secure our future at Kaiser is through forming our union with UNAC/UHCP. To join UNAC/ UHCP, we need to come together as the majority of Kaiser Hawaii pharmacists.

Step 1: Sign a UNAC/UHCP authorization card to say YES to a voice in our profession and how we deliver patient care in Kaiser Hawaii. Signing a card indicates you are authorizing UNAC/UHCP to represent us. You can sign online at unacuhcp.org/Hi-PharmD.

Step 2: Reach out to your co-workers and encourage them to stand with us by also signing an authorization card.

Step 3: Reach a majority to form a union and join UNAC/UHCP.

Step 4: Elect our bargaining team and begin negotiations with the company.

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Because of the strength of UNAC/UHCP and the Labor-Management Partnership (LMP), we will be able to form our union by a process called card check neutrality—which means we can make the choice to join UNAC/UHCP free of any intervention or intimidation from KP Hawaii management.

Once 50% plus one of us sign cards, Kaiser will recognize us as a union. We are aiming for a strong majority (60-70% of pharmacists) to sign authorization cards. As soon as we are recognized as a union, we will immediately prepare for bargaining (survey co-workers, elect a bargaining team). We have important issues that can only be addressed through collective bargaining—working conditions, job security, compensation and benefits, etc.



Q: WHO WILL BE ON THE BARGAINING COMMITTEE?

Our bargaining team will consist of KP Hawaii pharmacists, representing inpatient, outpatient and ambulatory care areas. Negotiations will be led by an experienced UNAC/UHCP negotiator, with additional UNAC/UHCP support staff, but the primary work and decisions will be made by us.



Q: HOW WILL OUR UNION BE STRUCTURED?

When we join UNAC/UHCP and win our first contract, we will become a UNAC/UHCP chapter, with our own governance structure.

Q: WHAT WILL OUR UNAC/UHCP DUES BE?

We invest in our union by paying dues only after we have negotiated a union contract and voted to approve this contract. Dues are set by provisions found in the UNAC/UHCP constitution. In general, it usually works out to about two hours pay per month.

Q: WHO CAN I TALK TO FOR MORE INFORMATION?

Kaiser Southern California pharmacists (UPSC), leaders and members of the bargaining team, are available to answer any questions. They will share their union expertise regarding major improvements won through contract negotiations and implementation of the union contract. Please contact Lisa Gude (lisa.gude@unacuhcp.org) to get more information.