



# TAKE CHARGE:

## KNOW YOUR RIGHTS

### *United Nurses Associations of California/Union of Health Care Professionals United Pharmacists of Southern California*

UNAC/UHCP-UPSC wants to ensure that all our members are well educated on the benefits and rights that we have won over years of negotiating our contract. We urge all members to actively participate in continuing to build UNAC/UHCP to ensure effective advocacy for our patients, our coworkers, and our communities. Take Charge!

## Additional Shifts After Schedule Posted

Contract Language - Article 17 Section 1747 to 1754

### Case Study:

Zach, Amber, Jenny and Brittany (in order of seniority) are all part-time pharmacists, in the same pharmacy location, who desire hours above their FTE status.

1) An 8-hour shift becomes available. To whom should the shift be offered first?

Zach since he is the most senior pharmacist.

2) Zach opts not take the shift and Amber takes the shift. Another 8-hour shift becomes available which all four are interested in taking. To whom should the shift be offered first?

It should get offered to Zach since Zach is interested and is the most senior pharmacist who has not already taken a shift.

3) Zach does not get offered the shift and it goes to Brittany. What should Zach do?

Bring it up to his manager in a timely manner so that he will go to the top of the seniority list for the next available shift.

## Mail Order Shifts

- Mail Order shifts should be assigned to pharmacists needing hours to meet their FTE status.
- Mail Order shifts should be 8-hour shifts.
- Pharmacists assigned to mail order shift should not be going back and forth between MOPC and local help.
- Med adherence should only be done if there is no mail order DV's to be done.

Find your contract and how to contact your officers at [memberlink@unacuhcp.org](mailto:memberlink@unacuhcp.org)