

NPhA Times

•2328 E. Lincoln Highway #146 • New Lenox • Illinois • 60451 • 708-995-7463 • www.nphausw.com

September 2023

2023-2024 Annual Bid Period September 10-October 10, 2023

The annual bidding period is here! If you are interested in being eligible for any full-time, single-store locations, you must submit your bid at this time. Even if you are content with your current status, you never know what the future holds. In other words, "better safe than sorry"! You can always reject a bid if you change your mind, but **you will not be able to place bids on existing stores for another year if you do not do so at this time.**

The bid form (attached) must be submitted during the **upcoming bidding period - September 10, 2023, through October 10, 2023.** Complete bidding instructions are included. Please read them carefully because failure to follow instructions could invalidate your bid. You may place a maximum of twelve bids. All pharmacists who average at least twelve hours weekly are eligible to bid. Interns who were just registered, or who will be registered **before November 1, 2023**, should also bid at this time. **Bids postmarked or emailed before September 10, 2023, or after October 10, 2023, will be invalid.** Bids submitted in this bid period will become effective November 1, 2023, and remain in effect through October 31, 2024.

For your convenience, we are attaching a current store listing which is sorted by City. Regardless of where you are working now, you may place a bid on any location in any district or area of preference.

If new store locations open during the coming year, a special bid period will take place at that time. Any special bids for new stores that have been sent separately during this past year will now appear under the current store listing. Keep in mind that those special bids covered only the **initial** placement and will no longer be in effect after October 31, 2023. If you want to be considered for openings after that date, you will need to place a regular bid now. Finally, if you have resubmitted or changed your bids due to a position displacement in the past year, you will also need to resubmit your bids at this time.

If you are bidding on an overnight position (ON***), **please indicate this clearly after the store number.** Overnight positions are noted with ON.

It is requested that you **print legibly.** This will aid us to accurately and efficiently process your bid. Send one copy of your bid to the Company and a duplicate to the NPhA office. Emailing is preferred.

Note: Please make copies of the Annual Bid Form as necessary. Keeping a copy for yourself might be helpful for future reference. If you have any questions, please call the Association office.

There are absolutely NO exceptions to the bidding process or deadlines. It is your responsibility to submit your bids per the Bargaining Unit contract. We will NOT contact you to correct your bid.

Click on the links below for the Biddable Store Listing and the Annual Bid Form 2023 – 2024.



2023.2024 Store Bid
List.pdf



Annual Bid Form
2023 2024.docx

IMPORTANT

Annual Bidding
Begins on
September 10, 2023

Annual Bidding
Ends on
October 10, 2023!

No exceptions to the deadline!



From the Desk of the President...



September is upon us, and you know what that means, immunizations are coming. RSV, Flu, Pneumonia, Shingles, an updated Covid, it seems like the list just keeps growing. Just in case you thought you had some free time, Covid/Flu testing is coming to your local neighborhood Walgreens. Isn't that going to be fun? We will be able to bring potentially infected patients right to our counters to be tested! This will be different because WE must perform the nasal swab on the patient. Cannot wait to start wearing face shields and masks again! Who knows, maybe I will be able to finally use my frozen sick time.

On another front, we have 100+ stores having their hours reduced resulting in 80-hour staff pharmacists being affected. Simply put, the company has found a way to deal with their inability to hire pharmacists. They have created a staff/float hybrid position. We were told this is something temporary with the goal of getting back to normal hours once staffing is better but who knows when that may occur based on their current success. I wanted to go over a few points with everyone.

First, you are staying coded as an 80-hour RPh even by accepting the lower hours at your home store. You will pick up hours at other stores in your district first, then possibly your Area to bring you up to 80 hours. If they cannot supply hours to get you 80 hours, you will still be paid 80 hours. If you are unable to cover a shift, PTO would need to be used to get you to 80 hours, they will not auto pay you up to 80 like when they cannot supply hours.

They are agreeing to get schedules to people ahead of time to the best of their ability. 48 hours should be the minimum lead time to get notification of an upcoming shift and a goal of having schedules out 2 weeks in advance. We also came to agreement that any **reduced salaried pharmacist, who stays at their home store, will be able to get mileage reimbursement for any miles beyond your normal commute to your home store.** For example, if you normally drove 8 miles to your home store and you now had to drive 15 miles to a cover a location, you will be compensated for the 7 miles over. There are no minimum miles to drive unless you are already classified as a Market Pharmacist. They are reimbursed when they exceed 50 miles. Individuals who do not want to work any additional shifts to bring them up to 80 hours will eventually be recoded to a part-time 64-hours salaried pharmacist.

You are not losing your insurance benefits whether you just stay at the 64 hours only or if you float the extra to get 80 hours. Members are eligible for benefits at 30-hour weekly averages so even just the 64 hours keeps you above the minimum. Once again, you should not be getting reclassified to 64h position because you are willing to stay at store for reduced amount and are willing to float to other locations to make you whole at 80 hours. That is what we were told. The only way to be reclassified

would be if you state you are not interested in working at other locations.

We are still figuring out how bidding will work for these locations. Technically if you stay at your store at the reduced hours, you are first in line to go immediately back to the full 80 hours once hours are restored. We were told this change is in place for the upcoming flu season and will be reevaluated after that. Hours are increased during this time, and this should allow rphs the ability to get their 80 hours.

To answer some of our concerns:

If you only work the reduced hours and at some point, do not do any extra shifts, you will be recoded to 64hour salaried rph.

There are no exceptions if you cannot work a shift. You should be getting advanced notice of your shifts. If PTO is not available to use, another option is to see if you can work with scheduler to see about swapping shifts.

48-hour notice is what contract says for salaried and hourly pharmacists but most stores post schedules with 3-weeks' notice.

JOB SECURITY should not change just because you are going from 80 – 64 hours.


Open shifts will be offered based on seniority whenever possible.

What I need to know is unique situations where you are not even getting the 64 hours. Please notify me directly at my email if you are in a situation that you were at 80 hours and are now below 64. There were a few individuals that were 64-hour salaried and are now around 20 hours. I need to know about these because I want to make sure we can get in front of potential problems like these and get answers on how to fix issues like this.

Please reach out if you have questions.

Joe Pignataro
Union President

CONTACT US



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Office Hours: Tuesday and Thursday Only
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