

Guild for Professional Pharmacists

2025 General Membership Meeting

August 24, 2025 3:00pm

Meeting Summary

Financial overview – presented by John Lee

- Covered financial breakdown from the last four quarters
- Shared current status of assets
- Introduction of GFPP Board

Kaiser Northwest Report presented by Tracy Barton and Mark Smith

- KNW is focused on arbitration cases to protect members and the benefits we bargained for in our contract
- Members are the “eyes & ears” of the Guild
- Please report workplace concerns to Guild representatives

CVS Report presented by John Lee and Sean Choi

- Rite Aid closings leading to excessive workload
 - You will not be disciplined on metrics – don’t work unsafe
 - 10 min rest breaks are now 15 min rest breaks
- Don’t go into meeting without representation, contact the Guild
- New contract benefits
 - Rest breaks
 - Increases in Pay
 - Priority in assignment of available hours to Guild pharmacists assigned to a store

KNCAL Report presented by John Lee

- Insufficient PTO accrual - TIME System Grievance
 - Kaiser TIME system cannot currently account for PTO accrual for compensated holiday pay
 - Affects all regular part time Guild members
- SRIP Grievance and arbitration
 - 45% Gross-up payout on earnings
 - Currently pending review with the Guild and Kaiser’s legal team
- Missing 401k Defined contribution for approximately 400 plus Guild members
 - Moving to arbitration

- Retiree Medical Subsidy
 - Moving to arbitration
- Increase in HIPAA violations
 - Severe discipline for such violations
 - Follow government regulations and the Employer's policies

State of the Guild

- Union dues provide the necessary resources for the Guild to provide services to represent Guild members and to negotiate contracts for Guild members
- Negotiations over the past year
 - Secured very good contracts for each of the three bargaining units
- Increased Workload for all three bargaining units
 - New Kaiser regional management and SCAL CVS management are pushing staffing level to the edge
 - Guild is addressing workload issues on a case-by-case basis
 - Don't wait until it gets to be too much, contact the Guild
- Looking for volunteers to serve as local shop stewards and union representatives
 - Strong union leadership is vital in standing against the employer
 - We would like to train more Guild members to rise up into leadership roles
 - Current Guild Union representatives are seeking determined, eligible Guild members with collectivistic values to represent our membership