

# NPhA Times

•2328 E. Lincoln Highway #146 • New Lenox • Illinois • 60451 • 708-995-7463 • [www.nphausw.com](http://www.nphausw.com) •

January 2023

## Dues Increase

**P**er the *NPhA-USW Local 1969 Bylaws and Constitution*, membership dues are calculated at 1% of wages.

January 2023 dues and recalculations are listed below to account for the recent wage adjustment for pharmacists in the Bargaining Unit.

Dues are paid one month behind. January 2023 dues which are hours worked January 1-31, are paid on or before February 10, 2023.

### Monthly Dues Calculation

**160 Hours x \$65.79 (wage) x 0.01 = \$105.26**

**144 Hours x \$65.79 (wage) x 0.01 = \$94.74**

**128 Hours x \$65.79 (wage) x 0.01 = \$84.21**

**160 Hours x \$61.97 (wage) x 0.01 = \$99.15**

**144 Hours x \$61.97 (wage) x 0.01 = \$89.24**

**128 Hours x \$61.97 (wage) x 0.01 = \$79.32**

**160 Hours x \$60.00 (wage)x 0.01 = \$96.00**

**144 Hours x \$60.00 (wage) x 0.01 = \$86.40**

**128 Hours x \$60.00 (wage) x 0.01 = \$76.80**

If you need additional assistance with calculating dues, please contact [Manager@npha.com](mailto:Manager@npha.com).

Thank you for your continued support.

## NPhA Website

**T**he NPhA-USW Local 1969 website is [www.nphausw.com](http://www.nphausw.com). There you will find the story of NPhA as well as newsletters and the membership application.

The Membership Application can be used to update current members credit card information and contact information.

During contract negotiation, our website will give members the most up to date information.

Bookmark our website so that it remains at your fingertips.

**CONTACT US**



**NPhA-USW-LOCAL 1969**  
2328 E. Lincoln Highway, #146  
New Lenox, IL 60451

**Phone: 708-995-7463**

**Office Hours: Tuesday\*Wednesday\*Thursday**  
9:00am – 5:00pm  
Closed Monday and Friday

**Website: [www.nphausw.com](http://www.nphausw.com)**  
**Email: [Manager@npha.com](mailto:Manager@npha.com)**

January 2023

## From the Desk Of the President...



Dear Members:

**2023** has arrived! It is hard to believe that another year has passed! I know for many, 2022 was not easy. Heavy workloads, lack of technician support, unable to get time off and endless vaccinations, are but a few examples of what we have all gone thru this past year. My hopes for everyone is that we can make 2023 a better year for all our members.

We have a lot of work cut out for us. This May will be the end of our current contract and we are prepping for a new round of negotiations. We have several issues that need to improve for our members. Wages are obviously not where we want them to be. This will continue to be a priority for us in negotiations.

Vacation time and bidding are becoming increasingly more difficult for everyone. We have had an increase in denied vacations and individuals not getting any time to take off. The bidding system itself needs to be revamped. The number of slots per week available is too low. Six openings for every week available is not enough opportunity for people to get time off. Weeks like Thanksgiving and Christmas close almost immediately. Another problem is not being able to bid for the first week of January. We were told it was because of how pay-periods fall. Personally, I believe they do not want anyone to take off right after being closed January 1<sup>st</sup>!

Another problem on the horizon is protection of staff positions. Our competitors are already announcing store hour reductions coming in March. CVS and Walmart have stated they will be reducing many of their stores to 9-7pm. Walgreens has not confirmed they would be doing the same, but it makes sense that they will follow suit. This is a huge problem for two reasons. First, staff rphs will lose their 80-hour status and they will be the difficult decision of either becoming an 80-hour market pharmacist or taking a 64 hour reduced staff spot. This is a 20% cut in salary!

Store bidding is based on single store 80-hour positions. If these reductions come, the number of stores available to bid on will decrease. This means we have no say in who gets a store. Our goal is to change biddable locations to be either 64- or 80-hour locations.

How are we going to deal with these issues? We need everyone's support. We cannot have people stand idle and just let the company roll over us. I am asking everyone who does not already support us to really think about the current situations we are in. Do you honestly think that if the union goes away, the company is going to open the flood gates and wages and benefits will be flowing in??? Seriously, the company sees us as a necessary evil. They are continually finding ways to get rid of anyone who has 15 years or more of seniority. If you honestly think that the union has been the one who is at fault, you are wrong. I want to reiterate that the wages we are currently dealing with was **ALL DRIVEN BY WALGREENS!** They wanted everyone to go down to \$49.55 per hour last contract. They refused to talk to us about wage increases. Where did that leave them?? It left them struggling to fill positions. It caused them to face reality that they bet wrong. I realize the increase we got was insulting. **BUT** it was because we do not have enough support. Plain and simple.

Look, we need your support. We need it to be able to challenge the company. We are open to new ways to lower dues so everyone can support us. Please help us in finding a way to get people off the sidelines. We are planning a zoom meeting in February. It is tentatively set for the 19<sup>th</sup>. The time is still to be determined. Please look for more information to come.

Joe Pignataro  
Union President

## Quote of the Month

*In three words, I can sum up everything I've learned about life: It Goes On.*

- Robert Frost