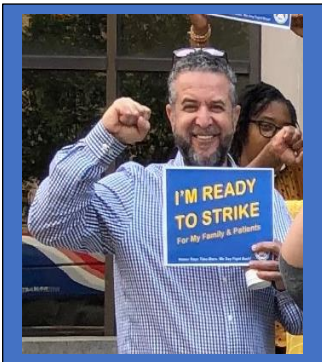




## Local 2 Pharmacists: Ready to Walk: Patient Care and Wage Equality

**“ We were 60% below retail. Kaiser could recruit even one pharmacist. Kaiser couldn’t attract anyone!”**  
**When we unionized, we bargained competitive wages. You can see it all in the contract. We would not have advanced with salary and benefits without our contract”**

---David Hawa Hawa,  
Pharmacist and Chief Steward  
for Local 2



**“ This is our opportunity to get the same increases as California. We have to stay together. We can be powerful!”**

--David Hawa Hawa

### Leading the Way on Patient Care and Pharmacist Working Conditions

Kaiser Pharmacists joined OPEIU because wages were low which created unsafe staffing numbers.

When we first organized, Local 2 pharmacists led the way for competitive wages and safe staffing levels then and will do the same again!

Now more than ever we need to stand up for our profession and our patients. While non-union Pharmacists around the country are calling for safe staffing and quality care, **Local 2 Pharmacists already know that our contract gives us the safe staffing standards and working conditions we need to deliver quality care to our patients.**

### Standing Together Coast to Coast for Wage Equality: Long Term Wage Growth

California Kaiser employees receive a higher percentage wage increase than we do in Mid-Atlantic. This affects our long-term income, as well as our pension accumulations (pension is based on a percentage of total earnings in a year). In this bargaining, California and Regional Kaiser workers have agreed to stand together to get equal pay increases.

Although we will have to tighten our belts during a strike, that short term adjustment will pay off dividends. Think about what an extra 1% in a pay increase will mean every year for the rest of your career. It compounds over time, reaping benefits in your paycheck and retirement income. But we also gain respect and dignity on the job when we receive wage raise equity with our California colleagues.

Ask yourself: can you afford NOT to strike?

### STRIKE FAQs

Q: I worry about the patients. Isn't it unfair to leave them during a strike?

A: Management allowing us to be in a position where we don't have adequate pay to recruit and retain pharmacy staff is also unfair to the patients. We are endangering patient safety if we DON'T strike for what we know is needed for quality care.

Q: I like my manager. How will she get along if we are on strike?

A: We will give a ten-day notice of a strike. During that ten days, the Department of Health will require Kaiser to prove they can deliver care during the strike. Your manager and her director will have to put a plan in place to make sure the Pharmacy functions at minimal levels.

Q: How will they cover us?

A: Kaiser will have to make all their management people work to cover you. Or they will have to hire locum pharmacist, however, there is currently a shortage of pharmacists so it will be very expensive to hire through an agency.

Q: You mean Kaiser is willing to pay a locum pharmacist during a strike, but won't agree to give us an extra 1% wage increase to equal the California wage increases?

A: Yes. How's that for "partnership"?



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