

Union Proposal #2 LOU Temporary Pharmacists

25 August 2025

The Employer and Union are parties to a Collective Bargaining Agreement (CBA) in effect from May 8, 2024 through May 7, 2027. The parties agree to the following:

The Employer may hire-temporary, non-bargaining pharmacists as necessary to support patient consult needs related to adult-use cannabis. The number of temporary pharmacists may not exceed 50% of the bargaining unit pharmacist. (Based on the CBA language that states will not be used to dilute or diminish the bargaining unit.)

The temporary pharmacists will be scheduled to work based on operational need, at the Employer's discretion.

Temporary pharmacists will not be scheduled if qualified bargaining unit pharmacists are willing and available to work additional hours or shifts.

Temporary pharmacists shall not perform bargaining unit work beyond patient consults and shall not be considered members of the bargaining unit for any purpose. Use of temporary pharmacists shall not be construed as a waiver of the Employer's right to determine staffing levels or assignments under the CBA.

No individual temporary pharmacist shall be employed for more than sixty (60) consecutive calendar days, unless mutually agreed in writing by the parties.


This Letter of Understanding shall remain in effect through November 30, 2025, unless extended in writing by mutual agreement of the parties.

This LOU is non-precedential and shall not be cited in any grievance, arbitration, or negotiation except for the purpose of enforcing its terms during its effective period.

 9/19/25

Employer

Date

 19 Sept 25

Union

Date