TO: UFCW Pharmacists  
FROM: Joe T. Hansen, UFCW International President  
DATE: June 30, 2008  
RE: Facts, Immediate Changes, and My Commitment to You

As International President of the United Food and Commercial Workers (UFCW), I am proud of the salaries, health benefits, and retirement pension that we have negotiated for UFCW Pharmacists.

These contracts have set the standard for retail store pharmacists throughout the nation, including wages over $51 an hour—plus employer-paid health/dental benefits and pension which bring hourly take home to more than $55.85.

The sole goal of your Professional Division has been to fulfill the unique needs of UFCW Pharmacists and better serve UFCW pharmacists. During every contract negotiation since that time, we have fought to create a separate bargaining unit and separate contract for UFCW Pharmacists. We have not been successful in these efforts.

The UFCW has sponsored and supported good legislation, as well as fought bad legislation, both nationally and in California. We also employ fulltime lobbyists in Sacramento and Washington, D.C., whose mandate is to protect your jobs and the pharmacy profession. We have also created a strong working partnership with the California Pharmacist Association (CPhA).

We have used our political clout to obtain two seats on the California Pharmacy Board. The importance of those votes for retail store pharmacists cannot be over stated.

The UFCW has not only concentrated on the big issues. We have also sponsored continuing education conferences, and have paid for more “CE” with free continuing education for UFCW Pharmacists on-line.

With all that said, we know big mistakes were made.

While we were doing all of the above, we did not communicate effectively with our UFCW Pharmacists.

Most of you had no idea that we were working so hard for you. Most of you feel under represented, even though we have nearly 100 union representatives ready to take on your fights. We have not been able to get you your own Bargaining Unit and contract. You have expressed that you felt underappreciated during contract negotiations.

These things will change.

I have tasked UFCW International Vice President and Region 8 Director Shaun Barclay to oversee these changes. Shaun Barclay is your direct link to my office.

Barclay is a hard working, straight talking union negotiator without peer. Your UFCW Professional Division will flourish under his watch.

From this moment on, the UFCW will do a better job communicating with you. We will prove to you that you are fully represented and appreciated.

To assure this, we have also created a Task Force of working Pharmacists, just like you, to oversee these efforts. Please contact us to become a member of that Task Force.

If given a chance by you and your colleagues, we will negotiate a new separate union contract for UFCW Pharmacists that will set your industry on its collective ear!

Higher Salaries—Better Benefits—and a Fantastic Retirement.

That is what we do. There isn’t anyone better. And your employer knows it.

The UFCW will continue to fight for you in the legislature, in your store, for your Profession, and for your future.

I am asking you to give your UFCW Professional Division the opportunity to fulfill these worthy goals and advocate for you.

We will make you proud.

That I can guarantee.