

SOUTHERN CALIFORNIA RETAIL PHARMACIST AGREEMENT

TENTATIVE AGREEMENTS

The following represent the items tentatively agreed to between the parties. All tentatively agreed to items are subject to overall agreement and ratification of a final contract settlement.

1. **Term of Agreement:** March 4, 2019, through March 6, 2022.

2. **Article 5 - Full-Time Guarantee** -- Modify Article 5, Section A as follows: With written agreement by the Employer, the Union and the employee, a full-time pharmacist may waive his or her weekly full-time guarantee of hours down to 32 hours. Approval of such agreement shall not be withheld arbitrarily or discriminatorily by the Union. If a response by the Union is not given in two weeks, it shall be deemed approved by the Union. Thereafter, upon 3 weeks' written notice from the employee to his or her District Pharmacy Manager, an employee may rescind his or her waiver agreement.

3. **Article 8(C)(1)(a)** - Add subsection (4) as follows: Effective January 1, 2022, four (4) weeks of vacation after completing fifteen (15) years of service.

4. **H&W Improvements** - Up to half of the annual dental and vision benefit may be rolled over to the following year. Working Spouses must enroll in employer coverage comparable to the level of coverage in the SoCal UFCW Fund (rather than the best coverage offered). **If that coverage costs \$200 or more /month, the spouse may decline their employer's coverage and pay \$48/week to buy UFCW family coverage without the impact of the Working Spouse Penalty.**

5. **H&W Employee Weekly Contribution (Premium)** - Effective January 1, 2020, increase employee contribution (premium) by \$1/week for each coverage level:
 - Individual - \$8/week
 - Individual + child(ren) - \$11.50/week
 - Family with or without children - \$16/week

6. **Article 15 - Pension Fund:** The Employers agree to pay- for the term of this Agreement only - the following increases to the rehab plan:
 - i. Effective with January 2020 Hours: agree to increase the then current rate to \$1.758.
 - ii. Effective with January 2021 Hours: agree to increase the then current rate to \$1.844.
 - iii. Effective with January 2022 Hours: agree to increase the then current rate to \$1.930.

7. **Article 15 - Benefit Fund**
Follow the Master Food Agreement Health and Welfare Settlement.

8. **Article 6 -- Wages**

	Current Rates	3/4/19	3/2/2020	3/5/2021
PHARMACISTS				
1 st 520 Hours	\$53.75	\$53.75	\$53.75	\$53.75
Next 520 Hours	\$54.00	\$54.00	\$54.00	\$54.00
Next 520 Hours	\$54.25	\$54.25	\$54.25	\$54.25
Next 520 Hours	\$54.50	\$54.50	\$54.50	\$54.50
Pharmacist	\$64.50	\$65.25	\$66.10	\$66.85
Head Pharmacist	\$65.00	\$66.00	\$66.85	\$67.60