

**CVS Clerks & Techs Ratification Handout – October 4-8, 2021
 UFCW Locals 5, 135, 324, 648, 770, 1167, 1428 and 1442**

**ALL UFCW LOCALS and the MEMBER BARGAINING COMMITTEE
 RECOMMEND A “YES” VOTE**

Annual Wage Increases:

| Annual Increases | 7/4/2021 | 7/3/2022 | 7/2/2023 | Total Increase |
|---|-----------------|-----------------|-----------------|-----------------------|
| Associates & Associate Rx (less than 6 years) | \$.40 | \$.40 | \$.40 | \$1.20 |
| Associate and Associate Rx (Top Rate) | \$.60 | \$.60 | \$.50 | \$1.70 |
| Shift Supervisor, Beauty Advisor, Y Mas Supervisor, Shift Supervisor Rx | \$.60 | \$.60 | \$.55 | \$1.75 |
| Pharmacy Tech, Inventory Specialist, Lead Tech | \$.75 | \$.80 | \$.70 | \$2.25 |

New Top Rates:

| Grandfathered Top Rates | Current | 7/4/2021 | 7/3/2022 | 7/2/2023 | Percentage Increase over 3 years |
|---|----------------|-----------------|-----------------|-----------------|---|
| Store Associate (hired prior to 8/8/04 8/8/07)* (matches yearly increase) | \$18.05 | \$18.65 | \$19.25 | \$19.75 | 9.4% |
| Associate Rx (hired prior to 8/8/04 8/8/07)* (matches yearly increase) | \$18.40 | \$19.00 | \$19.60 | \$20.10 | 9.2% |

*Effective July 3, 2022, this date will change to 08/08/09 providing an extra \$1.00 per hour increase to all Associates and Associates Rx with hire dates between 08/08/07 and 08/08/09

*Effective July 2, 2023, this date will change to 08/08/11 providing an extra \$1.00 per hour increase to all Associates and Associates Rx with hire dates between 08/08/09 and 08/08/11

| Top Rates | Current | 7/4/2021 | 7/3/2022 | 7/2/2023 | Percentage Increase over 3 years |
|--|----------------|-----------------|-----------------|-----------------|---|
| Store Associate (after 6 years) (matches annual increase) | \$17.05 | \$17.65 | \$18.25 | \$18.75 | 9.9% |
| Associate Rx (after 6 years) (matches annual increase) | \$17.40 | \$18.00 | \$18.60 | \$19.10 | 9.8% |
| Shift Supervisor, Shift Supervisor Rx, Beauty Advisor, Y Mas (after 6 years) (matches annual increase) | \$20.45 | \$21.05 | \$21.65 | \$22.20 | 8.6% |
| Pharmacy Tech (after 5 years as a Tech) (matches annual increase) | \$22.65 | \$23.40 | \$24.20 | \$24.90 | 9.9% |
| NEW Inventory Specialist (after 5 years as a Tech) (matches annual increase) | \$22.65 | \$23.65 | \$24.45 | \$25.15 | 11% |
| Lead Tech (after 5 years as a Tech) (matches annual increase) | \$23.40 | \$24.15 | \$24.95 | \$25.65 | 9.6% |

Starting Rates

| Starting Rates | Current | Ratific. | Jan-22 | Jan-23 | Jan-24 |
|---|----------------|-----------------|---------------|---------------------|---------------------|
| Associate (\$.20 above minimum wage) | \$14.20 | \$14.20 | \$15.20 | Sum a/b min wage | Sum a/b min wage |
| Associate RX (\$.55 above minimum wage) | \$14.55 | \$14.55 | \$15.55 | Sum a/b min wage | Sum a/b min wage |
| Beauty Advisor (\$1.20 above minimum wage) | \$15.20 | \$15.20 | \$16.20 | Sum a/b min wage | Sum a/b min wage |
| Shift Supervisor, Ymas Supervisor (\$1.20 above minimum wage) | \$15.20 | \$15.20 | \$16.20 | Sum a/b min wage | Sum a/b min wage |
| Shift Supervisor RX (\$1.20 above minimum wage) | \$15.20 | \$15.20 | \$16.20 | Sum a/b min wage | Sum a/b min wage |
| Pharmacy Tech (\$1.40 above minimum wage) | \$15.20 | \$15.40 | \$16.40 | Sum a/b min wage | Sum a/b min wage |
| NEW Inventory Specialist (\$1.65 above minimum wage) | | \$15.65 | \$16.65 | Sum a/b min wage | Sum a/b min wage |
| Lead Tech, (\$2.15 above minimum wage) | \$15.95 | \$16.15 | \$17.15 | Sum a/b min wage | Sum a/b min wage |

Position Premiums: Upon promotion to a higher classification, employees will either move to the minimum rate for that position or be given the following promotional premiums whichever is greater:

| | |
|--|--------|
| Associate RX | \$.35 |
| Beauty Advisor | \$1.00 |
| Shift Supervisor, Y mas Supervisor, Shift Supervisor RX | \$1.00 |
| Pharmacy Tech, | \$1.20 |
| NEW Inventory Specialist (Pharmacy Tech. +\$.25) | \$1.45 |
| Lead Technician (Pharmacy Tech. + \$.75) | \$1.95 |
| Six (6) month increase (applicable only to those employees hired at the min. rate) | \$.25 |

Upon ratification, employees who received a lower position premium upon promotion than those listed here will be increased by the difference unless they have already reached the top rate.

New Premium for Associate Rx and Shift Supervisor Rx while working in the Pharmacy

- \$1.00 total premium for each hour worked in pharmacy
 - To be clear, \$.65 increase over existing premium for Associate Rx and \$1.00 premium for Supervisor Rx for all hours worked in pharmacy

Pharmacy Intern

| | 7/4/2021 |
|--|--------------------|
| 1 st year of RPh School Pharmacy Intern 3rd Year | \$18.50 \$19.00 |
| 2 nd year of RPh School Pharmacy Intern 4th Year | \$19.50 \$20.00 |
| 3 rd year of RPh School Pharmacy Intern 5th Year | \$20.50 \$21.00 |
| 4 th year of RPh School Pharmacy Intern 6th Year | \$21.50 \$22.00 |
| Pharmacy Graduate | \$27.00 |

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RECOMMEND A “YES” VOTE**

Health Benefit Changes/Improvements

Plan A Changes Effective 1/1/2022

- Reduce deductible from \$500 individual/\$1,000 family to \$300 individual/\$600 family
 - Annual savings of \$200 per year for individuals and \$400 for families
- Add \$200 to the annual dental maximum
- Roll over unused annual vision maximums to the following year
- Employee premiums will increase by \$1.00 / week.

Plan B Improvements

- Part-time Eligibility for benefits no later than thirty (30) months of service
 - Effective January 1, 2022, all employees with thirty (30) months of service will be eligible for healthcare.
- Increase Health Care Bonus to help defray B Plan Costs:

| | Ind. | Ind. +Sps. | Ind. +Child. | Family |
|----|------|---------------|-----------------|--------|
| Y1 | \$42 | \$42 | \$42 | \$42 |
| Y2 | \$42 | \$42 | \$55 | \$55 |
| Y3 | \$45 | \$45 | \$65 | \$65 |

- In many cases the health care premium is less than the bonus. In such cases, the excess can go toward your HSA (untaxed), be used for dental/vision coverage or be added to your paycheck.
- New CAP on Health Care Premiums
 - The Company agreed to cap annual union-represented employee premium increases for Aetna plans at ten percent (10%) over the prior coverage year.
 - If the premium increase in the 3rd year exceeds 8%, the health care bonus will increase to:

| | Ind. | Ind. +Sps. | Ind. +Child. | Family |
|----|-------------|---------------|-----------------|--------|
| Y1 | \$42 | \$42 | \$42 | \$42 |
| Y2 | \$42 | \$42 | \$55 | \$55 |
| Y3 | \$50 | \$50 | \$65 | \$65 |

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Other Contract Improvements:

- Shortened waiting period for thirty (30) hour part-time guarantee in B stores from thirty-six (36) months to thirty (30) months.
- NEW Safety Committee (See Language on Separate Sheet)
- NEW Safety Training Language
 - CVS will provide annual safety training. These training sessions may be accomplished in person or through modules. If they are done through modules, CVS will make a reasonable effort to ensure the employee can be relieved of all other duties while completing the safety training. All training must be completed on paid time.
- New Staffing Requirement
 - Minimum of two (2) employees must be scheduled in the front store whenever the store is open to the public.
- Payout of Sick Leave Bank upon termination
 - Upon separation for any reason other than discharge for proven or admitted dishonesty, employees with at least 5 years of service shall be paid unused hours from their sick pay bank as follows:

| Years of Service | Payout Amount |
|-------------------------|----------------------------|
| 5 years or more | Up to 40 hours |
| 10 years or more | Up to 120 hours |
| 15 years or more | All accumulated sick leave |

- Add Martin Luther King Holiday (3rd Monday in January) as a contractual holiday.
 - All employees who have earned three (3) personal holidays by 12/31/21 will be grandfathered with three (3) personal holidays. Everyone else will be able to earn a maximum of two (2) personal holidays.
- More Flexible Bereavement Leave
 - Three (3) paid days may be used within sixty (60) days of the death of an immediate family member
- Increased amount of time for retroactivity of pay claims from six (6) months to twelve (12) months
- Weekly Guarantees will continue to apply when store must close due to acts of God, fire, flood, insurrection, war, nuclear alarm or disaster, civil disturbance, governmental shutdown, failure of public utilities, etc. CVS must offer hours in a store that is within fifteen (15) miles of the of the employee’s residence or within twenty-five (25) miles of their residence in cases where there are not five (5) union stores within the fifteen (15) mile radius of the residence. If the employee turns down the offer of hours, the employee may use available sick hours or vacation hours to cover the missed hours.
- Management exclusions will be limited to no more than five (5) exclusions per store
- Easier to achieve full-time status
 - Ten (10) consecutive full-time weeks required to achieve full-time status based on hours worked not scheduled hours. All regular hours worked will count.
 - Summer vacation blackout dates reduced from June 1 – August 31 to June 1 – August 15
- Grievances regarding work week guarantees must be filed within seventy-six (76) hours of the posting of the schedule rather than forty-eight (48) hours giving employees more time to file a grievance when they are not scheduled appropriately.
- Change pronouns to “they, them and their” throughout contract to be inclusive of all genders
- Term of Agreement: July 1, 2021 to June 30, 2024

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