

**CVS Pharmacists Ratification Handout - October 4-8, 2021  
UFCW Locals 324, 770, 1428 and 1442**

**Annual Wage Increases:**

<b>Annual Increases</b>	<b>7/4/2021</b>	<b>7/3/2022</b>	<b>7/2/2023</b>	<b>Total Increase</b>
Pharmacists	\$1.20	\$1.00	\$1.00	\$3.20

**New Rate:**

<b>Effective Date</b>	<b>Current</b>	<b>7/4/2021</b>	<b>7/3/2022</b>	<b>7/2/2023</b>
<b>Pharmacist Rate</b>	\$72.70	\$73.90	\$74.90	\$75.90

**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.

**ALL UFCW LOCALS RECOMMEND A “YES” VOTE**

**Other Contract Improvements:**

- 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.
- Payout of Sick Leave Bank upon termination
  - Upon separation for any reason other than proven or admitted dishonesty, employees with at least 5 years of service shall be paid unused hours from their sick pay bank as follows:

<b>Years of Service</b>	<b>Payout Amount</b>
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 (3<sup>rd</sup> 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.
- 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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