

**Rite Aid Clerks & Technicians Ratification Handout**  
**UFCW Locals 135, 324, 770, 1167, 1428, 1442 and 8GS**  
**October 2021**

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

**Annual Wage Increases:**

The first full pay period after ratification, all associates with three months of employment or more as of July 17, 2021 will receive the increases listed below.

Annual Increases	First full pay period after July 17, 2021	First full pay period in July 2022	First full pay period in July 2023	Total Increase
Service Associate (less than 6 years) Includes Rx Clerk and Tech in Training	\$ .40	\$ .40	\$ .40	\$1.20
Associate (at or above Top Rate) Includes Rx Clerk and Tech in Training	\$ .60	\$ .55	\$ .55	\$1.70
Lead Service Associate/PACs excluding those at top rate	\$0.55	\$0.55	\$0.55	\$1.65
Lead Service Associate/PACs at top rate	\$0.70	\$0.65	\$0.65	\$2.00
Beauty Advisor/Wellness Ambassador excluding those at top rate	\$0.55	\$0.55	\$0.55	\$1.65
Beauty Advisor/Wellness Ambassador at top rate	\$0.65	\$0.65	\$0.65	\$1.95
Pharmacy Technician	\$ .75	\$ .65	\$ .65	\$2.05

**Six-year Rates:**

Timing/Position	Current	First full pay period after July 17, 2021	July 2022 (first full pay period)	July 2023 (first full pay period)	Percentage Increase over 3 years
Service Associate	\$17.05	\$17.65	\$18.20	\$18.75	9.9%
PACs/Lead Service Associate	\$18.05	\$18.75	\$19.40	\$20.05	11.1%
Wellness Ambassador/Beauty Advisor	\$17.80	\$18.45	\$19.10	\$19.75	11%

**Five-year Rates:**

Timing/Position	Current	First full pay period after July 17, 2021	July 2022 (first full pay period)	July 2023 (first full pay period)	Percentage Increase
Pharmacy Technician	\$21.80	\$22.55	\$23.20	\$23.85	9.4%

**Health Benefit Changes/Improvements 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 dental maximum
- Roll over unused annual vision maximums to the following year
- Employee premiums will increase by \$1.00 / week.

**Other Contract Improvements:**

- IMPROVED Night Premium Retroactive to July 17, 2021 applies to all employees/all stores
  - \$0.75 per hour Night Premium will be paid to all employees for all hours worked between 10pm and 7am. (Eliminated \$0.25 premium between 7pm and 10pm)
  - This Night Premium will be paid retroactively to July 17, 2021
  - The replaces the old Night Premium language that applied only to 24-hour stores.
  - Employees hired prior to August 5, 2005 continue to receive a Night Premium of \$0.25 from 7pm to 10pm.
- NEW Safety Committee (See Language on Separate Sheet)
- NEW Safety Training Language
  - Rite Aid will provide annual safety training. These training sessions may be accomplished in person or through modules. If they are done through modules, Rite Aid 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 12- hour turn around for off-stage scheduling
  - Anyone who works a shift that starts between 9:00 p.m. to 4:00 a.m., is entitled to at least 12 hours between that shift and their other shifts. This 12-hour turn around may be waived in writing, with a copy to the union. The waiver may be revoked on two (2) weeks' notice.
- NEW Jury Duty language provides five (5) days of Jury Duty Pay per year for Part-Time Workers and ten (10) days of Jury Duty Pay per year for Full-Time Workers. (See Full Language on Separate Sheet)

- More Flexible Bereavement Leave
  - Three (3) paid days may be used within six (6) months of the death of an immediate family member
- Weekly Guarantees will continue to apply when a 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. Rite Aid must make a reasonable effort to offer hours in a store that is within fifteen (15) miles of the of the employee’s 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.
- 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 except when working in other than the home store. All regular hours worked in the home store will count.
- Juneteenth Holiday – If Rite Aid grants Juneteenth as a holiday in any other retail locations prior to 2023, it will immediately become a holiday in this contract.
- Rite Aid will bargain over the effects of any changes to California Board of Pharmacy regulations that impact Pharmacy Technicians.
- Sixth Day Premium for part-time employees applies only when the employee works 6 separate shifts. It does not apply when the employee works less than 6 shifts but some shifts overlap into more than one day.
- Change all pronouns to “they, their and them” to be inclusive of all genders.
- Term: July 18, 2021 to July 20, 2024

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RECOMMEND A “YES” VOTE**