

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

Annual Wage Increases:

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
Pharmacists	\$1.20	\$1.00	\$1.00	\$3.20

Five-Year Minimum Rate:

Effective Dates	Current	First full pay period after July 17, 2021	July 2022 (first full pay period)	July 2023 (first full pay period)
Pharmacist	\$67.00	\$68.20	\$69.20	\$70.20

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:

- Pharmacist In Charge (PIC) Premium
 - The Company will pay the PIC a premium of one dollar (\$1.00) per hour in stores without a Pharmacy Manager.

- 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.

- 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.

- Change all pronouns to “they, their and them” to be inclusive of all genders.

- Term: July 18, 2021 to July 20, 2024

ALL UFCW LOCALS RECOMMEND A “YES” VOTE