

CVS WAGES

Minimum Rates

	Jul-17	Jan-18	Jan-19	Jan-20	Jan-21
Clerk	\$10.70	\$11.20	\$12.20	\$13.20	\$14.20
Photo Lab Supervisor, PSA, Coordinator	\$11.05	\$11.55	\$12.55	\$13.55	\$14.55
Beauty Advisor	\$11.70	\$12.20	\$13.20	\$14.20	\$15.20
Shift Supervisor , Ymas Supervisor	\$11.70	\$12.20	\$13.20	\$14.20	\$15.20
Pharmacy Tech	\$11.70	\$12.20	\$13.20	\$14.20	\$15.20
Lead Tech	\$12.45	\$12.95	\$13.95	\$14.95	\$15.95
Pharmacy Trainer	\$13.70	\$14.20	\$15.20	\$16.20	\$17.20

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:

<u>Photo Lab Supervisor, PSA Coordinator</u>	\$.35
<u>Beauty Advisor</u>	\$1.00
<u>Shift Supervisor / Y mas Supervisor</u>	\$1.00
<u>Pharmacy Tech</u>	\$1.00
<u>Lead Technician (Pharmacy Tech + \$.75)</u>	\$1.75
<u>Pharmacy Trainer</u>	\$2.00
<u>Six (6) month increase - (applicable only to those employees hired in at the minimum rates)</u>	\$.25

Wage Adjustments:

Employees who are on the payroll on the dates of increase shall receive the following wage increases.

Clerk, Photo Lab Supervisor, Coordinator, Clerk Rx

7/2/17	7/8/18	7/7/19	7/12/20
\$0.30	\$0.30	\$0.30	\$0.30

Top Rate Clerk, Photo Lab Supervisor, Coordinator, Clerk Rx

7/2/17	7/8/18	7/7/19	7/12/20
\$0.50	\$0.50	\$0.50	\$0.50

Shift Supervisor, Beauty Advisor, Y Mas

7/2/17	7/8/18	7/7/19	7/12/20
\$0.50	\$0.50	\$0.50	\$0.50

Pharmacy Tech Trainee PSA

7/2/17	7/8/18	7/7/19	7/12/20
\$0.50	\$0.50	\$0.50	\$0.50

Pharmacy Tech / Lead Tech

7/2/17	7/8/18	7/7/19	7/12/20
\$0.75	\$0.65	\$0.65	\$0.75

* All increases are after the minimum wage adjustments

California Minimum Wage Rates

(Municipalities with higher minimum wage rates follow same pattern):

Top Rates

	7/2/17	7/8/18	7/7/19	7/12/20
Clerks, Clerk Rx- Hired prior to 8/8/04	\$16.55	\$17.05	\$17.55	\$18.05
Photo Lab Supervisor Coordinator, Rx Clerk Hired prior to 8/8/04	\$16.90	\$17.40	\$17.90	\$18.40
Clerks, Clerk Rx- Hired on or after 8/8/04 (after 6 years Effective 1/1/18)	\$15.55	\$16.05	\$16.55	\$17.05
Phot Lab Supervisor Coordinator, Rx Clerk Hired on or after 8/8/04 (after 6 years) Effective 1/1/18	\$15.90	\$16.40	\$16.90	\$17.40
Supervisor, Beauty Advisor, Y Mas Supervisor (after 6 Years effective 1/1/18)	\$18.95	\$19.45	\$19.95	\$20.45
Pharmacy Tech (after 5 years)	\$20.60	\$21.25	\$21.90	\$22.65
Lead Tech (after 5 Years as a Tech)	\$21.35	\$22.00	\$22.65	\$23.40

Clerks	1/1/18	1/1/19	1/1/20	1/1/21
First 6 months	\$11.20	\$12.20	\$13.20	\$14.20
After 6 months	\$11.45	\$12.45	\$13.45	\$14.45
Supervisors After 6 months with CVS	\$12.45	\$13.45	\$14.45	\$15.45

All Intern Pharmacists/Undergraduate Interns will be paid the following amounts:

	7/2/17
1 st year of RPh School	\$18.50
2 nd year of RPh School	\$19.50
3 rd year of RPh School	\$20.50
4 th Year of RPh School	\$21.50
Pharmacy Graduate	\$27.00