



Locals 324, 770, 1428 and 1442

Ratification Handout – A Store Pharmacists

**YOUR CO-WORKERS ON THE CVS BARGAINING COMMITTEE UNANIMOUSLY  
RECOMMEND A “YES” VOTE**

**WAGES:**

- **WAGE increases** – July 7, 2024 - \$2.25 / hour. July 6, 2025 - \$2.20 / hour, July 5, 2026- \$2.20 / hour.
- **New Pharmacist rate is \$78.15.** IF the increase will result in an hourly rate of more than \$78.15, the remainder of the \$2.25 will be converted to a bonus paid on 2080 hours (regardless of hours worked) following ratification.
- Initial increases will be retroactive to July 7, 2024.

**OTHER CONTRACT IMPROVEMENTS:**

- **Schedules** must be posted not later than 1pm on the Tuesday preceding the 1<sup>st</sup> day of the following workweek.
- **Register shortages** – the company may not require employees to make up cash register shortages for any reason.
- **Time off** provided for in the Contract or by law may not be considered or relied upon in disciplining an employee for absenteeism
- **Workers’ compensation leave** – employee will retain seniority for a period of **18 months**.
- **Family Care Leave of Absence** – Eliminated contract language that restricted employees who are co-parents from taking a leave of absence at same time and eliminated contract language which allowed the Employer to deny a leave request if it would create undue hardship to the Employer.
- **New Employee Orientation** - The Employer agrees to allow a Union Representative up to ten (10) minutes to discuss the Union’s role and to obtain signatures on application forms **at a mutually agreeable location** (eliminated restriction that this occur only at new hire orientation meeting).
- **Term of Agreement** – July 1, 2024 – June 27, 2027