



Locals 324 and 770

Ratification Handout – B Store Pharmacists: newly organized

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

WAGES:

- **WAGE increases** – October 27, 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.

OTHER CONTRACT IMPROVEMENTS:

- **Schedules** must be posted not later than 1 p.m. on the Tuesday preceding the 1st 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).
- **Maximization of Hours** – (new Language) - In an effort to maximize hours for full time pharmacists (up to 40 hours per week) store hours for full-time employees shall be scheduled by bargaining unit seniority for those currently working in that store.
- **Revised Contract Format to more closely follow the “A” store pharmacist contract.**
- **Term of Agreement** – October 27, 2024 – June 27, 2027