



Locals 5, 135, 324, 648, 770, 1167, 1428, 1442

Ratification Handout – Clerks & Techs

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

WAGES:

- **Significant Wage increases each year of the contract for EVERYONE.**
 - Initial increases will be retroactive to July 7, 2024.
- **New longevity rates** at 10 and 15 years effective March 30th, 2025.
- **Elimination of 2 tier wage scale** for store associate and associate Rx classifications.

HEALTH CARE:

- **No changes to A store** trust fund health benefits.
- **Increased Health Care bonus for B store** employees who sign up for the company provided health plan. This bonus is added to each biweekly paycheck to help cover health care expenses including premiums and deductibles.

	Single	Single + Spouse	Single + Child	Family
Current	\$45	\$45	\$65	\$65
Ratification	\$60	\$60	\$95	\$95
July 2025	\$60	\$60	\$95	\$95
July 2026	\$60	\$60	\$100	\$100

- Premiums will not increase by more than 10% per year of contract
- If Premiums increase more than 8 % in 2nd or 3rd year of the contract, the healthcare bonus will increase by \$5 per pay period.

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
- **New language to better assure that a minimum of 2 people are actually available in the front store for hours when the store is open to the public:**
 - The Employer will train all Store Managers regarding this requirement and notify them in writing on a no less than a quarterly basis of this requirement with the intent of minimizing the time that these employees are not physically in the front store. Such notices shall be shared with the Union simultaneously. When brought to its attention, the Employer shall promptly address any issue regarding a Store's failure to comply with this requirement.
- **Workers' compensation leave** – employees 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.
- **Union Leave of Absence (SPUR leave)** - Increased to 10 the number of employees who can be out on a leave of absence at the same time. Eliminated restriction on SPURs doing union work in union CVS stores
- **Safety Committee** - Company will pay 3 hours per quarter for 1 safety representative per 12 stores (reduced from 15) to participate in safety committee meetings and to perform safety related duties. Additional language added to expressly permit shop stewards and other employees to bring safety concerns to managers and managers are required to respond in a timely manner. (new language)
 - The Employer and the Union encourage all employees, including shop stewards, to bring safety concerns, either from customers, fellow employees or through personal observation, to the attention of the store manager and/or to their safety committee representative for investigation and resolution. Managers, or their designees, will respond to these concerns in a timely manner, taking into account all the circumstances.
- **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).
- **New Organizing** - 6 newly organized will be rolled into this agreement as B stores.
- **Term of Agreement** – July 1, 2024 – June 27, 2027