



New CVS Wage Agreement						
A. Top Rates						
	<i>Current</i>	<i>7/7/2024</i>	<i>3/30/2025</i>	<i>7/6/2025</i>	<i>7/5/2026</i>	Total
Store Associate - 5-year rate	\$18.75	\$20.75		\$21.55	\$22.40	\$3.65
Store Associate - 10-year rate	18.75/\$19.75	\$20.75	\$21.25	\$22.05	\$22.90	\$4.15
Store Associate - 15-year rate	\$19.75	\$20.75	\$21.75	\$22.55	\$23.40	\$3.65
Associate Rx - 5-year rate	\$19.10	\$21.10		\$21.90	\$22.75	\$3.65
Associate Rx - 10-year rate	\$19.10	\$21.10	\$21.60	\$22.40	\$23.25	\$4.15
Associate Rx - 15-year rate	\$20.10	\$21.10	\$22.10	\$22.90	\$23.75	\$3.65
Shift Supervisor, Shift Supervisor Rx, Beauty Advisor, Y Mas - 5-year rate	\$22.20	\$23.45		\$24.35	\$25.25	\$3.05
Shift Supervisor, Shift Supervisor Rx, Beauty Advisor, Y Mas - 10-year rate	\$22.20	\$23.45	\$23.95	\$24.85	\$25.75	\$3.55
Shift Supervisor, Shift Supervisor Rx, Beauty Advisor, Y Mas - 15-year rate	\$22.20	\$23.45	\$24.45	\$25.35	\$26.25	\$4.05
Pharmacy Tech - 5-year rate	\$24.90	\$26.50		\$27.40	\$28.30	\$3.40
Pharmacy Tech - 10-year rate	\$24.90	\$26.50	\$27.00	\$27.90	\$28.80	\$3.90
Pharmacy Tech - 15-year rate	\$24.90	\$26.50	\$27.50	\$28.40	\$29.30	\$4.40
Inventory Specialist = Tech + \$0.25						
Inventory Specialist - 5-year rate	\$25.15	\$26.75		\$27.65	\$28.55	\$3.40
Inventory Specialist - 10-year rate	\$25.15	\$26.75	\$27.25	\$28.15	\$29.05	\$3.90
Inventory Specialist - 15-year rate	\$25.15	\$26.75	\$27.75	\$28.65	\$29.55	\$4.40

<b>Lead Pharmacy Tech = Tech + \$1.00</b>																																				
<b>Lead Pharmacy Tech - 5-year rate</b>	\$25.65	\$27.50		\$28.40	\$29.30	\$3.65																														
<b>Lead Pharmacy Tech - 10-year rate</b>	\$25.65	\$27.50	\$28.00	\$28.90	\$29.80	\$4.15																														
<b>Lead Pharmacy Tech - 15-year rate</b>	\$25.65	\$27.50	\$28.50	\$29.40	\$30.30	\$4.65																														
<b>Pharm Tech Premiums</b>																																				
<b>Inventory Specialist</b>	\$0.25	\$0.25		\$0.25	\$0.25																															
<b>Lead Tech</b>	\$0.75	\$1.00		\$1.00	\$1.00																															
<b>Immunizer</b>	\$2.00	\$2.00		\$2.00	\$2.00																															
<b>B. Annual Wage Increases (not at top rates)*</b>																																				
<b>*Retroactive for all hours paid.</b>																																				
<b>Associate**</b>	Start Rate	Minimum + .50		but no less than a \$0.30 initial increase																																
	1st year anniversary	Minimum + .75		but no less than a \$0.55 initial increase																																
	2nd year anniversary	Minimum + 1.00		but no less than a \$0.80 initial increase																																
	3rd year anniversary	Minimum + 1.25		but no less than a \$1.05 initial increase																																
	4th year anniversary	Minimum + 1.50		but no less than a \$1.30 initial increase																																
	5th year anniversary	Top Rate																																		
<p><b>**All Store Associates will have their wage adjusted per this Agreement, effective July 7, 2024. Employees will receive either the Hourly Rate or July 7 Increase, whichever is greater.</b></p> <p><b>Thereafter, Store Associate annual increases will be effective for the first full pay period of January or July, depending on the Employee's date of hire. Employees hired between January 1 and June 30 will receive increases starting for the first full pay period in January. Employees hired between July 1 and December 31 will receive increases starting for the first full pay period in July.</b></p>																																				
<b>Associate Rx Premium</b>	\$0.35																																			
<table border="1"> <thead> <tr> <th></th> <th>7/7/2024</th> <th></th> <th>7/6/2025</th> <th>7/5/2026</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td><b>Shift Supervisor, Beauty Advisor, Y Mas Supervisor</b></td> <td>\$1.25</td> <td></td> <td>\$0.90</td> <td>\$0.90</td> <td>\$3.05</td> </tr> <tr> <td><b>Shift Supervisor RX</b></td> <td>\$1.25</td> <td></td> <td>\$0.90</td> <td>\$0.90</td> <td>\$3.05</td> </tr> <tr> <td><b>Pharmacy Tech, Inventory Specialist</b></td> <td>\$1.60</td> <td></td> <td>\$0.90</td> <td>\$0.90</td> <td>\$3.40</td> </tr> <tr> <td><b>Lead Tech</b></td> <td>\$1.85</td> <td></td> <td>\$0.90</td> <td>\$0.90</td> <td>\$3.65</td> </tr> </tbody> </table>								7/7/2024		7/6/2025	7/5/2026	Total	<b>Shift Supervisor, Beauty Advisor, Y Mas Supervisor</b>	\$1.25		\$0.90	\$0.90	\$3.05	<b>Shift Supervisor RX</b>	\$1.25		\$0.90	\$0.90	\$3.05	<b>Pharmacy Tech, Inventory Specialist</b>	\$1.60		\$0.90	\$0.90	\$3.40	<b>Lead Tech</b>	\$1.85		\$0.90	\$0.90	\$3.65
	7/7/2024		7/6/2025	7/5/2026	Total																															
<b>Shift Supervisor, Beauty Advisor, Y Mas Supervisor</b>	\$1.25		\$0.90	\$0.90	\$3.05																															
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<b>Pharmacy Tech, Inventory Specialist</b>	\$1.60		\$0.90	\$0.90	\$3.40																															
<b>Lead Tech</b>	\$1.85		\$0.90	\$0.90	\$3.65																															

<b>C. Minimum Rates</b>						
<b>Starting Rates</b>	Current	7/7/2024				
Associate	Min+\$0.20/hr	Min+\$0.50/hr				
Associate RX	Min+\$0.55/hr	Min+\$0.85/hr				
Beauty Advisor	Min+\$1.20/hr	Min+\$1.45/hr				
Shift Supervisor, Ymas Supervisor	Min+\$1.20/hr	Min+\$1.45/hr				
Shift Supervisor RX	Min+\$1.20/hr	Min+\$1.45/hr				
Pharmacy Tech	Min+\$1.40/hr	Min+\$1.65/hr				
Inventory Specialist	Min+\$1.65/hr	Min+\$1.90/hr				
Lead Tech	Min+\$2.15/hr	Min+\$2.40/hr				
<b>D. 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.</b>						
	Current					
Associate RX	\$0.35					
Beauty Advisor	\$1.00					
Shift Supervisor, Y mas Supervisor	\$1.00					
Shift Supervisor RX	\$1.00					
Pharmacy Tech,	\$1.20					
Inventory Specialist (Pharmacy Tech. +\$.25)	\$1.45					
Lead Technician (Pharmacy Tech. + \$.75)	\$1.95					
<b>Intern Pharmacists</b>						
3rd year	\$19.00	\$20.10		\$20.10	\$20.10	
4th year	\$20.00	\$21.10		\$21.10	\$21.10	
5th year	\$21.00	\$22.10		\$22.10	\$22.10	
6th year	\$22.00	\$23.10		\$23.10	\$23.10	
Pharmacy Graduate	\$27.00	\$28.10		\$28.10	\$28.10	
<b>Pharmacists</b>		7/7/2024		7/6/2025	7/5/2026	Total
		\$2.25		\$2.20	\$2.20	\$6.65