

- **Lunch Waiver** – Managers, Assistant Managers and Supervisors are prohibited from (a) requiring employees to waive any meal or rest period (b) discouraging employees from taking their meal or rest period in accordance with CA State Law.
- **Time off** provided for in the contract or by law may not be considered or relied upon in disciplining an employee for absenteeism.
- **Union Leave of Absence (SPUR leave)** – Increased the number of employees who can be out on a leave of absence at the same time to 10. Eliminated the restriction on SPURs engaging in union activity in Rite Aid stores.
- **Safety Committee** – The 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 as well as require managers 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.
- **Bereavement Leave** – New language – applies to all employees – Rite Aid will provide 3 paid days and employees may take an additional 2 unpaid days within a 6-month period after the death of an immediate family member.
 - **Immediate family** is defined as: Father, Mother, Son, Daughter, Sister, Brother, Step-Sister/Brother, Step-Parent, Step-Child, Spouse, Same-Sex Domestic Partner, Opposite-Sex Domestic Partner, Grandchild, Grandparent, Grandparent-in-law, Father-in-law, Mother-in-law, Brother-in-law, Sister-in-law, Aunt, Uncle, any other relative residing with the employee, anyone acting in a parental capacity.
- **Term of Agreement** – July 21, 2024 – July 24, 2027

DEFEATED RITE AID PROPOSALS

- **PTO** – Rite Aid’s proposal would have replaced all vacation, sick leave and personal holidays with a new PTO system. PTO accruals would have capped, meaning you could have lost the time you are entitled to. PTO would also not have included annual vacation payouts.
- **Reduction in hourly guarantee for Full-time Employees** – Rite Aid’s proposal would have reduced full-time guarantee to 35 hours/week.
- **Elimination of Part-time Guarantee** – Employees would not have been guaranteed sufficient hours to qualify for medical benefits.
- **Increased Premium or Reduced Medical Benefits—Rite Aid’s proposal would not have guaranteed sufficient money to maintain benefits for a 3-year contract.**