



Locals 8GS, 135, 324, 770, 1167, 1428, 1442

### Ratification Handout – Pharmacists

**YOUR CO-WORKERS ON THE RITE AID 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 21, 2024.
- **New longevity rates** at 10 and 15 years, effective January 1, 2025.
- **Everyone will receive longevity increases on January 1 of each year if your 10 or 15 year anniversary will occur in that calendar year.**

#### **HEALTH CARE AND PENSION**

- **Rite Aid has agreed to fully fund all health care and pension benefits with no changes for the life of the contract.**

#### **OTHER CONTRACT IMPROVEMENTS:**

- **Lay-off / reduction language -**
  - Full-Time – New language to clarify that a full-time employee who is bumped due to a reduction in a store, may then (1) bump the least senior employee in the region or (2) bump the least senior float pharmacist or (3) accept a part-time position in the employee’s store or (4) if eligible, receive severance pay. Increased the amount of time to make a decision from 24 hours to **48 hours**.
  - Part-Time – New language to clarify that a part-time employee who has been bumped due to a reduction in a store, may then bump the least senior part-time employee in the region, or if eligible, receive severance pay. Increased the amount of time to make a decision from 24 to **48 hours**.
- **Float (Regional) Pharmacist** – A float (regional) pharmacist will be considered to fill open staff positions prior to hiring from outside resources. Regional pharmacists must notify leader of interested stores in writing and meet specific store needs such as foreign language skills. If more than 1 regional pharmacist is interested, seniority will prevail.