

- **Schedules** must be posted not later than 1 p.m. on the Monday preceding the 1st day of the following workweek (this will be effective no later than January 1, 2025).
- **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)** – New language (currently in Clerks’ contract only) to allow up to 10 employees who can be out on a leave of absence at the same time.
- **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.
- **New Position – Clinical Pharmacists – A pharmacist assigned specifically to company “immunization centers” as outlined in the current job description. The Employer retains the right to determine the pharmacists’ qualifications in filling this position. The positions will be posted and filled by seniority if interested candidates have the equal qualifications.**
- **PIC** – Increased to \$2.00 / hour in stores without a pharmacy manager.
- **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.
- **Increased Premium or Reduced Medical Benefits** – Rite Aid’s proposal would have shifted the burden of increased medical costs onto workers.