



NEGOTIATION UPDATE

CVS has engaged in numerous UNFAIR LABOR PRACTICES in an attempt to weaken CVS workers' ability to achieve a fair contract at the bargaining table. These unfair labor practices threaten every worker's job, putting our rights in danger and weakening your ability to get the contract you deserve.

This is the current state of negotiations as of 8/28/24.

UFCW PROPOSALS 3-year deal	CVS OFFERS 3-year deal	COMMENTS
WAGES		
<p>Store Associate</p> <p>Hired prior to 8/8/11 \$4.75</p> <p>Hired after 8/8/11 with 5 years \$5.75</p> <p>Less than 5 Years \$3.50</p> <p>Associate Rx (Increases above + extra \$0.25)</p>	<p>Store Associate/Associate Rx</p> <p>\$1.90</p>	<p>Union proposal eliminates the two-tier system, and proposes all associates with 5 years would earn \$24.50 by the end of the contract.</p> <p>CVS' proposal doesn't even come close to offering a living wage.</p>
<p>Pharmacy Tech/Inventory Specialist \$6.10</p> <p>Lead Pharmacy Tech \$6.35</p>	<p>Pharmacy Tech/Inventory Specialist \$2.25</p> <p>Lead Pharmacy Tech \$2.35</p>	<p>CVS' wage proposal does not represent techs' skills, responsibilities and education.</p>
<p>Shift Supervisors \$5.60</p>	<p>Shift Supervisors \$2.00</p>	<p>CVS' Proposal does not adequately compensate the responsibility taken on by Supervisors.</p>
HEALTH & WELFARE		
<p>Eliminate the expensive company plan in the "B" stores & move those members into the Drug Trust Fund plan.</p>	<p>REJECTED</p>	<p>CVS is a healthcare company, yet they don't want to provide affordable, quality healthcare to their workers.</p>
HOURS/STAFFING		
<p>Increase FT Jobs</p> <p>Increase PT Guarantee (A Stores) to 28 Hours Per Week</p> <p>More flexible availability requirements</p>	<p>REJECTED</p>	<p>CVS has refused to address the lack of adequate staff and members' need for more hours to make ends meet.</p>
SAFETY TRAINING		
<p>Workers should be relieved of their work duties to complete trainings.</p>	<p>OPPOSED</p>	<p>Workers need time when they are not pulled in a thousand different directions to do safety trainings.</p>