

ALBERTSONS, VONS AND PAVILLIONS

CONTRACT OFFER – 8/23/22

ALL SO. CAL. LOCALS RECOMMEND APPROVAL

- The Locals and bargaining committee met with Albertsons, Vons, Pavilions again on August 23rd. We proposed a 3-year contract, additional wage increases and discussed the severe staffing issues faced by pharmacists.
- Unfortunately, the Company did not agree to make any changes in their offer. The Company has formally notified us that their last offer is now their final offer. The Company has also said that if this agreement is not ratified, they will withdraw their offer of retroactive pay increases.
- After listening to the bargaining committee discuss the staffing issues, the Company did agree to set September 14th for a Professional Relations Committee meeting to begin to address those issues.
- The Company's final offer:

ISSUE	OFFER
WAGE INCREASES	Increases for Pharmacists at or above top rate (\$66.85): 3/7/22 - \$2.00/hour 3/23 - \$1.50/hour 3/24 - \$1.75/hour 3/25 - \$2.00/hour Total = \$7.25 over 4 years Pharmacist Progressions: \$4.25 increase over 4 years Graduate Interns: \$4.00 increase over 4 years Student Interns: \$2.00 increase over 4 years
HEAD PHARMACIST PREMIUM	Increase of \$0.25 from \$0.75 to \$1.00 / hour effective 3/7/22
HOURLY GUARANTEE FOR PART TIME PHARMACISTS	Establish a new part-time guarantee of at least sixteen (16) hours per week for part-time pharmacists. Pharmacists may waive if prefer to work less. Change eligibility criteria for pharmacists to get health benefits to match this new 16-hour guarantee

	<p>Part-time Pharmacists currently getting more than 16 hours per week will not be reduced as a result of this guarantee</p>
<p>NEW STAFFING LANGUAGE</p>	<p>Clinical Services including, but not limited to, administering vaccinations, furnishing birth control, providing point of care testing (including for COVID-19, influenza, HIV, and blood glucose), furnishing HIV PREP/PEP medications, providing travel medicine consultations and furnishing travel medicines, furnishing naloxone, and providing MTM consultations, may be performed during hours pharmacists are scheduled alone based on the pharmacist’s professional discretion and in a manner consistent with the law.</p> <p>The company will examine the amount of paperwork, computer work, phone calls and other work not directly related to patient care each week to see if there is a way to reduce the amount of time spent by pharmacy staff on these routine duties.</p> <p>Prior to posting the weekly schedule or thereafter, the pharmacy manager, or other employer-designated pharmacist, will review their location's scheduled clinical services for the week and, if necessary, will request additional hours/staff from their manager* and, where possible the manager* will provide additional hours/staffing. (* designate appropriate position name: PDM or RX coordinator depending on Company)</p> <p>At each quarterly Professional Relations Committee meeting, the company will report on the status of pharmacy staffing issues, including the reduction of routine duties and compliance with Senate Bill 1442 such as the number of times pharmacists requested additional staff and whether a trained employee was available to meet the pharmacists’ request.</p> <p>The company will research the feasibility of a floater technician pool and report its findings to the union.</p> <p>Nothing herein is intended to waive the pharmacists' rights under State senate bill 1442-to be provided ancillary help upon request.</p> <p>Updated Pharmacist Professional Responsibility Language as follows:</p> <p>(a) The Employer shall make every possible endeavor to provide work surroundings and conditions which will prevent the Pharmacist from being interrupted or distracted unnecessarily while filling prescriptions or providing patient care services. Such conditions will specifically include, but not be limited to:</p> <p>(3) The Employer will make reasonable efforts to schedule sufficient staff to allow the pharmacist to focus on their work with limited interruptions.</p>
<p>FIXING SCHEDULES</p>	<p>The parties agree that pharmacist schedules and scheduling practices will generally return to where they were prior to June 1, 2022. Within 2 weeks of ratification, the parties will meet to discuss specific outstanding scheduling issues with respect to returning pharmacists to the schedules they had before negotiations.</p>
<p>HEALTH AND SAFETY</p>	<p>Updated Pharmacist Professional Responsibility Language as follows:</p> <p>There shall be established a Professional Relations Committee composed of one (1) pharmacist per local union and an equal number of Employer representatives.</p>

	<p>The purpose of this Committee will be to consider, discuss and mutually agree upon, if possible, matters of concern and common interest relating to the practice of pharmacy and safety and security in the workplace. In no event shall any action of this Committee interfere with or abridge the legal and ethical duty and responsibility of the individual Pharmacist in his practice of pharmacy.</p> <p>The Committee shall have the right to establish its own rules and procedures, including but not limited to the selection of Chairman, Secretary, meeting dates, places and the agenda for each meeting of the Committee. The Committee will meet virtually up to 4 times per year. Meetings will be limited to 90 minutes and Committee members will be paid for their time spent in Committee meetings.</p>
HEALTH AND WELFARE IMPROVEMENTS	<p>Health Benefit improvements (no change in weekly premiums)</p> <ul style="list-style-type: none"> • <u>Dental</u>: Cover Implants (as major @70%) and increase annual maximum in 2023 to \$2,000 for Platinum Plus, Platinum, Gold, and Silver Participants; • <u>Vision</u>: Increase annual maximum in 2023 to \$200 for Platinum Plus, Platinum, Gold, and Silver Participants; • <u>HMO</u>: Add another HMO as an option for Platinum Participants; and <p>No changes to pension</p>
FULL-TIME PHARMACIST DEFINITION	<p>Clarified that Pharmacists working an alternative workweek consisting of 40 hours for 10 consecutive weeks will qualify for full-time status</p> <p>Parties agreed to use standardized waiver forms to agree to an alternative work week and to waive the full-time guarantee down to 32 hours.</p>
BEREAVEMENT LEAVE	<p>Pharmacists will be allowed to use their 3 paid days of bereavement leave up to 45 days from the date of death of their immediate family member.</p>
PIC TRANSFER PROTECTION	<p>Head Pharmacists will be returned to their prior store and position at the end of an approved leave of absence of up to twelve (12) weeks.</p>
MILEAGE REIMBURSEMENT	<p>Change Forty (40) miles to twenty-five (25) miles of mileage reimbursements</p>
GENDER INCLUSIVITY	<p>Change all pronouns to “they, them, their”</p>
UNFAIR LABOR PRACTICES	<p>The Union will withdraw all unfair labor practices and grievances related to the process and bargaining.</p>
TERM OF AGREEMENT	<p>March 7, 2022 to March 1, 2026</p>

Employer Wage Proposal - 8/23/2022

Pharmacists	Current Rates	3/7/2022	3/6/2023	3/4/2024	3/3/2025
1st 520 Hours	\$53.75	\$55.00	\$56.00	\$57.00	\$58.00
Next 520 Hours	\$54.00	\$55.25	\$56.25	\$57.25	\$58.25
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Pharmacist	\$66.85	\$68.85	\$70.35	\$72.10	\$74.10
		+\$2.00	+\$1.50	+\$1.75	+\$2.00
Head Pharmacist	\$67.60	\$69.85	\$71.35	\$73.10	\$75.10
		+\$2.25	+\$1.50	+\$1.75	+\$2.00

Intern Pharmacist	Current Rates	3/7/2022	3/6/2023	3/4/2024	3/3/2025
	\$31.50	\$32.50	\$33.50	\$34.50	\$35.50

Undergraduate Pharmacists contractual rates shall be as follows:

Undergraduate Pharmacists	Current Rates	3/7/2022	3/6/2023	3/4/2024	3/3/2025
5th Year of Pharm School	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50
4th Year of Pharm School	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00
3rd Year of Pharm School	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50
2nd Year of Pharm School	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00
1st Year of Pharm School	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00