

**UFCW and Rite Aid Negotiated Settlement  
Ratification Vote - October 1, 2018  
PHARMACIST**

**UFCW LOCALS 135, 324, 770, 1167, 1428, 1442 and 8  
Recommend a Yes Vote to Accept Rite Aid's Offer**

<p><b><u>NO CHANGE TO UNION HEALTH BENEFITS</u></b> Rite agreed to Maintain Our Jointly-Managed Trust Fund Benefits</p>	<p>RITE AID will pay amounts necessary to maintain our union medical plan throughout the contract! <b>Rejected and Defeated:</b> Company's attempt to eliminate our medical plan and replace it with an inferior Company-controlled medical plan.</p>
<p><b><u>WAGE INCREASES FOR EVERYONE</u></b> See Chart below for wage increases.</p>	<p>All Pharmacists will receive an annual wage increase. A starting rate and a 5-year top rate will be established for newly hired pharmacists.</p>
<p><b>Pension Plan – No changes</b></p>	<p>Protected employee pensions.</p>
<p><b><u>Layoff Protection:</u></b> Modified bump from least senior in entire company district to least senior within 25 miles from home store in Company district.</p>	<p>Improves job security in the event of layoffs or store closures.</p>
<p><b><u>Full-time Pharmacist alternate work schedule</u></b></p>	<p>FT Pharmacists may volunteer to work an alternate work schedule with shifts of up to 12 hours at straight time. <b>This schedule must provide for 40 hours in 4 days.</b> If an insufficient number of employees volunteer, Rite Aid will offer floaters a fixed store if they accept the alternate work schedule. If there remains an insufficient number of volunteers after the above steps, Rite Aid may assign alternate work schedules by inverse seniority.</p>
<p><b><u>Schedule Posting:</u></b> Moved to Wednesday noon with no changes after Thursday noon.</p>	<p>Provides employees with one additional day's notice of their schedule in order to make personal appointments.</p>
<p><b><u>Full-time/Part-time ratio:</u></b> Modified from 40% full-time/60% part-time to 37% full-time/63% part-time</p>	<p>The change from 40% full-time jobs to 37% full-time jobs will be accomplished by attrition only, not by reductions.</p>
<p><b><u>Bereavement Leave:</u></b> Available after probation period.</p>	<p>Employees may now take bereavement leave after probationary period instead of waiting until after 1 year of employment.</p>

<b>Severance Pay – New</b> provision requires severance pay plus payment for all unused personal holidays, vacation and up to 120 hours from an employee’s sick leave bank.	Rite Aid will pay severance pay as follows: 2 years through 4 years – 1 week 5 years through 6 years – 2 weeks 7 years through 8 years – 3 weeks 9 years - 4 weeks 10 or more years - 5 weeks. Plus accrued personal holidays, vacation and up to 120 hours of sick leave.
<b>Start Rate for Newly Hired Pharmacists</b>	<b>\$60.00 per hour</b>
<b>Top Rate at 5 years for New Pharmacists</b>	<b>\$67.00 per hour</b>
<b>Increases for existing Pharmacists</b>	<b>\$1.00 per hour each year</b>
<b>Term of Agreement</b>	<b>3 years</b>

<b>Effective Date</b>	<b>September 30, 2018</b>	<b>July 2019 (first full pay period)</b>	<b>July 2020 (first full pay period)</b>
Pharmacists – all <b>current</b> pharmacists to receive these increases	\$1.00	\$1.00	\$1.00