

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

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

<p><u>NO CHANGE TO UNION HEALTH BENEFITS</u> 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! Rejected and Defeated: Company's attempt to eliminate our medical plan and replace it with an inferior Company-controlled medical plan.</p>
<p>Pension Plan – No changes</p>	<p>Protected employee pensions.</p>
<p><u>WAGE INCREASES FOR EVERYONE</u> See Chart below for wage increases.</p>	<p>Rejected and Defeated: Company's effort to pay wage increases only to a few employees</p>
<p><u>Clerk Top Rate:</u> Maintained 6-year top rate for Clerks with annual increases to the rate.</p>	<p>Rejected and Defeated: Company proposal to freeze the 6-year longevity rate of pay at \$15.75.</p>
<p><u>Pharmacy Technician Top Rate:</u> Extension of the time required for pharmacy techs to reach top rate from 2 years to 5 years only applies to employees hired or promoted after ratification.</p>	<p>All current Pharmacy Technicians and Technicians in Training will reach the top rate of pay in 2 years while those hired or promoted after ratification will reach the top rate after 5 years. The top rate will increase each year.</p>
<p>Pharmacy Tech promotional premium reduced from \$3.00 to \$1.50 for future pharmacy technicians</p>	<p>This reduction will eventually be made up by increases in minimum wage.</p>
<p><u>Layoff Protection:</u> 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><u>Full-time pharmacy tech alternate work schedule:</u> The Company may create schedules of four 10-hour shifts for Full-time Rx techs.</p>	<p>During the first year of this Agreement, FT Rx techs may choose to work these schedules of four 10-hour shifts on a voluntary basis. During the second year of the contract, Rite Aid may assign FT Rx techs to these schedules by inverse seniority if an insufficient number of FT Rx techs volunteer during the first year.</p>
<p><u>Workweek Guarantees:</u> Modified availability required to be eligible for guaranteed hours from every Sunday to every other Sunday.</p>	<p>Allows part-time employees to take off every other Sunday without losing guaranteed hours.</p>
<p><u>Schedule Posting:</u> 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><u>Full-time/Part-time ratio:</u> 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><u>Bereavement Leave:</u> 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>
<p><u>Severance Pay – New</u> provision requires severance pay plus payment for all unused personal holidays, vacation and up to 120 hours from an employee's sick leave bank</p>	<p>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.</p>
<p>Term of Agreement</p>	<p>3 years</p>

Across The Board Wage Increase Applies to Everyone			
Effective Date	September 30, 2018	July 2019 (first full pay period)	July 2020 (first full pay period)
Classification/Years of Service			
Cashier/Clerk (includes Pharmacy Tech in Training and Pharmacy Clerk) at top rate	\$.50	\$.50	\$.50
Cashier/Clerk (includes Pharmacy Tech in Training and Pharmacy Clerk) not at top rate	\$.30	\$.30	\$.30
Shift Supervisors/PACs at top rate	\$.50	\$.50	\$.50
Shift Supervisors/PACs not at top rate	\$.30	\$.30	\$.30
Beauty Advisor/Wellness Ambassador at top rate	\$.50	\$.50	\$.50
Beauty Advisor/Wellness Ambassador not at top rate	\$.30	\$.30	\$.30
RX Technicians	\$.60	\$.60	\$.60

On the effective date of the across-the-board increases, all employees identified below who have, or will reach their 6-year anniversary in that calendar year will be increased to the current 6-year rate as follows:

Six Year Rate			
Effective Date	September 30, 2018	July 2019 (first full pay period)	July 2020 (first full pay period)
Classification			
New (after ratification) Top Rate Cashier/Clerk	\$16.05	\$16.55	\$17.05
Current (pre-ratification) Top Rate Cashier/Clerk (\$15.75)	\$16.25	\$16.75	\$17.25
Grandfathered Cashier/Clerk (\$15.90)	\$16.40	\$16.90	\$17.40
New (after ratification) PACs /Shift Supervisor	\$17.05	\$17.55	\$18.05
Current (pre-ratification) PACs /Shift Supervisor (\$16.75)	\$17.25	\$17.75	\$18.25
Grandfathered PACs/Shift Supervisor (\$16.90)	\$17.40	\$17.90	\$18.40
New (after ratification) Wellness Ambassador/ Beauty Advisor	\$16.80	\$17.30	\$17.80
Current (pre-ratification) Wellness Ambassador/ Beauty Advisor (\$16.50)	\$17.00	\$17.50	\$18.00
Grandfathered Wellness Ambassador/ Beauty Advisor (\$16.65)	\$17.15	\$17.65	\$18.15

Rite Aid Certified Pharmacy Technicians (and Techs-in-Training) hired or promoted prior to ratification date who have reached or will reach their 2-year anniversary in the position of Rite Aid Certified Technician during that calendar year will receive their 2-year anniversary increase on the effective date of the across-the-board increases. Rite Aid Certified Pharmacy Technicians employed or promoted on or after ratification date will reach top rate in the year they reach their 5th anniversary.

Pharmacy Technician Five-Year Rate (Grandfathered Two-Year Rate)			
	September 30, 2018	July 2019 (first full pay period)	July 2020 (first full pay period)
Pharmacy Technician	\$20.60	\$21.20	\$21.80