



TEAMSTERS LOCAL 727

BARGAINING UPDATE

APRIL 7, 2016

CVS PHARMACIST MEMBERS

CVS Management Holds Position to Cut Benefits, Diminish Pharmacists' Rights

CVS management made no movement from its unreasonable proposals during the second negotiation meeting with the Teamsters Local 727 Bargaining Committee on April 7.

The company continued to demand mandatory 14-hour shifts, the removal of PICs from the bargaining unit, the slashing of pharmacists' vacation, holiday and overtime pay, and the removal of holiday work hour restrictions, among many other concessions.

"There is no legitimate reason for these proposals than other than to boost their bottom line, and the company already makes money by the truckload, so it's completely unacceptable," said John Coli Jr., President of Local 727.

CVS management also wants to intimidate pharmacists into giving up their vast individual legal rights protected under federal and state employment laws by forcing them to sign a waiver of the right to

file lawsuits on a class, collective or individual basis; wage claims; charges/claims with the EEOC, the Illinois Department of Human Rights, and the Illinois Department of Labor; sexual harassment and all employment discrimination charges; and other such rights.

"The union absolutely will not allow the company to take away our members' basic rights," Coli said. "That proposal simply demonstrates how little the company thinks of its pharmacists."

The Local 727 Bargaining Committee rejected the company's unreasonable demands to cut benefits, diminish work protections and eliminate the Local 727 Optical and Legal & Educational Assistance Benefits.

Last year, CVS paid \$107,236 in contributions on behalf of members to participate in the Local 727 Legal & Educational Assistance Benefit Funds. The Fund's Board of Trustees paid CVS members \$159,312 in tuition reimbursement alone, not even taking into account the legal benefits provided to CVS members.

"The Legal & Educational Assistance Benefit is clearly a net positive for the group. If we are truly acting in the best interest of these pharmacists, there is no reason to

eliminate this benefit," Coli said.

Negotiations are scheduled to resume at 9 a.m. April 8, with additional meetings set for April 12 and April 13. The current three-year contract covering about 150 CVS pharmacists expires May 7, 2016.

If you have questions, contact your Local 727 business representative, Melissa Senatore, at (847) 696-7500 or melissa@teamsterslocal727.org.

Stay Informed!

Throughout negotiations, Local 727 will provide pharmacists with timely bargaining updates via email blasts, CVSTeamsters.com and TeamstersLocal727.org. To receive updates in your email inbox, contact maggie@teamsterslocal727.org.

Vote for Your Contract!

All CVS pharmacist members are reminded that they must complete an official Teamsters Local 727 union membership application in order to be eligible to vote for a new contract. To receive an application or to find out if the union already has one on file for you, please contact Local 727 Business Representative Melissa Senatore at (847) 696-7500 or melissa@teamsterslocal727.org.