

Section 3.1 (Workday and Workweek) – change to read:

The basic contractual workweek for pharmacists classified as regular full-time as of May 6, 2016 shall consist of forty (40) hours to be worked within (5) days of a Sunday through Saturday workweek, to be administered in accordance with the Fair Labor Standards Act and regulations applicable to exempt employees. The basic contractual workweek for pharmacists who become classified as regular full-time after May 8, 2016 shall consist of 30 hours to be worked within (5) days of a Sunday through Saturday workweek, to be administered in accordance with the Fair Labor Standards Act and regulations applicable to exempt employees. Employees may be required to work up to a twelve (12) hour work day no more than one (1) day per workweek, and for the other days in that workweek, employees shall not be required to work more than nine (9) hours in any one (1) workday, except to cover for emergencies and vacations. A pharmacist who is required to perform extra work shall be compensated at an hourly rate, which will be equal to their base weekly salary divided by their base weekly hours. Any pharmacist who is required to perform extra work beyond 44 hours in a work week will be compensated an additional \$6/hour for such work. Regular full-time employees regularly scheduled for fewer than 40 hours per week as of May 8, 2016 shall continue to be scheduled those hours.

For a regular full-time staff pharmacist working more than a 30-hour weekly schedule as of May 8, 2016, her/his weekly scheduled hours will not be involuntarily reduced except where the pharmacist hours in a store are being reduced, in which case the Company may decide in lieu of laying off the regular full-time staff pharmacist to reduce his/her weekly hours to no less than 30 in a week. Where the regular full-time staff pharmacist in a store is laid off or reduced in hours, or where there is no regular full-time staff pharmacist, the Company may decide in lieu of laying off the regular full-time PIC to reduce her/his weekly hours to no less than 30 in a week. Where the Company is considering reducing pharmacist hours in a store, it will notify the Union and meet to discuss the situation upon request prior to implementation. At such meeting, the Company will consider any suggestions the Union may have concerning the contemplated hours reduction.

Management may require approval of extra work before a pharmacist performs such work. If mutually agreed upon by a supervising manager and pharmacist, time off with pay in lieu of payment for an equivalent number of worked hours may be agreed upon.

The parties acknowledge and agree that the scheduled hours for a pharmacist ought to be sufficient to give the pharmacist time to perform all necessary administrative tasks. In the event that a pharmacist believes that her/his scheduled hours are not sufficient to give the pharmacist time to perform all necessary administrative tasks, on a regular and recurring basis, the pharmacist should raise the issue with the Pharmacy Supervisor. In such case, the Company will work with the pharmacist to develop a plan to allow the pharmacist to perform all necessary administrative tasks within her/his scheduled hours.

The "full workweek" for purposes of Section 2.5(1) shall mean 30 hours.