



TEAMSTERS LOCAL 727

Affiliated with the International Brotherhood of Teamsters

1300 W. Higgins Road, Suite 111 • Park Ridge, Illinois 60068 • Phone: 847-696-7500 • Fax: 847-720-4984 • www.TeamstersLocal727.org

JOHN COLI, JR.
Secretary-Treasurer

CURT ZIEDRICH
President

January 13, 2020

**VIA ELECTRONIC MAIL AND
CERTIFIED MAIL**

Jim Bucking
Foley Hoag, LLP
155 Seaport Boulevard, 11th Floor
Boston, MA 02210-2698

Re: Cases 13-CA-234788, 13-CA-239819, 13-CA-239824, 13-CA-241598, 13-CA-244813, & 13-CA-249076

Dear Mr. Bucking

As a direct result of you and your client's unlawful actions both at and away from the bargaining table, justice was finally achieved as Region 13 of the National Labor Relations Board agreed with the Union that CVS violated the National Labor Relations Act when it:

1. **Refused to bargain good faith** with Teamsters Local 727 for a successor contract
2. **Interrogated employees** about their Union activity;
3. **Unilaterally implemented changes** in wages, terms and conditions of employment of the employees represented by Teamsters Local 727;
4. Failed to notify and/or **refused to meet AND bargaining in good faith** with Teamsters Local 727 regarding the effects of the material changes CVS made to the prescription verification procedure BEFORE putting such changes into effect; and
5. Failed and **refused to provide the Union with relevant information** it requested.

As you know, rather than face a hearing for CVS's actions, CVS opted to settle the matter with Region 13 of the National Labor Relations Board. Accordingly, CVS must immediately comply with the terms of the settlement which specifically require that CVS post a notice informing employees of its actions and that it will no longer continue to violate the Act in each pharmacy for 60 consecutive days. CVS must also rescind any discipline or negative performance appraisals issued to bargaining unit employees that in any way relates to the two-step prescription verification procedure.¹ CVS must also immediately provide the Union with the information it

¹ Please provide any and all performance evaluations and copies of any and all discipline, counseling, and/or writeups issued to bargaining unit employees from January 1, 2018 to present. Please also provide any and all proof of rescission conducted by CVS pursuant to the settlement and proof that notice of rescission was sent to the pharmacist.



TEAMSTERS LOCAL 727

Affiliated with the International Brotherhood of Teamsters

1300 W. Higgins Road, Suite 111 • Park Ridge, Illinois 60068 • Phone: 847-696-7500 • Fax: 847-720-4984 • www.TeamstersLocal727.org

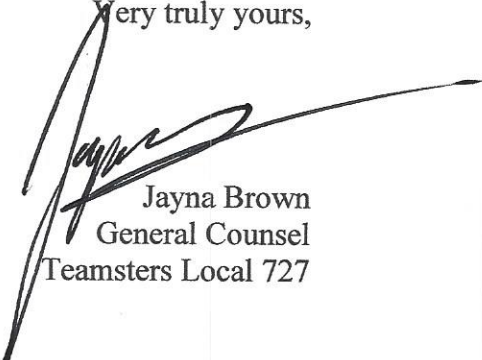
JOHN COLI, JR.
Secretary-Treasurer

CURT ZIEDRICH
President

requested by no later than January 15, 2020. Most notably, the settlement requires that you must bargain in good faith with the Union regarding the change to prescription verification procedures AND for a successor contract. Furthermore, both your and CVS Management's conduct away from the table must be consistent with this duty.

CVS's bad faith and unlawful actions have gone on for far too long and your pharmacists deserve more. CVS has said for some time that it is "close" to a final offer but has yet to provide one. The Union demands that CVS provide its last best and final offer and/or come to bargaining to actually reach a fair contract rather than continuing to engage in surface bargaining and/or bad faith bargaining.

Very truly yours,


Jayna Brown
General Counsel
Teamsters Local 727

Cc:

John Coli Jr., Secretary-Treasurer
Melissa Senatore, Lead Business Agent
Priscilla Burau (via email only)
Derek Vitatoc (via email only)

Auto Livery Chauffeurs • Embalmers • Funeral Directors • Apprentices • Ambulance Drivers & Helpers
Taxicab Drivers • Miscellaneous Garage Employees • Car Washers • Greasers • Polishers & Wash Rack Attendants
Motion Picture • Theatrical • Exposition • Convention & Trade Show Employees • Pharmacists • Bus Drivers
Parking Lot Attendants & Hikers • Hotel Industry & Racetrack Industry Employees • Newspaper Magazine • Periodical Salesmen
Drivers • Division Men • District Managers • Checkers • Vendors & Handlers • Electronic Media Workers