

Section 3.1: Workday and Workweek

The basic contractual workweek 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. No employee shall be required to work more than nine (9) hours in any one (1) workday except to cover for emergencies and vacations. In any event, pharmacists shall not be required to work more than twelve (12) hours in a workday. 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/hr for such work.

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.

CVS must utilize the following schedules unless the Pharmacist chooses a different schedule. Staffing at such stores shall be as follows at the Pharmacist's option:

88 Hour Store	Sun	M	Tu	W	Th	F	Sat
Rph 1	9	8		8	8	7	
Rph 2		7	8	8		8	9
PT			6		6		
83 Hour Store	Sun	M	Tu	W	Th	F	Sat
Rph 1	9	8		7	9	7	
Rph 2		8	9	7		7	9
PT			4		4		
82 Hour Store	Sun	M	Tu	W	Th	F	Sat
Rph 1	8	8		8	9	7	
Rph 2		8	9	7		7	9
PT			4		4		
78 Hour Store Opt. 1	Sun	M	Tu	W	Th	F	Sat
Rph 1	9	7	7	12		7	
Rph 2		7	7		12	7	9
78 Hour Store Opt. 2	Sun	M	Tu	W	Th	F	Sat
Rph 1	9		8	7	7	7	
Rph 2		8		7	7	7	9
PT		4	4				
78 Hour Store Opt. 3	Sun	M	Tu	W	Th	F	Sat
Rph 1	9		7	7	12	7	
Rph 2		8	7	7		7	9
PT		4					

Any pharmacy dropping below 78 hours shall maintain at least 6 hours of pharmacist overlap, and the Parties shall meet and negotiate all other terms and conditions related to the pharmacists in those stores.