

SUMMARY OF UNION'S LAST BEST AND FINAL OFFER

June 8, 2016

1. **New Section 2.11-** Company will meet and discuss with the Union regarding concerns about technician hours and overlap. Documents and data concerning these meetings will be confidential.
2. **Modify Section 3.5** to reflect that part-timers will be offered hours at their home store if less than one week of part-time hours becomes available.
3. **Add to Section 5.4** that the Company will continue the current practice regarding unbid vacation.
4. **Modify Section 5.10 and 5.11** to include part-time pharmacists as eligible to receive personal days as outlined in those sections (2 additional days). Part-time pay for personal days is based on a day's pay.
5. **Modify Section 5.12** to reflect that part-time payment for personal days is based on a days pay.
6. **New Section 5.16-** Pharmacists are only required to assist with securing replacements for Personal Days and unbid vacation days. The Company will provide coverage for all other time off, including emergency call-offs. The Company will not unreasonably deny coverage secured by a pharmacist, even if the coverage results in bonus units or overtime.
7. **Clean up Section 7.1** to reflect that seniority applies to all employees.
8. **Modify Section 7.3 and Section 7.7** to require the Company to email all open positions to full and part-time employees.
9. **Modify Section 7.8** to require the Company to use its best efforts to assign floaters to stores closest to their home store and allow floaters to bid on open home store locations by seniority.
10. **Modify Article 11** to prevent the Employer from disciplining Head Pharmacists based on the performance of other employees.
11. **Update Walgreens Letter** to reflect new contract term.
12. **Section 6.1 Health and Welfare-** Contributions to all Plans are frozen. The rates for the HRA plan are set at the Jewel Warehouse rates found in the attached document. All Health and Welfare Plan benefits are offered on the same terms as management and other employees of Jewel-Osco. If any union group receives lower premiums then the pharmacists will receive the same premiums.
13. **Section 6.2 Retirement-** Employees are guaranteed a 50% match up to 7% of the employees yearly earnings and effective 9/6/2018 the Employer will contribute \$0.50 per hour to each employees 401(k) account for all hours worked up to 40 hours per week.
14. **Appendix A and B - Increase Wages** by 2.5% each year for all classifications. The first year's increase is retroactive to May 8, 2016.