

## Local 727 and Osco Proposal Comparison Summary

The following summary outlines the differences between Local 727's last proposal and Osco's last proposal on June 8, 2015.

<u>Article</u>	<u>Union Proposal</u>	<u>Employer Proposal</u>
<b><u>Scheduling of Part-time Employees</u></b>	<ul style="list-style-type: none"> <li>Part-timers to be offered <u>all</u> additional at their store (as long as the hours are less than one full week) before hours are assigned to other employees.</li> </ul>	<ul style="list-style-type: none"> <li>Part-timers only to receive hours the Company identifies as "additional."</li> </ul>
<b><u>Holidays</u></b>	<ul style="list-style-type: none"> <li>Current contract limits on employees who have to work holidays.</li> </ul>	<ul style="list-style-type: none"> <li>Any employees hired or promoted on or after May 8, 2016 can work Memorial Day, Fourth of July and Labor Day.</li> </ul>
<b><u>Personal Days</u></b>	<ul style="list-style-type: none"> <li>Part-timers to be receive all personal days currently offered to full-time employees.</li> <li>All employees to be paid the equivalent of one day's pay for the personal day.</li> </ul>	<ul style="list-style-type: none"> <li>Part-timers <u>excluded</u> from personal days currently offered to full-time employees.</li> <li>Employees to be paid 1/5 of their weekly salary for personal days.</li> </ul>
<b><u>Vacation, Personal Days and Other Absence Coverage</u></b>	<ul style="list-style-type: none"> <li>The Employer will find coverage for all bid vacation and sick days.</li> <li>Pharmacist who find their own coverage for personal days or unbid vacation days will not unreasonably be denied coverage even if coverage results in bonus units or overtime.</li> </ul>	<ul style="list-style-type: none"> <li>The Employer will find coverage for all bid vacation and sick days.</li> <li>Pharmacists must get approval from DPM when they find their own coverage for personal or unbid vacation days. DPM to respond to coverage request within 72 hours.</li> </ul>
<b><u>Job Openings &amp; Transfers</u></b>	<ul style="list-style-type: none"> <li>Job openings to be sent via email to employees 6 weeks prior to filling the position.</li> <li>Full-time floaters to have priority over other full-time employees for open staff positions.</li> </ul>	<ul style="list-style-type: none"> <li>Job openings to be sent via email.</li> <li>no guaranteed timeliness on job opening or bidding</li> <li>Removal of the employee's right to request a meeting to discuss transfer denials.</li> </ul>
<b><u>Floater Homestore Assignment</u></b>	<ul style="list-style-type: none"> <li>Floaters to be assigned to stores closest to their homestore.</li> <li>Homestores that become open will be bid by seniority.</li> </ul>	<ul style="list-style-type: none"> <li>No bidding of home stores. Company will meet with floaters to "discuss" homestore assignments.</li> </ul>
<b><u>Discipline of Head Pharmacists</u></b>	<ul style="list-style-type: none"> <li>Head pharmacists shall not be disciplined for the performance of other employees.</li> </ul>	<ul style="list-style-type: none"> <li>No Proposal</li> </ul>

<p><b><u>Insurance</u></b></p>	<ul style="list-style-type: none"> <li>• Reduced HRA employee premium rates and frozen employee premiums for all other Insurance plans to match the current rates paid by Jewel Warehouse employees.</li> </ul>	<ul style="list-style-type: none"> <li>• 4% cap on increases to employee premiums for HRA plan only.</li> </ul>
<p><b><u>Retirement</u></b></p>	<ul style="list-style-type: none"> <li>• 50% match up to 7%. Additional \$.50 per hour Employer 401k contribution up to 40 hours per week beginning 9/6/18.</li> </ul>	<ul style="list-style-type: none"> <li>• 50% match up to 7%</li> </ul>
<p><b><u>Wages</u></b></p>	<ul style="list-style-type: none"> <li>• 2.5% increase for all employees each year of the contract</li> </ul>	<ul style="list-style-type: none"> <li>• \$1.05 increase years 1&amp;2, and \$1.15 increase year 3 to full-time and part-time pharmacists only. Wage freeze for all non-registered pharmacists and students.</li> </ul>
<p><b><u>Retroactivity</u></b></p>	<ul style="list-style-type: none"> <li>• All wages and benefits retroactive to May 7, 2016.</li> </ul>	<ul style="list-style-type: none"> <li>• No retroactivity.</li> </ul>