

## 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 14, 2015.

<u>Issue</u>	<u>Union Proposal</u>	<u>Employer Proposal</u>
<u>Retroactivity</u>	<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><b>No retroactivity.</b></li> </ul>
<u>Wages</u>	<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>\$1.15 increase years 1&amp;2, and \$1.25 increase year 3 to full-time and part-time pharmacists only. <b>Wage freeze</b> for all non-registered pharmacists and students.</li> </ul>
<u>Insurance</u>	<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 <b>only</b>.</li> </ul>
<u>Vacation, Personal Days and Other Absence Coverage</u>	<ul style="list-style-type: none"> <li>The Employer will find coverage for all personal days, bid vacation and sick days.</li> <li>Pharmacists who find their own coverage for 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 <b>only</b>.</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>
<u>Holidays</u>	<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 <b>can work Memorial Day, Fourth of July and Labor Day.</b></li> </ul>
<u>Scheduling of Part-time Employees</u>	<ul style="list-style-type: none"> <li>Part-timers to be offered <u>all</u> additional hours 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>
<u>Discipline of Head Pharmacists</u>	<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><b>No Proposal</b></li> </ul>
<u>Job Openings &amp; Transfers</u>	<ul style="list-style-type: none"> <li>Job openings to be sent via email to employees 6 weeks prior to filling the position.</li> </ul>	<ul style="list-style-type: none"> <li>Job openings to be sent via email.</li> <li><b>No guaranteed timeliness</b> on job opening or bidding</li> </ul>
<u>Personal Days</u>	<ul style="list-style-type: none"> <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>Employees to be paid <b>only</b> 1/5 of their weekly salary for personal days.</li> </ul>