



NOTICE TO EMPLOYEES



POSTED PURSUANT TO A SETTLEMENT AGREEMENT APPROVED BY A REGIONAL DIRECTOR OF THE NATIONAL LABOR RELATIONS BOARD

AN AGENCY OF THE UNITED STATES GOVERNMENT

CVS Caremark

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

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT interfere with, restrain or coerce you in the exercise of the above rights.

Teamsters Local 727, (the Union) is the exclusive collective bargaining representative of the employees in the following appropriate bargaining unit (the Unit) as defined in Article 1 of the parties' expired CBA:

All registered pharmacists, graduate non-registered pharmacists, regularly employed part-time graduate and registered pharmacists and student pharmacy interns in certain listed Chicago-area retail drug stores operated by the Employer listed in Appendix D of the parties' expired cba; excluding however all other employees, all store managers, assistant store managers, manager trainees, all supervisors and guards as defined in the Act.

WE WILL NOT unilaterally implement changes in wages and terms and conditions of employment of the employees in the Unit described above.

WE WILL NOT fail to notify and/or refuse to meet and bargain in good faith with your Union regarding the effects of material changes to the prescription verification procedure, before putting such changes into effect.

WE WILL NOT refuse to bargain in good faith with the Union as the exclusive collective-bargaining representative of our employees in the Unit described above regarding the effects of our decision to make changes to our prescription verification procedure.

WE WILL NOT refuse to bargain in good faith with the Union as the exclusive collective-bargaining representative of our employees in the Union described above.

WE WILL NOT fail and refuse to provide the Union with the break policy, the requested information from its March 2, 2019 letter, and dates, times and location of meetings held with bargaining unit employees for the purpose of discussing store closures, in accordance with an established past practice, that is relevant and necessary to its role as the exclusive collective bargaining representative of employees in the Unit specified above.

WE WILL NOT interrogate our employees about their feelings about the Union and/or support for the Union.

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). Hearing impaired



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WE WILL NOT deny representatives of the Union access to our stores.

WE WILL NOT bypass your Union and deal directly with you concerning your wages, hours and working conditions.

WE WILL, upon request, continue to bargain in good faith with the Union as the exclusive collective-bargaining representative of our employees in the Unit described above regarding the effects of our change to the prescription verification procedure.

WE WILL on request, bargain collectively in good faith and meet at reasonable times with the Union as the exclusive bargaining representative of the employees in the Unit described above on terms and conditions of employment.

WE WILL act away from the table consistent with our duty to bargain in good faith.

WE WILL immediately provide the Union with the break policy and the dates, times and locations of meetings held with bargaining unit employees to discuss the store closures in response to the e-mail by Teamsters Local 727 on May 6, 2019.

WE WILL rescind any discipline or negative performance appraisals issued to Unit employees directly related to the implementation of two-step prescription verification procedure. However, no provision of this notice shall in any way be construed as requiring us to revoke unilaterally implemented improvements in terms and conditions of employment to unit employees.

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(Employer)

Dated: _____

By: _____
(Representative) (Title)