

NPHA-LIUNA UNION BENEFITS

THE NPHA-LIUNA UNION SOLIDIFIES TWO IMPORTANT FACTORS OF YOUR EMPLOYMENT WITH WALGREENS: *YOUR WORK LOCATION AND YOUR INCOME.*

- **WORK LOCATION SECURED.** YOU CANNOT BE DISPLACED FROM YOUR STORE LOCATION DUE TO THE COMPANY WANTING SOMEONE ELSE IN YOUR PLACE.
- **NPHA-LIUNA FIGHTS FOR YOUR WAGES.** WE ARE ONE OF THE FEW WALGREENS MARKETS IN THE NATION WHERE WAGE RATES ARE PROTECTED. WITH A CONTRACT, WAGES WILL NOT BE REDUCED.

11 ADDITIONAL BENEFITS OF OUR UNION INCLUDE:

- **LUMP SUM BONUS.** WE ARE THE ONLY STAFF PHARMACISTS IN OUR WALGREENS MARKET TO RECEIVE A BONUS. PHARMACY MANAGERS DID NOT RECEIVE A BONUS.
- **STORE BIDDING PROCESS.** WE HAVE A PROCESS IN PLACE WHICH MAKES STORE BIDDING FAIR AND GUARANTEED. WE ALSO HAVE A 1-YEAR PROTECTION FOR YOU IF YOU ARE PASSED OVER.
- **SENIORITY IS LOCKED IN.** AT NO TIME CAN THE COMPANY RETRACT OR ALTER YOUR SENIORITY WHICH IS ESSENTIAL TO STORE AND VACATION BIDDING.
- **VACATION BIDDING PROCESS.** THERE IS A PROCESS IN PLACE TO MAKE VACATION BIDDING FAIR AND GUARANTEED. AT NO TIME CAN THE COMPANY TAKE AWAY APPROVED PTO.
- **GUARANTEE OF 80 HOURS (72 HOURS FOR OVERNIGHT PHARMACISTS).** YOU MUST BE PAID FOR HOW YOU ARE CODED AND WHAT YOU ARE GUARANTEED.
- **PROTECTION FOR LOSS OF A STAFF POSITION.** IF A STAFF POSITION IS CANCELED, SUCH AS OVERNIGHTS, OR A POSITION IS CUT WITH A CHANGE IN PHARMACY HOURS, YOU ARE STILL GUARANTEED YOUR 80 HOURS (72 HOURS FOR OVERNIGHT PHARMACISTS) AND ARE ELIGIBLE TO BID FOR STORE PLACEMENT IMMEDIATELY. IN OTHER MARKETS YOU WOULD LOSE YOUR JOB.
- **BREAKS, MEALS & 12-HOUR SHIFT PROTECTION.** WE ARE IN THE ONLY WALGREENS MARKET TO GUARANTEE BREAK AND MEAL PERIODS AND WHO SEPARATE 12-HOUR SHIFTS NO LESS THAN FOUR DAYS APART.
- **EXPUNGED DISCIPLINARY RECORDS.** EXCEPT FOR THOSE RELATED TO FINAL WRITTEN WARNINGS OR FOR SERIOUS MISCONDUCT, DISCIPLINES SHALL BE NULL AND VOID AFTER 12 MONTHS.
- **GRIEVANCE PROCESS.** WE GRIEVE WHAT IS UNFAIR AND SEEK PROGRESSIVE DISCIPLINE.
- **UNION REPRESENTATION.** WE ARE HERE FOR YOU, AND BECAUSE OF YOU.
- **ADDITIONAL BENEFITS FOR DUES-PAYERS.** MEMBERS IN GOOD STANDING ALSO HAVE EXCLUSIVE BENEFITS IN ADDITION TO THOSE CONTAINED IN THE COLLECTIVE BARGAINING AGREEMENT. THROUGH OUR PARTNERSHIP WITH THE MIDWEST COALITION OF LABOR OUR MEMBERS GET FREE LIFE INSURANCE AND ACCIDENTAL DEATH & DISMEMBERMENT POLICIES, ACCESS TO FREE AND DISCOUNTED LEGAL SERVICES, FREE ROADSIDE ASSISTANCE SERVICES, MEMBERSHIP IN THE MIDWEST COALITION OF LABOR CREDIT UNION, DISCOUNTED COLLEGE TUITION, ASSISTANCE WITH OBTAINING SOCIAL SECURITY DISABILITY AND MEDICARE BENEFITS, AND MORE!