

NPHA-USW UNION BENEFITS

THE NPHA-USW 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-USW 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.

10 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 CANCELLED, 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.