



Redlands CVS Specialty Pharmacy Questions and Answers

What additional protections do we have once we win our union election?

Once we win our election we are under “status quo” which means that the terms and conditions of work can’t be changed without bargaining with us. This means that we keep everything that we currently have and bargain to change the things that we want to improve as we bargain our first contract.

How does union recognition affect scheduling flexibility?

Once we win union recognition, the days of us being dictated to are over. In fact, as soon as we win recognition, management cannot change our working conditions, pay or benefits without bargaining with us. This means that working conditions (including scheduling flexibility) stay the same, unless we agree to change them while we bargain our first contract.

We will (as a union) agree to any change that is made and we’re not going to make things harder for ourselves. We are not going to propose, much less agree to, something that makes our lives more difficult.

We have scheduling flexibility now and once we win recognition, we’ll have scheduling flexibility unless and until we agree to something different.

How do dues work?

We will pay dues once we have secured our first union contract. For union dues to be deducted, several things will have to happen first, including formal recognition of our union and contract negotiations with CVS.

Once contract negotiations are complete, you will have an opportunity to become a union member and vote on our union contract. Once our contract is approved and goes into effect – including negotiated raises and improvements in working conditions – we will be eligible to start paying dues.

How do strikes work?

The employer has a legal obligation to bargain in good faith. More than 98% of contract negotiations are settled without strikes. Striking is a strategic decision and a powerful tactic. In order to strike $\frac{2}{3}$ of the workplace have to vote to authorize a strike.

Management is showing their fear of striking by bringing it up when it isn’t even relevant. Don’t let them scare you by talking about our power like it’s a bad thing.

