



WE ARE PROFESSIONALS!

A message from your coworkers on the Pharmacy Guild Bargaining Committee:

We met with CVS Corporate representatives for our second round of bargaining this week. We proposed six new articles and delivered three counterproposals.

In their response to our Professional Orientation and Training proposal, CVS's Negotiator Lance Matthews struck out every mention of our status as professionals. We were taken aback that they refused to acknowledge that we are healthcare professionals. We are educated, experienced, and many of us hold National Certifications in addition to California licenses. Our team spoke out forcefully to make it clear we are professionals and deserve professional respect.

"We chose careers in pharmacy so that we could provide the highest professional standards of care to our patients. CVS needs to recognize that our education and experience make us professionals."

- Jennifer Herrera, California Licensed and Nationally Certified Pharmacy Technician

By the end of the week, CVS's team started to move in our direction, and verbally acknowledged that we are indeed professionals. Now we need them to commit to that in writing and make it clear in our union contract.



We have a tentative agreement on one article and [we are actively negotiating nine other articles including:](#)

Professional Practice: This article confirms our status as professionals with a unique scope of practice and professional right to object to unsafe conditions.

Accommodations: This article requires that CVS fairly considers requests for job accommodations by employees with disabilities, as well as religious accommodations consistent with federal law.

Union Representatives and Access: This article establishes our right to have union stewards, known as Pharmacy Representatives, who are empowered to advocate for us in meetings with management.

We continued to make progress on other articles, including **Safety and Health** which continues to be a top priority.

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