



The Pharmacy Guild/IAM
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Sent by Electronic Mail on May 21, 2025

TO: Rico Barrera
Senior Planner
Workforce Policy and Operations
Idaho Department of Labor

RE: Layoffs Associated with CVS Acquisition of Rite Aid Pharmacies in Idaho

Dear Senior Planner Barrera:

We are writing with an urgent concern that mass pharmacy layoffs in Idaho may be imminent due to the Pending Rite Aid chapter 11 bankruptcy.

We are The Pharmacy Guild/IAM, a national voice for pharmacy professionals, including pharmacists and pharmacy technicians. We are both a union and a professional association that advocates for safe patient care, industry standards, and our professional rights at work. We represent pharmacy professionals across the country who put their professional and ethical obligations to patients before the interests of corporate chain pharmacies. As the legally authorized collective bargaining representative of multiple groups of CVS pharmacy professionals, we are writing to express serious concern regarding the impact of the Rite Aid bankruptcy and CVS Health's planned acquisition of Rite Aid stores in Idaho.

Rite Aid, currently undergoing Chapter 11 bankruptcy, has already closed at least two stores in Idaho. CVS has announced its intention to acquire numerous former Rite Aid locations across the region. While this sale has the potential to preserve access to pharmacy services CVS has not taken appropriate steps to ensure these expected acquisitions are accompanied by measures to prevent mass layoffs and avoid disruptions in patient care. We are calling on the Idaho Department of Labor to proactively investigate this acquisition and ensure protections for pharmacy professionals and patients are upheld.

As CVS Health takes over these locations, we urge that:

- Layoffs at acquired locations be prevented.
- Rite Aid pharmacy professionals be offered continued employment at CVS-run locations to help alleviate chronic understaffing in community pharmacies.
- Current employees not be required to reapply for positions they already hold.

- CVS be required to bargain with union representatives to mitigate layoffs and ensure fair transitions.
- CVS Health take a neutral position in any future union representation efforts and elections.

Pharmacies play a vital role in rural and underserved communities throughout Idaho. Preserving continuity of care is not just a labor issue—it's a public health imperative. We ask the Idaho Department of Labor to explore ways to reduce the negative impact of this transition through use of your Rapid Response Teams to help maintain pharmacy coverage and staffing levels. We also ask that you engage with CVS Health throughout the acquisition to ensure the WARN Act is being correctly applied and enforced.

We appreciate your attention to this issue and your commitment to protecting Idaho's healthcare workforce and patient access to care.

Sincerely,



Jon Irvine
Coordinator, The Pharmacy Guild/IAM
IAM Healthcare

Cc: David Joyner, President and CEO, CVS Health
Larry McGrath, EVP and Chief Strategic Advisor to the CEO, CVS Health
Matt Schroeder, CEO, Rite Aid

Shane Brinton, Director, The Pharmacy Guild/IAM
Beth Pease, Assistant Coordinator, The Pharmacy Guild/IAM
Maria Roeper, Associate General Counsel, IAM Union