



UNION BARGAINING COMMITTEE SCORES BIG WIN DESPITE CVS DELAY TACTICS

Even though management's team was moving slowly, we held them accountable and got movement. We were able to reach TWO Tentative Agreements!

This Session's Tentative Agreements (TAs)

- **Hours of Work**

- Clearly defines schedule request periods and Deadlines
- Outlines the process for employees to bid on available shifts and **eliminates favoritism** in the scheduling process
- Clearly defines on-call process

- **Safety and Health**

- Establishes **Safety Huddles** where employees can raise safety concerns
- **Protects employees** from unsafe assignments
- Strengthens workplace violence protections for employees
- Requires maintenance of an **ergonomics** policy

CVS has still not responded to our proposal on **Wages**, which we passed on November 20th, 2025. We are also waiting on CVS to counter some of our proposals from as far back as September 2025. This is unacceptable, and we have made them aware of that.

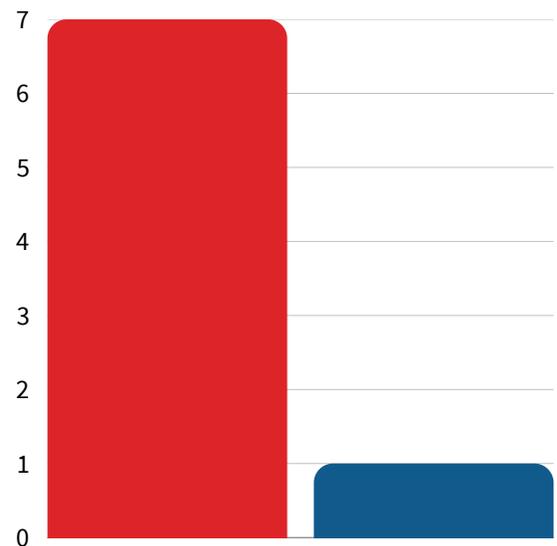
We are back to the bargaining table in two weeks on February 24th and 25th, and we will continue to push to get counters from CVS on the outstanding proposals.

It was great to see everyone at the Holiday Party in December! We are looking forward to more union events and **collective actions in 2026!**

Stay tuned for our next **Pharmacy Guild event in March.**

Keep an eye out for information about the IAM Healthcare **Professional Power Conference** in Palm Springs in May.

- Counter Proposals CVS Owes Union
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