

## LETTER OF UNDERSTANDING

BONUS UNIT      Full-time weekly salary should always equal the standard workweek.  
Any extra time worked is paid in bonus units.

Before bonus units can be paid, the full-time pharmacist must have worked the scheduled workweek. Then and only then, may the bonus units be calculated. If extra work occurs on more than one day in a scheduled workweek, bonus units are calculated for each daily occurrence and totaled for the week, if the pharmacist has had each day separately approved and has actually worked those days.

Calculation of pharmacy pay units should be made as follows (provided the pharmacist works at least 30 minutes):

$\frac{1}{4}$  day or less = 5% of basic work week salary  
 $\frac{1}{2}$  day or less = 10% of the basic weekly salary  
 $\frac{3}{4}$  day or less = 15% of the basic weekly salary  
1 day or less = 20% of the basic weekly salary

Each pharmacy pay unit shall be equal to 5% of the pharmacist's applicable weekly salary or a company established dollar value, whichever is greater.

Please Note: Management may require approval of extra work before a pharmacist performs such work. If mutually agreed upon by a supervising manager and pharmacist, time off with pay in lieu of pharmacy pay units may be agreed upon in an amount equal to the pharmacy pay unit compensation within the applicable scheduling period.