

## APPENDIX C

### TWENTY-FOUR (24) HOUR PHARMACY OPERATIONS

The Employer shall possess the right to operate twenty-four (24) hour pharmacies anywhere in the Greater Metropolitan Chicagoland Area, when a major competitor operates any

twenty-four (24) hour pharmacies. The following provisions shall apply to twenty-four (24) hour pharmacies:

1. Premium Pay: Pharmacists shall receive Two Dollars and Fifty Cents (\$2.50) per hour for all hours worked from 10:00 p.m. to 8:00 a.m.
2.
  - A. Work Shift: The regular work shift for twenty-four (24) hour pharmacies between 10:00 p.m. and 8:00 a.m. may be ten (10) hours per workday. The nine (9) hour normal workday limitation of Section 3.1 of the Master Labor Agreement shall not apply to said work shift, however, the twelve (12) hour maximum workday limitation of Section 3.1 shall continue in full force and effect.
  - B. It is understood and agreed that no pharmacist who is regularly scheduled for a 10-hour day in accordance with Paragraph 2(A) should lose any compensation when taking a holiday or personal day.
  - C. Workweek: Full-time pharmacists who work the regular work shift for twenty-four (24) hour pharmacies between 10:00 p.m. and 8:00 a.m. may choose to work a basic work week of forty (40) hours or an optional work week of thirty-five (35) to forty (40) hours and shall be paid proportionally for such a workweek, as long as such workweek is mutually agreed upon between the pharmacist and the Employer.
3. Selection of Pharmacists for 10:00 p.m. to 8:00 a.m. Shift Work
  - A. 10:00 p.m. to 8:00 a.m. shift work shall initially be offered to existing pharmacists in an affected store on a seniority basis.
  - B. If the initial offering does not produce an adequate staff of pharmacists between the hours of 10:00 p.m. and 8:00 a.m., the Employer shall consider written requests for such shift work from all pharmacists in the bargaining unit on a seniority basis. Such requests shall indicate location/area preference and be addressed to the regional personnel manager of the Employer.
  - C. If an adequate number of pharmacists do not volunteer for such work between the hours of 10:00 p.m. and 8:00 a.m., new pharmacists shall be hired for said hours of work.
4. Replacement Coverage for 10:00 p.m. to 8:00 a.m. Shift Work: When the Employer is notified of an unscheduled, projected absence of a 10:00 p.m. to 8:00

a.m. pharmacist, the Employer shall use its best efforts to find a late-shift replacement pharmacists to relieve a pharmacist whose shift is scheduled to end at 10:00 p.m. The Employer shall also have available a list of replacement pharmacists for use by non-late shift pharmacists when a 10:00 p.m. to 8:00 a.m. pharmacist is unexpectedly absent from the start of a 10:00 p.m. work shift.

Absences of regular 10:00 p.m. to 8:00 a.m. pharmacists shall first be covered by available undistributed, full-time pharmacists and thereafter by regularly assigned volunteer full-time or part-time pharmacists. Such replacements shall not be required to work with less than twenty-four (24) hours between the start of work shifts. For example, a replacement pharmacist who works from 10:00 p.m. Tuesday to 8:00 a.m. Wednesday shall not be required to work until 10:00 p.m. Wednesday at the earliest.

In instances when a replacement cannot be obtained, the non-late shift pharmacist may be required to continue working past his or her regularly scheduled end of shift but shall not be required to work more than a total workday of twelve (12) hours as provided in Section 3.1 of the Master Labor Agreement.

5. Other Shift Transfers

- A. Any pharmacist who volunteers to work the 10:00 p.m. to 8:00 a.m. shift shall be required to work said shift for a minimum of three (3) months unless the Employer ceases said shift in the involved pharmacist's store.
- B. If a 10:00 p.m. to 8:00 a.m. pharmacist desires to work other hours on a regular basis, said pharmacist shall notify the Employer's regional personnel manager of his or her store/area preference, in writing, and will be offered the next such available pharmacy position in the bargaining unit on the basis of his or her seniority, provided said pharmacist has not received any type of disciplinary warning or suspension within the prior six (6) months of employment.

6. Effect on Pharmacists of Discontinued Twenty-Four (24) Hour Operations

If the Employer should discontinue a twenty-four (24) hour operation, full-time pharmacists working the 10:00 p.m. to 8:00 a.m. schedule may exercise their seniority to obtain a regular full-time position by bumping the least senior pharmacist(s) in the bargaining unit provided the 10:00 p.m. to 8:00 a.m. pharmacist seniority is greater.