

Agreement reached the 29<sup>th</sup> day of November, 1988 between Local 1199 Drug, Hospital and Health Care Employees Union, R.H. D.S.U. and Whalen Drug Co., Inc., Rita Aid Corp., ~~Patnamark Supermarkets (The Employers)~~ Rock Bottom Stores Inc. (The Employers) and Supermarkets General Corp., Patnamark Supermarkets Division ~~as follows~~

1. General Wage Increase: The following percentage increases shall be calculated on the employee's rate on 10/6/88. If an employee is hired after 10/6/88, his rate of pay for calculating said percentage increases shall be the rate of pay at which he/she was hired:

10/7/88  
8%

10/6/89  
7%

10/7/90  
7%

All employees employed on or before the date of ratification shall receive either the minimum rate for the job or the above across the board increases, whichever is greater.

2. Minimums:

|                                                  | <u>10/7/88</u>   | <u>10/6/89</u>         | <u>10/7/90</u>         |
|--------------------------------------------------|------------------|------------------------|------------------------|
| A. Sup. Pharm.                                   | \$ 150           | \$ 810                 | \$ 865                 |
| B. Reg. Pharm.                                   | \$ 100           | \$ 156                 | \$ 810                 |
| C. Hourly Pharm - P/T<br>(less than 8 hours/day) | \$ 20/hr         | \$ 22/hr               | \$ 24/hr               |
| D. Non-Pharm. Asst MGR                           | \$ 405           | \$ 431.25              | \$ 457.50              |
| E. Non-Food Dept. Mgr.                           | \$ 540           | \$ 570                 | \$ 600                 |
| F. Graduate Pharm<br>(4th yr)                    | \$ 400           | \$ 428                 | \$ 456                 |
| G. Pharm. Intern (5 <sup>th</sup> yr)            | \$ 300<br>\$ 330 | \$ 321.00<br>\$ 353.10 | \$ 342.00<br>\$ 380.00 |
| H. Book Keeper / Hl. Cashier                     | \$ 260           | \$ 278.20              | \$ 296.40              |

I. Pharmacy Aides:

| (1) Hire | \$ 196 | \$ 206 | \$ 216 |
|----------|--------|--------|--------|
| 6 mo.    | 216    | 226    | 236    |
| 12 mo.   | 236    | 246    | 256    |
| 18 mo.   | 256    | 266    | 276    |
| 24 mo.   | 276    | 286    | 296    |
| 30 mo.   | 288    | 298    | 308    |

(2) Effective 10/8/89, pharmacy aides who have reached or thereafter reach their fifth anniversary will have \$ 25.00 added to their base rate. The \$ 25.00 adder will be pro-rated for eligible part-time employees at a rate of \$ .625 per hour.

\* FLOATING PHARMACIST (PATMARK) - \$ 25.00 per week (pro-rated for part-time employees).

10-91

J. Check-out clerks/cashiers/porters/  
stockman/cosmetician

(1) Full Time

| Time:  | \$ 190 | \$ 200 | \$ 210 |
|--------|--------|--------|--------|
| 6 mo.  | 210    | 220    | 230    |
| 12 mo. | 220    | 230    | 240    |
| 18 mo. | 230    | 240    | 250    |
| 24 mo. | 240    | 250    | 260    |

(2) Part Time

| Time:  | \$ 4.00/hr | \$ 4.10/hr | \$ 4.20/hr |
|--------|------------|------------|------------|
| 6 mo.  | \$ 4.30 "  | \$ 4.40 "  | \$ 4.60 "  |
| 12 mo. | \$ 4.60 "  | \$ 4.70 "  | \$ 4.90 "  |
| 18 mo. | \$ 4.90 "  | \$ 5.00 "  | \$ 5.20 "  |
| 24 mo. | \$ 5.30 "  | \$ 5.40 "  | \$ 5.60 "  |

(3) A part-time employee is one who averages thirty (30) hours per week or less during any consecutive three (3) month period.

K. Rock Bottom Warehouse

(1) Classifications

|                        |            |            |            |
|------------------------|------------|------------|------------|
| I (Porter/Repacker)    | \$ 5.75/hr | \$ 6.04/hr | \$ 6.34/hr |
| II (General Warehouse) | \$ 6.00/hr | \$ 6.30/hr | \$ 6.62/hr |
| III (Hi-Lo/Receiving)  | \$ 6.25/hr | \$ 6.56/hr | \$ 6.89/hr |

(2) Any employee who is promoted from a lower classification to a higher classification shall receive a minimum promotional increase of \$10.00 per week.

(3) Incumbents in the Hi-Value and Hi-Risk jobs on the date of ratification shall receive an increase of \$5.00/wk - 10/7/90 provided they are then in these positions.

L. Pathmark Warehouse

(1) Grades

|                                                               |            |            |            |
|---------------------------------------------------------------|------------|------------|------------|
| I. Picker-Replenisher/Tote Replenisher (Rx/HV/8P/Cigarettes). |            |            |            |
| Time                                                          | \$ 5.75/hr | -          | -          |
| 60 days                                                       | \$ 6.25 "  | -          | -          |
| 6 mo                                                          | \$ 6.50 "  | -          | -          |
| 12 mo.                                                        | \$ 6.75 "  | \$ 6.95/hr | \$ 7.25/hr |

## II Full case / Bulk Selector / Sorter / Loader / Returner:

|        |            |            |            |
|--------|------------|------------|------------|
| Start: | \$ 7.00/hr | —          | —          |
| 6 mo.  | \$ 7.25/hr | —          | —          |
| 12 mo. | \$ 7.50/hr | \$ 7.12/hr | \$ 8.02/hr |

## III Receiving Checkers / Cigarette Stamps / Controlled Drug Pickers:

|            |            |            |
|------------|------------|------------|
| \$ 8.25/hr | \$ 8.49/hr | \$ 8.83/hr |
|------------|------------|------------|

## IV Labor Pool:

|            |            |            |
|------------|------------|------------|
| \$ 8.70/hr | \$ 8.96/hr | \$ 9.31/hr |
|------------|------------|------------|

## V Turret / H.-Lo:

|            |            |            |
|------------|------------|------------|
| \$ 8.70/hr | \$ 8.96/hr | \$ 9.31/hr |
|------------|------------|------------|

(2) Any employee who is promoted from a lower grade to a higher grade shall receive a minimum promotional increase of \$ .25/hr.

(3) There shall be interchange within grades based upon seniority, in accordance with past practice.

(4) The safety shoe allowance shall be increased to \$ 45.00.

## 3. Cost of Living: Dates to be changed as follows:

| <u>Measurement</u>        | <u>Employment<br/>Effectivity Date</u> | <u>Increase<br/>Date</u> |
|---------------------------|----------------------------------------|--------------------------|
| February 1988 - Feb. 1989 | 4/2/88                                 | 4/2/89                   |
| Feb., 1989 - Feb. 1990    | 4/1/89                                 | 4/1/90                   |
| February 1990 - Feb. 1991 | 4/7/90                                 | 4/7/91                   |

## 4. Benefit / Pension Funds:

A. The contribution rate for the Benefit Fund will increase to 11.8% of base payroll for the Term of the Agreement, ~~effective~~ <sup>effective 4/1/91</sup>. Base payroll is defined as ninety five percent (95%) of gross payroll.

B. Effective April 1, 1988 ~~through~~ <sup>through May 31,</sup> 1989, the Employers agree that 1.3% of the 7% contribution to the Pension Fund will be transferred to the Benefit Fund.

C. The Employers and the Union agree that on request

by the Union, they will execute an agreement prospectively reducing the contribution rate to the Pension Fund and simultaneously increasing the contribution rate to the Benefit Fund. The total amount of contributions re-directed to the Benefit Fund shall be the same amount as the reduction in contributions to the Pension Fund.

D. Should the Union negotiate a contract <sup>with the Leagues & Voluntary Hospitals</sup>, which provides a lower contribution rate or a formula which would lower the contribution costs to the Employers for the 1199 Funds, the Employers shall be entitled to the same reduced contribution and/or the use of the reduced formula for the same period.

5. Drug & Alcohol Testing Policy: The parties will meet after ratification to negotiate an acceptable Drug & Alcohol Testing Policy. ~~\_\_\_\_\_~~  
~~\_\_\_\_\_~~

6. Pathmark may increase the number of Trainee supervisors to twenty <sup>three</sup> (23).

7. There shall be an annual <sup>Political</sup> ~~Annual~~ Action Committee check-off.

8. Rock Bottom will provide a bulletin board in its warehouse for the exclusive use of the Union.

9. The "Standards" proposal for the Rock Bottom warehouse has been withdrawn without prejudice and based upon the Union's representation that Rock Bottom has the contractual right to establish reasonable work standards.

10. ~~\_\_\_\_\_~~  
~~\_\_\_\_\_~~ <sup>all</sup> seniority will be applied as heretofore.

~~\_\_\_\_\_~~



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11. The collective bargaining agreements and the various  
Supplements thereto between ~~the~~ Local 1199 and the Employees  
which expired October 8, 1988 shall be renewed for a three(3)  
year term to and including October 5, 1991, except as  
set forth in paragraphs 1-10 above.

The foregoing is subject to the ratification of the  
bargaining unit.

Dated: 11/29/88  
Michael J. Sawyer  
WHALEN DRUG CO., INC.

John J. Allen  
SUPERMARKETS GENERAL CORP  
PATAMARK SUPERMARKETS INC

Kathleen Allen  
1179 Orange

Mark H. Goss  
RETAIL DRUG CHAIN GROUP

Richard J. Vane  
WHALEN DRUG CO., INC.

Robert R. Shank  
RITE AID CORP

Don R.  
ROCK BOTTOM STORES, INC.

Dated Maureen Kelley  
Laura Latham  
Edmund Jones  
Lia Adams  
Dolores L. L...

Irish Cummo  
Lynne Jagers  
William L. Martin  
Deborah L...  
Cindy J. Deussis  
Vigilio Romano

Maureen Kelly  
Local 1199, P.W.D.S.U  
John Crappell UP Local 1194  
Laurence Hill

Mark Mark...  
Ray Han Kwan  
Johnny C...  
Joseph ...  
Larry Allen  
Edward Kay Seckles

**LOCAL 1199**

Drug, Hospital and  
Health Care Employees  
Union, RWDSU/AFL-CIO

310 West 43rd Street,  
New York, N.Y. 10036  
(212) 582-1890  
FAX: (212) 262-4985

March 10, 1989

Mr. George Rubin  
U.S. Department of Labor  
Bureau of Labor Statistics  
Washington, D.C. 20112

Re: Previous Agreement Expired  
October 8, 1988

Dear Mr. Rubin:

Please be advised that on November 29, 1988, the attached Memorandum of Agreement was signed. This agreement was between Local 1199, Supermarkets General Corporation, Rite Aid, Rock Bottom and Brooks Drugs, Inc. It covers approximately 2500 employees in the New York Metropolitan area working in these chain drugstores.

Last week, we came to a tentative agreement based on the same MOA with Empire State Pharmaceutical Society, Inc., which represents approximately 350 independents drugstores in the New York Metropolitan area.

The MOA modifies the attached printed contract, which expired on October 8, 1988.

Thank you very much.

Very truly yours,

Marshall Garcia  
Executive Vice President  
Director Drug Division

MG:fmm  
coe-1199

Enclosures

A108

Georgianna Johnson, President  
Edward Kay, Secretary-Treasurer  
Katherine Abelson, Executive Vice President  
Marshall Garcia, Executive Vice President  
Betty Hughley, Executive Vice President  
Dennis Rivera, Executive Vice President

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