

# West Virginia Last, Best, and Final Offer Pharmacy Wage Scale Overview



Tech 1, Tech 2, Tech 3 and Tech 4 positions will move to wage scales.

New \$1.50 premium for Senior Techs with certifications and Certified Pharmacy Leads. See your Store Leader for details.

## Non-Certified Rx Tech

Currently Full-Time Rx Tech 1

Current Hourly Rate		Proposed 3-Step Progression				
				2024	2025	2026
\$11.00						
\$12.20	→	Step 1	<36 hrs	\$14.50	\$15.00	\$15.50
\$13.40						
\$15.00	→	Step 2	36-38 hrs	\$16.05	\$16.80	\$17.40
\$16.16	→	Step 3	38+ hrs	\$17.65	\$18.15	\$18.65

## Non-Certified Rx Tech

Currently Part-Time Rx Tech 1

Current Hourly Rate		Proposed 3-Step Progression				
				2024	2025	2026
\$11.00						
\$12.20	→	Step 1	<36 hrs	\$14.50	\$15.00	\$15.50
\$12.75						
New Step 2			36-38 hrs	\$16.05	\$16.80	\$17.40
New Step 3			38+ hrs	\$17.65	\$18.15	\$18.65

## Non-Certified Rx Tech

Currently Full-Time Rx Tech 2

Passed ACT Quizzes, No PTCB

Current Hourly Rate		Proposed 3-Step Progression				
				2024	2025	2026
\$12.25						
\$13.45	→	Step 1	<36 hrs	\$14.50	\$15.00	\$15.50
\$14.65						
\$16.25	→	Step 2	36-38 hrs	\$16.05	\$16.80	\$17.40
\$17.41	→	Step 3	38+ hrs	\$17.65	\$18.15	\$18.65

## Certified Rx Tech

Currently Full-Time Rx Tech 3

Has PTCB, Has Not Passed ACT Quizzes

Current Hourly Rate		Proposed 3-Step Progression				
				2024	2025	2026
\$12.00						
\$13.20	→	Step 1	<36 hrs	\$16.35	\$16.85	\$17.35
\$14.40						
\$16.00	→	Step 2	36-38 hrs	\$17.90	\$18.85	\$19.25
\$17.16						
New Step 3			38+ hrs	\$19.50	\$20.00	\$20.50

## Certified Rx Tech

Currently Full-Time Rx Tech 4

Passed ACT Quizzes, Has PTCB

Current Hourly Rate		Proposed 3-Step Progression				
				2024	2025	2026
\$13.25						
\$14.45	→	Step 1	<36 hrs	\$16.35	\$16.85	\$17.35
\$15.65						
\$17.25	→	Step 2	36-38 hrs	\$17.90	\$18.65	\$19.25
\$18.41	→	Step 3	38+ hrs	\$19.50	\$20.00	\$20.50

## Certified Rx Tech

Currently Part-Time Rx Tech 4

Passed ACT Quizzes, Has PTCB

Current Hourly Rate		Proposed 3-Step Progression				
				2024	2025	2026
\$13.25						
\$14.45	→	Step 1	<36 hrs	\$16.35	\$16.85	\$17.35
\$15.00						
New Step 2			36-38 hrs	\$17.90	\$18.65	\$19.25
New Step 3			38+ hrs	\$19.50	\$20.00	\$20.50

### 3-Step Progression Rules

- Associates must remain at each Step for 12 months
- Associates in Step 1 must average 36+ hrs/wk for 12 months to progress to Step 2
- Associates in Step 2 must average 38 hrs/wk for 12 months to progress to Step 3
  - Associates will not drop below Step 2 due to average hours
- Associates in Step 3 must maintain 38 hrs/wk for 12 months to remain in Step 3
  - Associates in Step 3 who average less than 38 hours will be moved to Step 2
  - Associates will not drop below Step 2 due to average hours

### 12-Month Measurement Period

- The Company's standard measurement period (generally the first week of October through the last week of September) will be used to determine movement between wage steps, which will be effective January 1 of the following year.
- Associates will first become eligible to move between steps on 1/1/2026, based on the standard measurement period that spans from 10/2024 - 9/2025.

This document is meant to summarize the wage offer as included the Last, Best, and Final Offer presented to UFCW Local 400 on February 24, 2024. To the extent that there may be any discrepancies between what is included in this summary and the company's offer, the company's offer prevails.

# West Virginia Last, Best, and Final Offer

## Non-Certified Pharmacy Tech 3-Step Progression Scenarios



### Proposed 3-Step Wage Progression Scale – Non-Certified Pharmacy Technicians

	Average Weekly Hours	2024	2025	2026
1 <sup>st</sup> Step	< 36 hrs	\$14.50	\$15.00	\$15.50
2 <sup>nd</sup> Step	36 - 38 hrs	\$16.05	\$16.80	\$17.40
3 <sup>rd</sup> Step	38+ hrs	\$17.65	\$18.15	\$18.65

**EXAMPLE 1** – Associate starts at Step 1 and meets the average hours requirement to move to Step 2 and then to Step 3.

Start at Step 1 2/25/24 <b>\$14.50</b>	Contractual Increase 2/23/25 <b>\$15.00</b>	Move to Step 2 1/1/26 <b>\$16.80</b>	Contractual Increase 2/22/26 <b>\$17.40</b>	Move to Step 3 1/1/27 <b>\$18.65</b>
Associate averages <u>36+</u> hrs Measurement period 10/1/24 - 9/30/25.			Associate averages <u>38+</u> hrs Measurement period 10/1/25 - 9/30/26.	

**EXAMPLE 2** – Associate starts at Step 2 and meets the average hours requirement to move to Step 3.

Start at Step 2 2/25/24 <b>\$16.05</b>	Contractual Increase 2/23/25 <b>\$16.80</b>	Move to Step 3 1/1/26 <b>\$18.15</b>	Contractual Increase 2/22/26 <b>\$18.65</b>	Stay at Step 3 1/1/27 <b>\$18.65</b>
Associate averages <u>38+</u> hrs Measurement period 10/1/24 - 9/30/25.			Associate averages <u>38+</u> hrs Measurement period 10/1/25 - 9/30/26.	

**EXAMPLE 3** – Associate starts at Step 3 and meets the average hours requirement to remain at Step 3.

Start at Step 3 2/25/24 <b>\$17.65</b>	Contractual Increase 2/23/25 <b>\$18.15</b>	Stay at Step 3 1/1/26 <b>\$18.15</b>	Contractual Increase 2/22/26 <b>\$18.65</b>	Stay at Step 3 1/1/27 <b>\$18.65</b>
Associate averages <u>38+</u> hrs Measurement period 10/1/24 - 9/30/25.			Associate averages <u>38+</u> hrs Measurement period 10/1/25 - 9/30/26.	

**EXAMPLE 4** – Associate starts at Step 1 and meets the average hours requirement to move to Step 2.

Start at Step 1 2/25/24 <b>\$14.50</b>	Contractual Increase 2/23/25 <b>\$15.00</b>	Stay at Step 1 1/1/26 <b>\$15.00</b>	Contractual Increase 2/22/26 <b>\$15.50</b>	Move to Step 2 1/1/27 <b>\$17.40</b>
Associate averages less than <u>36</u> hrs Measurement period 10/1/24 - 9/30/25.			Associate averages <u>36+</u> hrs Measurement period 10/1/25 - 9/30/26.	

**EXAMPLE 5** – Associate starts at Step 2 and meets the average hours requirement to move to Step 3.

Start at Step 2 2/25/24 <b>\$16.05</b>	Contractual Increase 2/23/25 <b>\$16.80</b>	Stay at Step 2 1/1/26 <b>\$16.80</b>	Contractual Increase 2/22/26 <b>\$17.40</b>	Move to Step 3 1/1/27 <b>\$18.65</b>
Associate averages less than <u>38</u> hrs Measurement period 10/1/24 - 9/30/25.			Associate averages <u>38+</u> hrs Measurement period 10/1/25 - 9/30/26.	

**EXAMPLE 6** – Associate starts at Step 3 and does not meet the average hours requirement and falls back to Step 2 before meeting the hours requirement to move to Step 3.

Start at Step 3 2/25/24 <b>\$17.65</b>	Contractual Increase 2/23/25 <b>\$18.15</b>	Move to Step 2 1/1/26 <b>\$16.80</b>	Contractual Increase 2/22/26 <b>\$17.40</b>	Move to Step 3 1/1/27 <b>\$18.65</b>
Associate averages less than <u>38</u> hrs Measurement period 10/1/24 - 9/30/25.			Associate averages <u>38+</u> hrs Measurement period 10/1/25 - 9/30/26.	

# West Virginia Last, Best, and Final Offer

## Certified Pharmacy Tech 3-Step Progression Scenarios



### Proposed 3-Step Wage Progression Scale – Non-Certified Pharmacy Technicians

	Average Weekly Hours	2024	2025	2026
1 <sup>st</sup> Step	< 36 hrs	\$16.35	\$16.85	\$17.35
2 <sup>nd</sup> Step	36 - 38 hrs	\$17.90	\$18.65	\$19.25
3 <sup>rd</sup> Step	38+ hrs	\$19.50	\$20.00	\$20.50

**EXAMPLE 1** – Associate starts at Step 1 and meets the average hours requirement to move to Step 2 and then to Step 3.

Start at Step 1 2/25/24 <b>\$16.35</b>	Contractual Increase 2/23/25 <b>\$16.85</b>	Move to Step 2 1/1/26 <b>\$18.65</b>	Contractual Increase 2/22/26 <b>\$19.25</b>	Move to Step 3 1/1/27 <b>\$20.50</b>
Associate averages <u>36+</u> hrs Measurement period 10/1/24 - 9/30/25.			Associate averages <u>38+</u> hrs Measurement period 10/1/25 - 9/30/26.	

**EXAMPLE 2** – Associate starts at Step 2 and meets the average hours requirement to move to Step 3.

Start at Step 2 2/25/24 <b>\$17.90</b>	Contractual Increase 2/23/25 <b>\$18.65</b>	Move to Step 3 1/1/26 <b>\$20.00</b>	Contractual Increase 2/22/26 <b>\$20.50</b>	Stay at Step 3 1/1/27 <b>\$20.50</b>
Associate averages <u>38+</u> hrs Measurement period 10/1/24 - 9/30/25.			Associate averages <u>38+</u> hrs Measurement period 10/1/25 - 9/30/26.	

**EXAMPLE 3** – Associate starts at Step 3 and meets the average hours requirement to remain at Step 3.

Start at Step 3 2/25/24 <b>\$19.50</b>	Contractual Increase 2/23/25 <b>\$20.00</b>	Stay at Step 3 1/1/26 <b>\$20.00</b>	Contractual Increase 2/22/26 <b>\$20.50</b>	Stay at Step 3 1/1/27 <b>\$20.50</b>
Associate averages <u>38+</u> hrs Measurement period 10/1/24 - 9/30/25.			Associate averages <u>38+</u> hrs Measurement period 10/1/25 - 9/30/26.	

**EXAMPLE 4** – Associate starts at Step 1 and meets the average hours requirement to move to Step 2.

Start at Step 1 2/25/24 <b>\$16.35</b>	Contractual Increase 2/23/25 <b>\$16.85</b>	Stay at Step 1 1/1/26 <b>\$16.85</b>	Contractual Increase 2/22/26 <b>\$17.35</b>	Move to Step 2 1/1/27 <b>\$19.25</b>
Associate averages less than <u>36</u> hrs Measurement period 10/1/24 - 9/30/25.			Associate averages <u>36+</u> hrs Measurement period 10/1/25 - 9/30/26.	

**EXAMPLE 5** – Associate starts at Step 2 and meets the average hours requirement to move to Step 3.

Start at Step 2 2/25/24 <b>\$17.90</b>	Contractual Increase 2/23/25 <b>\$18.65</b>	Stay at Step 2 1/1/26 <b>\$18.65</b>	Contractual Increase 2/22/26 <b>\$19.25</b>	Move to Step 3 1/1/27 <b>\$20.50</b>
Associate averages less than <u>38</u> hrs Measurement period 10/1/24 - 9/30/25.			Associate averages <u>38+</u> hrs Measurement period 10/1/25 - 9/30/26.	

**EXAMPLE 6** – Associate starts at Step 3 and does not meet the average hours requirement and falls back to Step 2 before meeting the hours requirement to move to Step 3.

Start at Step 3 3/24/24 <b>\$19.50</b>	Contractual Increase 2/23/25 <b>\$20.00</b>	Move to Step 2 1/1/26 <b>\$18.65</b>	Contractual Increase 2/22/26 <b>\$19.25</b>	Move to Step 3 1/1/27 <b>\$20.50</b>
Associate averages less than <u>38</u> hrs Measurement period 10/1/24 - 9/30/25.			Associate averages <u>38+</u> hrs Measurement period 10/1/25 - 9/30/26.	