

UFCW Local 1167 is pleased to inform you that your union recently won an important arbitration decision that will result in wage increases and retroactive wage adjustments for Rite Aid members in the apprentice brackets making less than \$9.35 per hour. This victory returns language to your union contract that was never intended to be eliminated.

The dispute was over contract language that required the Company to increase any rate below the new State or Federal minimum wage to twenty cents (20¢) above the new minimum wage and every progression step thereafter to at least ten cents (10¢) higher than the preceding step.

This contract language was accidentally left out of the current contract and the Union fought to have it restored. In a victory for Rite Aid members, the Arbitrator agreed with the Union position that the omission was a clerical error and the language must be restored to the agreement. The arbitrator's ruling requires the company to correct the wages of all affected employees retroactive to the first minimum wage increase in January 2007 and then again in January 2008.

Your union continues to fight for higher wages for all working people through the collective bargaining process as well as through State and Federal legislation. The UFCW was instrumental in the passage of minimum wage increases in the State of California in 2007 and 2008. In January 2007 the minimum wage was increased to \$7.50/hour and in January 2008, the minimum wage will be increased to \$8.00/hour.

Enclosed is the corrected wage chart. We will be requesting all necessary information from Rite Aid to be sure that the company makes the appropriate retroactive adjustments in wages. In the next couple of weeks, we urge you to check your pay stub to be certain that you are paid correctly going forward.

Rite Aid Wage Rates - Drug Clerk

	9-Jul-06	1-Jan-07	First day of payroll period on or immediately following 8/10/2007	1-Jan-08
First 520 hours	\$7.35	\$7.70	\$7.70	\$8.20
Next 520 hours	\$7.45	\$7.80	\$7.80	\$8.30
Next 520 hours	\$7.55	\$7.90	\$7.90	\$8.40
Next 520 hours	\$7.65	\$8.00	\$8.00	\$8.50
Next 520 hours	\$7.75	\$8.10	\$8.10	\$8.60
Next 520 hours	\$7.85	\$8.20	\$8.20	\$8.70
Next 520 hours	\$7.95	\$8.30	\$8.30	\$8.80
Next 1040 hours	\$8.15	\$8.40	\$8.40	\$8.90
Next 1040 hours	\$8.40	\$8.50	\$8.60	\$9.00
Next 1040 hours	\$9.35	\$9.35	\$9.35	\$9.35
After 6760 hours	\$9.75	\$9.75	\$9.75	\$9.75
Journeyman (after 6 years)	\$12.70	\$12.70	\$12.95	\$12.95
After 10 years	\$12.85	\$12.85	\$13.10	\$13.10

Ice Cream Clerks

	\$7.20	\$7.70	\$7.70	\$8.20
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If you have any questions, please call your Union Representative.