

Company 6-8-14
11:19 am

ARTICLE 6 OTHER BENEFITS

Section 6.1: Various Employer Benefits

The Employer shall offer a profit sharing or pension plan, health care plan, employee discount plan, and stock purchase plan to eligible full-time and part-time employees ~~on the same basis (except in regard to optical coverage) as said plans may be offered to store management and other hourly paid store employees, respectively.~~ The Employer retains the right to amend, modify, or terminate said plans. In the event of any material amendment, modification, or termination, the Employer shall notify the Union of said amendment, modification, or termination.

The Employer shall provide, maintain and administer the Employer's normal health care plan ("HRA", dental, and vision) for each eligible full-time and part-time employee, subject to the terms and conditions stated therein as the same may be amended by the Employer to be effective at the start of the Company's health care plan year, for each Employee in the bargaining unit on the active seniority roster who enroll in the plan and pay the appropriate weekly contribution rate.

The Employer retains the right to increase the employees' insurance premium contribution rates each year on January 1st with the understanding that the increases will not exceed six-percent (6%) of the foregoing rates each year of the contract. The Employer will notify the Union before such changes are implemented.

The Company shall also offer HMO plans that are available to other Osco Drug associates in the Chicagoland area. Employee contribution rates to these HMO plans will be the same as those of other Osco Drug employees.

Section 6.2: Optical Plan

~~The Employer agrees to offer the Employer's Optical Program, at the same employee contribution rates as it is offered to store management personnel, to each full-time Pharmacy employee.~~