

COLLECTIVE BARGAINING AGREEMENT

Between

**United Food and Commercial Workers
District Local 431
Davenport, Iowa**

And

**OSCO DRUG
Clinton, Iowa**

Effective: June 23, 2019

Expires: June 22, 2024

INDEX

AGREEMENT BETWEEN

UNITED FOOD AND COMMERCIAL WORKERS UNION LOCAL 431
CLINTON, IA
and
OSCO DRUG

TERM: 6/23/2019 – 6/22/2024

		<u>PAGE</u>
ARTICLE I	RECOGNITION	
Section 1.1	Recognition	1
ARTICLE II	NON-DISCRIMINATION	
Section 2.1	Non-Discrimination.....	1
ARTICLE III	UNION SECURITY	
Section 3.1	Union Security.....	1
Section 3.2	Union Dues Checkoff.....	2
Section 3.3	Indemnification	2
Section 3.4	A.B.C. Checkoff.....	2
Section 3.5	Orientation.....	3
ARTICLE IV	UNION-MANAGEMENT RELATIONS	
Section 4.1	Management Rights.....	3
ARTICLE V	HOURS OF WORK	
Section 5.1	Basic Workweek.....	3
Section 5.2	Holiday Weeks	3
Section 5.3	Pyramiding of Overtime Prohibited	3
Section 5.4	No Split Shifts – Call in Pay	4
Section 5.5	Call-In Hours/Additional Hours.....	4
Section 5.6	Meal Periods.....	4
Section 5.7	Rest Periods.....	4
Section 5.8	Store Meetings.....	5
Section 5.9	Scheduling of Part-Time Employees.....	5
Section 5.10	Part-Time to Full-Time	5
Section 5.11	Posted Work Schedules	5
Section 5.12	Out of Classification Work.....	6
Section 5.13	Full-Time Status	6
Section 5.14	Minimum Scheduling, Call-In and Reporting Pay.....	6
ARTICLE VI	WAGES	
Section 6.1	Wage Rates.....	6

INDEX – PAGE 2
 UFCW LOCAL 431
 CLINTON, IA

Section 6.2	Night Premium	6
Section 6.3	Wage Premiums	6
Section 6.4	Pharmacy Delivery	6
ARTICLE VII	SENIORITY	
Section 7.1	Seniority Defined	7
Section 7.2	Seniority Groups.....	7
Section 7.3	Job Posting	7
Section 7.4	Probationary Period for Acquiring Seniority Rights.....	8
Section 7.5	Employment of Part-Time Employees in Lieu of Full-Time Prohibited.....	8
Section 7.6	Effect of Promotion and Reduction in Hours on Seniority	8
ARTICLE VIII	OUTSIDE VENDORS	
Section 8.1	Prism/Outside Vendors.....	8
ARTICLE IX	WORKING CONDITIONS AND REGULATIONS	
Section 9.1	Uniforms.....	9
Section 9.2	Rehiring of Former Employees	9
Section 9.3	Union Shop Cards – Union Buttons	9
Section 9.4	Posting of Union Notices	9
Section 9.5	No Conflict With Contract Provisions Allowed.....	9
Section 9.6	Dress and Appearance Code.....	9
Section 9.7	Recording of Time Worked.....	9
Section 9.8	Previous Comparable Experience	10
Section 9.9	Required Licenses	10
ARTICLE X	VACATION	
Section 10.1	Length of Vacation.....	10
Section 10.2	Vacation Qualifications.....	11
Section 10.3	Vacation Scheduling.....	11
Section 10.4	Holidays Within Vacations	11
Section 10.5	Pro Rata Vacations – Part-Time Employees	11
Section 10.6	Vacation Pay.....	12
Section 10.7	Payment of Earned Vacation Pay on Leaving Service of Employer	12
Section 10.8	Earned Vacation – Pro Rata Vacation Entitlement Upon Termination.....	12
Section 10.9	Vacation Pay in Lieu of Absence	12
Section 10.10	Vacation Pay – Military Leave of Absence.....	12

INDEX – PAGE 3
 UFCW LOCAL 431
 CLINTON, IA

ARTICLE XI	HOLIDAYS	
Section 11.1	Paid Holidays	12
Section 11.2	Holiday Pay – Part-Time Employees	13
Section 11.3	Effect of Leave of Absence on Holiday Pay	13
Section 11.4	Personal Holidays.....	13
Section 11.5	Personal Holidays - Birthday	13
Section 11.6	Holiday Work	14
ARTICLE XII	LEAVE OF ABSENCE	
Section 12.1	Leaves of Absence – General	14
Section 12.2	Application for Leave – Employees Returning from Leave	14
Section 12.3	Leaves of Absence for Medical Reasons	14
Section 12.4	Pregnancy Leave	15
Section 12.5	Leaves of Absence to Accept Union Office	15
Section 12.6	Effect of Extended Leave of Absence on Vacation Rights	15
Section 12.7	Employee’s Accepting Other Work While on Leave.....	15
Section 12.8	On-the-Job Injury	15
Section 12.9	Military Leave of Absence	16
Section 12.10	Personal Leave of Absence	16
Section 12.11	Union Business.....	16
Section 12.12	Jury Duty	16
Section 12.13	Funeral/Military Service Leave.....	17
Section 12.14	Paid Sick Leave Laws	17
ARTICLE XIII	GRIEVANCE & ARBITRATION PROCEDURE	
Section 13.1	Union Steward.....	17
Section 13.2	Grievance Procedure	17
Section 13.3	Board of Arbitration	18
Section 13.4	Final Selection and Empowerment of the Arbitrator	18
Section 13.5	Limitations of Arbitrator – Payment of Fees.....	18
Section 13.6	No Strike; No Lockout	18
ARTICLE XIV	STORE VISITATIONS	
Section 14.1	Store Visitations	18
ARTICLE XV	PICKET LINE	
Section 15.1	Picket Line.....	19
ARTICLE XVI	HEALTH AND WELFARE	
Section 16.1	Employer’s Health and Welfare Plan.....	19