

# 2021 Alliance National Bargaining – Tentative Agreement

Subcommittee: Economics

KPWA UFCW Local 21, Optical and Pharmacy Units, Pension Trust Funding

Add to/Revise second to last paragraph in Section 2.B.2.b.


Employees who are represented by the UFCW Local 21 Optical and Pharmacy Units and who are participants in Taft-Hartley trusts will receive an increase in the current Employer contribution equal to an additional \$0.06 cents per hour beginning the first of the month following ratification of the agreement; an additional increase of \$0.136 cents per hour beginning January 1, 2022; an additional increase of \$0.136 cents per hour beginning January 1, 2023; and an additional increase of \$0.03 cents per hour beginning January 1, 2024. **But in no event shall the Employer contribution rate be less than the required hourly contribution rate under the SRT rehabilitation plan applicable schedule.**

The intention of the parties is to transition to the UFCW Variable Annuity Pension Plan (Sound VAP), by January 1, 2025, provided all employer concerns can be satisfactorily addressed. The parties agree to form a committee within 30 days of ratification to review the issues involved in a potential transition to the Sound VAP, and the committee shall complete its work by April 1, 2022. Effective January 1, 2025, the employer shall contribute minimum total retirement contributions (for SRT and VAP or mutually agreeable alternative) on behalf of these employees equivalent to:


The amount equal to (Percentage below) of the Salary for the employees under the bargaining unit agreement; notwithstanding the foregoing, in no event shall the contribution to the VAP be less than 125% of the base contribution to the SRT as of the effective date of the VAP per hour for each eligible participant.

Year	Optical	Pharmacy
1/1/2025	7.0%	6.3%

Agreed:

  
\_\_\_\_\_  
Hal Ruddick  
Executive Director  
Alliance of Health Care  
Unions

11/13/21  
Date

  
\_\_\_\_\_  
Steve Shields  
Senior Vice President  
National Labor Relations, Kaiser  
Permanente

11/13/2021  
Date