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4-1-1968

Grocery Employers and Northern California Retail Clerks (1968)

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Grocery Employers and Northern California Retail Clerks (1968)

Location

Northern CA

Effective Date

4-1-1968

Expiration Date

March 1969

Number of Workers

Unknown

Employer

Grocery Employers

Union

Northern California Retail Clerks

NAICS

44

Sector

P

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Comments

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NORTHERN CALIFORNIA RETAIL CLERKS—EMPLOYERS WELFARE FUND

1540 Market Street • San Francisco, California 94102 • Telephone: 626-1005

JUL 16 1968

NOTICE OF CHANGED AND ADDED BENEFITS

Beginning on April 1, 1968, the following benefit changes are effective for Employees (and their Dependents) covered by the Collective Bargaining Agreements between Grocery Employers and the various local Unions.

Hospital — The room and board benefit maximum has been extended from 70 days to 120 days.

Emergency Care in Doctor's Office — Up to \$30 per year will be paid for necessary supplies used at a doctor's office in the course of emergency treatment or minor surgery.

Out-Patient X-Ray and Laboratory — This benefit has been increased to provide up to \$100 in each 6-month period for each illness or accident.

Pap Smear — The Plan will pay the laboratory fee charged for routine Pap smears.

Physiotherapy — A physiotherapy benefit up to \$4 per treatment for a maximum of \$200 in a calendar year will be paid if the treatments are given by a physiotherapist on orders of a physician.

Maternity — In cases of abnormal delivery physician's payments will be made based on the fee shown in the surgical schedule and full hospital benefits will be payable.

Note: (In normal delivery the payments remain at a maximum of \$200 for doctor and hospital combined.)

Poliomyelitis — A \$5,000 maximum allowance in addition to the base Plan benefits will be available in cases of poliomyelitis.

Major Medical — The Major Medical benefit has been improved to include a provision that only one deductible will be applied to a family if the members of a family are involved in a single accident; and also to add a transportation benefit in certain cases where it is necessary to travel to a facility which is equipped to furnish necessary special treatment.

Students — Unmarried, attending school full time, and dependent on the Employee will be covered under the Plan until their 24th birthday.

Coordination of Benefits — The Welfare Plan will always pay first on the Employees covered by the Plan. In the case of Dependents covered by another plan, the benefits of the Welfare Plan will be coordinated with such other plan only if there is no contribution by the Employee or Dependent to the premium cost of such other plan.

Life Insurance — A one year extension of life insurance will be provided for persons who become totally disabled between the ages of 60 and 65.

Dependent Life Insurance — A new life insurance benefit for Dependents has been added as follows:

Spouse	\$500
Children — 14 Days but less than 6 Months	\$100
6 Months but less than 2 Years	\$200
2 Years but less than 3 Years	\$400
3 Years but less than 19th birthday (24th birthday if full time student)	\$500

Self-Payment — For unemployed employees who remain available for work in the Industry:

1. If the employee is eligible less than 9 consecutive months, the present self-payment rule shall apply.
2. An employee eligible 9 consecutive months but less than 36 months may self-pay at his last employer contribution rate times 65 hours for up to 3 months and at the current full self-payment rate for up to 3 additional months.
3. An employee eligible for at least 36 consecutive months may self-pay at his last employer contribution hourly rate times 65 hours for up to 6 months.

Sick Leave Accrual — After the initial 6-month period of employment sick leave will accrue at the rate of 6 hours per month.

Retirees — Retirees, who were last employed under an Agreement, and their spouses, will be covered by the prescription drug benefit.

Board of Trustees
Northern California Retail Clerks—
Employers Welfare Fund

By Omar F. Hoskins, Administrator