

COLUMBUS NEGOTIATIONS UFCW LOCAL 1059  
HEALTHCARE PROPOSAL (9.09.2022)

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This document represents a proposal regarding the negotiation for a successor agreement between the Columbus Division (Kroger) and Local 1059, United Food and Commercial Workers. The Company reserves the right to modify, substitute, add or delete any and all proposal(s) made in this response or during the course of these negotiations.

**K12 – Health and Welfare**

**Article 21 I.2 Prescription Drug Plan**

2. Employees identified as a specialty drug therapy recipient will be notified by November 1<sup>st</sup> and must submit an annual application no later than November 15<sup>th</sup> and all required documents must be received by the concierge service by December 1<sup>st</sup> for the subsequent plan year to enroll in the Specialty Concierge Service program. Employees that don't submit their application by the aforementioned deadlines will not be eligible for their specialty drug therapy prescription coverage the following plan year for which they're enrolled and will incur all costs associated with that specialty drug.

Any employee that is identified as a specialty drug therapy recipient in the middle of the year must submit their application within 15 days of notification and submit all required documents within 15 days after submission of the application. Employees that don't submit their application by the aforementioned deadlines will not be eligible for their specialty drug therapy prescription coverage in the current plan year for which they're enrolled and will incur all costs associated with that specialty drug.

The Specialty Concierge Service will be offered to associates as long as the service is provided. If the program is discontinued associates will revert back to the negotiated benefit per the current collective bargaining agreement. UFCW Local 1059 will receive a list of eligible employees at the same time notification is given.