

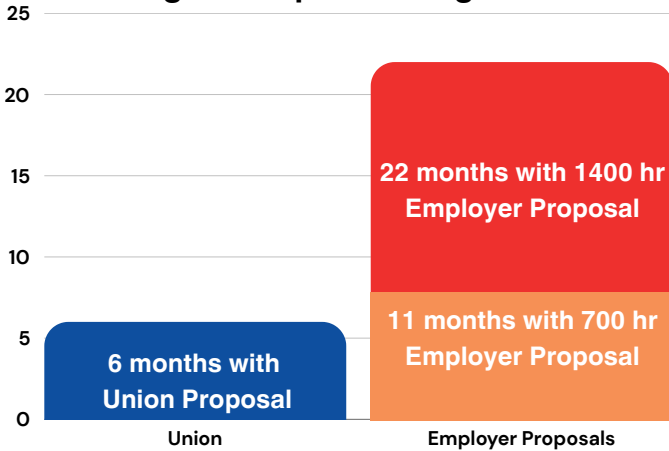
UFCW 663 UNION NEGOTIATIONS UPDATE WITH HAUG'S, JERRY'S, KNOWLAN'S, KOWALSKI'S, L&B, RADERMACHER'S, UNFI -- MARCH 5TH, 2025



WAGES

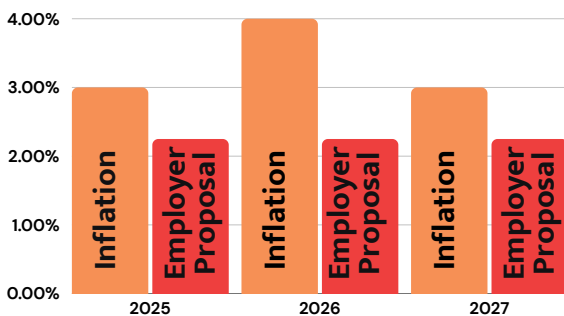
Employers propose that all part-time workers go back to getting raises after every 700 or 1,400 hours worked. That means it could take between **~11 to 22 months for a part-timer to get a raise. Currently part-timers get a raise every 6 months.** We are not interested in takeaways.

How long until a part-timer gets a raise?



*example if you work 15 hours minimum per week

Employer wage proposals do not keep up with inflation. If we accept their wage proposal workers could be worse off economically at the end of the contract than today. As prices of everything increase, our wages won't keep up. We cannot afford to go backwards.



Employer formula for wage increase = 2.25% for top and above scale
Inflation is expected to trend between 3-4% for the next 3 years.

MINIMUM HOURS / MORE STAFF NEEDED

Short staffing hurts customers, workers and sales. Part-time workers report regularly being cut to 15 hours per week. Our Union is proposing a guarantee of at least 24 hours per week so we have adequate staffing. **We cannot provide good customer service on skeleton crews.**



STORE TRANSFERS

Our union made a proposal to all employers regarding transfer protections that includes: notice before transfers, time between transfers, consideration for workers' circumstances in making transfers, workers' ability to request transfers to be closer to home, and for transfers to not be disciplinary. **So far only Jerry's has been open to any sort of transfer protection language.**



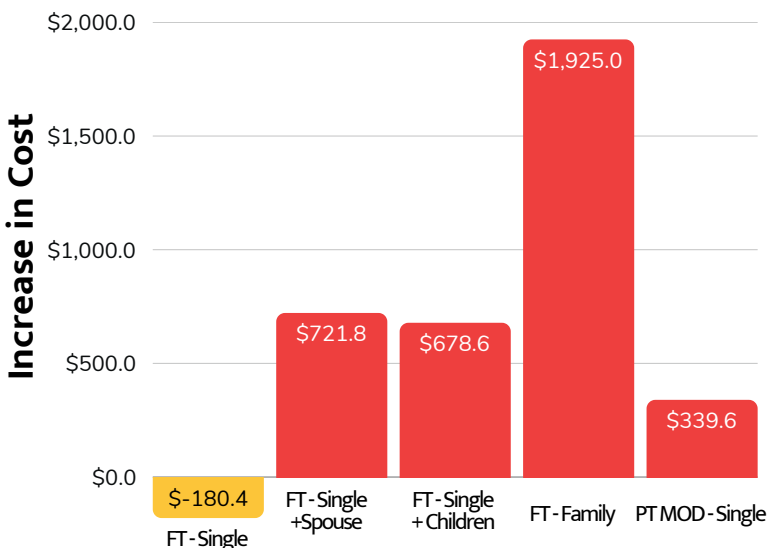
HEALTH



WELFARE

Workers would end up paying over \$1 million more per year so the employers could pay less.

For future contracts, switching to a percentage now could mean when healthcare costs go up, workers automatically pay more since your part of that percentage goes up.

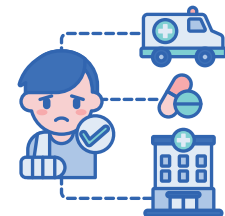


We ran an example--this is how much more you would spend yearly if your bargaining committee accepted the H+W proposals today.

Part-timers lost H+W

WAGE FREEZES

H+W BENE FITS



In 2015 there was a health fund crisis: **part-timers lost healthcare, there were wage freezes, and health benefits were cut in order to save our healthcare.** We need to follow our health fund actuaries' advice to have enough money coming in to cover the benefits being paid out. It is disturbing to hear employers say: "We don't have to follow the plan professionals' proposals."

Our union followed the plan professionals' advice and made proposals to use our health fund reserves to improve dental, vision, out of pocket max, deductibles and fund a HRA. In return, the employers would receive contribution relief equal to \$5.8 million from our reserves.

PENSION

Our union made a proposal to all the contributing employers based on the plan professional's projections for a Rehab Plan that requires 7.5% annual contribution increases leading to potential green zone by 2040, but employers want to kick that can even further down the road. The plan should be designed to restore the financial health of the pension. Employers proposed to only contribute 5%, which is even less than the 6% they were paying before March 2023. The current Rehab Plan calls for 14% annual contribution increases between March 2023 and March 2025, increasing to 16% after March 2025.

JOIN US TO WIN A FAIR CONTRACT!

Talk to your bargaining committee and contract action team members at your store to learn more and **sign the petition asking for more guaranteed hours. We need more workers to keep the stores looking and operating in a way that provides quality customer service.**

*Use this QR Code to read Union and employer proposals at ufcw663.org/grocery

