



UFCW 663 UNFI's Negotiations Update

March 31, 2025

THE GOOD

UNFI's last offer in negotiations:

1. Full-Timers at top and above scale get \$0.75-\$0.95/hr raise each year, no change to wage scales for existing full-timers - will progress annually. One step added for FT Food Handlers and Classified Assistants before top of scale.
2. Part-Timers at \$20.25+ (top and above scale), get \$0.60/hr raise each year.
3. All Part-Timers - the company finally agreed to our Union proposal and will maintain part-time raises every 6 months. **Almost 2,000 members across employers signed petitions to support part-timers and the company heard it.**
4. UNFI added a night stocking premium of \$1 per hour.
5. The company is easing healthcare increases and spreading the burden evenly over 2.5 years.
6. UNFI moved to proposing a 3 year contract (not 4 years).

THE BAD

Some surprises that UNFI is holding firm on:

1. UNFI said their proposal is conditioned on a full committee recommendation and the Union needs to reach "prompt and peaceful settlement not just with Cub but all employers on the coordinated committee."
2. Their proposal requires the Union to withdraw all grievances and unfair labor practices (ULPs), including those regarding ESST and the VSP (buyout), etc.

UNFI is adamant about moving to tiers on healthcare. We estimate **this change will save them nearly \$1 million per year. They will save even more if we agree to workers paying a larger amount of the premium by going to %.**

THE UGLY

1. UNFI's proposal to go to a % cost share in 2028 will drastically limit our future ability to keep healthcare affordable.
2. Those who need family coverage in the next contract are projected to pay over \$70 per week.
3. The company is proposing to use our Health Fund reserves to save them money and keep rates artificially low for this contract. This means **rates will, by default, spike MUCH higher after this contract.** How do we maintain good, affordable healthcare this way?
4. The potential upside for the company? **Pay less \$ on fewer people by making coverage less affordable for families.** The company keeps saying at the table, "we want to drive behavior."

		Weekly Cost for Employees					
	Who you have covered	Today	Rest of 2025	Starting Jan 2026	Starting Jan 2027	Starting Jan 2028	March 2028 (next contract) projections*
FT	Just You	\$20	\$30	\$35	\$40	\$16.53	\$20.38
	You + Spouse	\$20	\$30	\$35	\$40	\$33.88	\$41.77
	You + Kids	\$20	\$30	\$35	\$40	\$33.05	\$40.75
	Family	\$20	\$30	\$35	\$40	\$57.02	\$70.30
Mod PT	Just You	\$10	\$15	\$18	\$20	\$16.53	\$20.38
Ancillary	Just You	\$1	\$1.50	\$1.75	\$2	\$0.75	\$0.86

*Projected using the MRMC Trustee adopted rates for 3/27-2/28 plus 7.5% trend increase with a 90%/10% Split

JOIN US AT BARGAINING!

Our Union Bargaining Committee has rejected the Company offer. It does not address enough of our needs and priorities.

Next negotiations are on April 9 at Crowne Plaza Hotel, 3131 Campus Dr., Plymouth, MN 55441. Negotiations are open to all members.

For full proposals and video updates, visit us at www.ufcw663.org/grocery or scan this QR code:

