



UFCW 663 L&B's Negotiations Update March 31, 2025

THE GOOD

L&B's last offer in negotiations:

1. Full-Timers at top and above scale get \$1/hr raise each year (the exception: Department Heads and Head Meat Cutters get \$1.10), new Department Heads and Classified Assistants hired after March 2025 have extra steps added to their progression, no change to wage scales for existing full-timers - will progress annually on existing wage scales.
2. Part-Timers at top and above scale, get \$0.70/hr raise each year.
3. Courtesy at top and above scale, get \$0.55/hr raise each year.
4. 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.**
5. The company is offering to "smooth the transition" as they shift more healthcare costs onto employees by temporarily putting \$ into HRA accounts.
6. L&B moved to proposing a 3 year contract (not 4 years).

THE BAD

1. For part-timers - L&B only offering \$0.25 raises every 6 months. Other companies are offering part-timers in progression much higher raises.
2. L&B is holding firm on language that would give them the right to subcontract any existing or new operations of the company.
3. L&B introduced new language to limit how much vacation time can be saved and rolled over year to year.
4. There are no increases to the 401(k) and no offer to give it to anyone who does not currently get it.

L&B is adamant about moving to tiers on healthcare.
We estimate **this change will save them nearly \$800,000 per year. Where is that money going?**

THE UGLY

- 1.L&B’s proposal to go to a 90%/10% cost share 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:

