



UFCW 663 Haug's Negotiations Update

March 31, 2025

THE GOOD

Haug's last offer in negotiations:

1. Full-Timers at top and above scale get \$1/hr raise each year, new Traditional and Classified Assistants hired after ratification have an extra step added to their progression, no change to wage scales for existing full-timers - will progress annually on existing wage scales.
2. Part-Timers at \$19.10+ (top and above scale), get \$0.65/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. The company is offering to delay healthcare cost increases for 2 years.
5. Haug's moved to proposing a 3 year contract (not 4 years).

THE BAD

Some surprises that Haug's is holding firm on:

1. Limits to how much vacation time can be saved and rolled over year to year.
2. For part-timers - No to more guaranteed hours and no change to the existing scale, which starts at \$13.75. When was the last time the company hired someone at \$13.75?

Haug's is still proposing to move to a 90%/10% cost share on Healthcare. We estimate this change will unnecessarily cost them \$130,000 more per year. **Why are they choosing to put money there instead of wages or pension?**

THE UGLY

1. Haug'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 MPMC 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:

