



# UFCW 663 Kowalski's Negotiations Update

## March 31, 2025

### THE GOOD

#### **Kowalski's last offer in negotiations:**

1. Full-Timers at top and above scale get \$1/hr raise each year, new Classified Assistants and Retail Specialists hired after ratification 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. 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 "smooth the transition" as they shift more healthcare costs onto stakeholders by temporarily putting \$ into HRA accounts only for those with family coverage.
5. Kowalski's moved to proposing a 3 year contract (not 4 years).

### THE BAD

#### **Some surprises that Kowalski's is holding firm on:**

1. Language that would restrict Kowalski's employees' participation in the democracy of our union - effectively allowing only one executive board member or elected delegate per store to participate. These decisions should be based on who members choose to vote for to represent them and not be interfered with.
2. For part-time - No to more guaranteed hours and no change to the existing scale, which starts at \$13.25. When was the last time the company hired someone at 13.25?
3. There are no increases to the 401(k).

Kowalski's is still proposing to move to a 90%/10% cost share on Healthcare. We estimate **this change will unnecessarily cost them \$120,000 more per year. Why are they choosing to put money there instead of wages or 401(k)?**

# THE UGLY

1. Kowalski'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](http://www.ufcw663.org/grocery) or scan this QR code:

