

UFCW Local 663 Package Proposal to Knowlan's Companies
June 12, 2025

The following proposals and counter proposals, each to the respective Employer, is a Total and Comprehensive Package Offer. Should the parties agree to this package offer, all other proposals by either party are considered withdrawn and the Bargaining Committee will recommend the Tentative Agreement. Should the package not be accepted, the Union reserves the right to revert to prior positions.

The Union would agree to the Employer's "Total and Comprehensive Package Offer 3" from May 1, 2025, with the following modifications:

1. Term of Agreement: March 2, 2025 through March 4, 2028.
2. Maintain existing H&W contributions throughout the agreement.
3. Pension - remove the following provision:
 "...if required to pay more than the above contributions, the Employer may unilaterally reduce employee wages accordingly, and will bargain with the Union over the effects of such reductions."
4. Eliminate Prior Disputes Section [permissive subject of bargaining that the union continues to decline negotiating over]
5. Include the following Union Proposals:
 - A. Amend 2.10 B: The Employer will ~~make an effort to~~ provide consistent scheduling for all ~~part-time~~ employees that is consistent with the Employer's business needs and ~~part-time~~ employees' availability...
 - B. Employees will not normally be scheduled to work more than 7 consecutive days in a row (including across multiple work weeks), unless by mutual agreement of the employee and the employer. Days off will normally be consecutive, unless by mutual agreement of the employee and the employer.
 - C. Scheduled shifts shall not be for less than six (6) hours in duration, except by mutual agreement between the employee and the employer or as statutorily restricted.
6. Employee discount of 10% on all products.
7. Wages:

Appendix B Minimum Meat Rates

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	3/2/2025	3/1/2026	3/7/2027
Head Meat Cutter	\$32.44	\$33.44	\$34.44
Journeyman Meat Cutter	\$31.44	\$32.44	\$33.44

* Modified PT Meat Cutter will move to Journeyman Meat Cutter.

Employees that are at or above the top of scale will receive the following increases:

	3/2/2025	3/1/2026	3/7/2027
Heat Meat Cutter	\$1.00	\$1.00	\$1.00
Journeyman Meat Cutter	\$1.00	\$1.00	\$1.00

*Initial wage increase is retroactive for up to one week from the first Sunday after ratification if ratified after contract expires and is effective early if ratified before contract expires.

Appendix C Minimum Grocery Rates

	3/2/2025	3/1/2026	3/7/2027
Assistant Manager	\$31.33	\$32.33	\$33.33
Produce Department Head	\$31.33	\$32.33	\$33.33
Frozen Department Head	\$31.33	\$32.33	\$33.33
Bookkeeper or Head Cashier	\$31.33	\$32.33	\$33.33
Delicatessen Department Head	\$31.33	\$32.33	\$33.33
Company Designated (up to 3 per store)	\$31.33	\$32.33	\$33.33

FT Food Handlers & Pharmacy Employees	3/2/2025	3/1/2026	3/7/2027
Step 1 (Hire to Year 1)	\$20.00	x	x
Step 2 (Year 2)	\$21.75	\$21.75	x
Step 3 (Year 3)	\$23.50	\$23.50	\$23.50
Step 4 (Year 4)	\$24.50	\$24.50	\$24.50
Step 5 (Year 5)	\$25.50	\$25.50	\$25.50
Step 6 (Year 6)	\$26.50	\$26.50	\$26.50
Step 7 (Year 7)	\$30.33	\$30.33	\$30.33
Step 8 (Year 8)	x	\$31.33	\$31.33
Step 9 (Year 9+)	x	x	\$32.33

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Classified Assistants**	3/2/2025	3/1/2026	3/7/2027
Step 1 (Hire to Year 1)	\$19.83	x	x
Step 2 (Year 2)	\$20.60	\$20.60	x
Step 3 (Year 3)	\$21.50	\$21.50	\$21.50
Step 4 (Year 4)	\$23.00	\$23.00	\$23.00
Step 5 (Year 5)	\$27.33	\$27.33	\$27.33
Step 6 (Year 6)	\$28.33	\$28.33	\$28.33
Step 7 (Year 7)	x	\$29.33	\$29.33
Step 8 (Year 8+)	x	x	\$30.33

Employees that are at or above the top of scale will receive the following increases:

	3/2/2025	3/1/2026	3/7/2027
Assistant Manager	\$1.00	\$1.00	\$1.00
Produce Department Head	\$1.00	\$1.00	\$1.00
Frozen Department Head	\$1.00	\$1.00	\$1.00
Bookkeeper or Head Cashier	\$1.00	\$1.00	\$1.00
Delicatessen Department Head	\$1.00	\$1.00	\$1.00
Company Designated (up to 3 per store)	\$1.00	\$1.00	\$1.00
FT Food Handlers & Pharmacy Employees	\$1.00	\$1.00	\$1.00
Retail Specialists	\$1.00	\$1.00	\$1.00
Classified Assistants	\$1.00	\$1.00	\$1.00

Appendix D All Part-Time Minimum Rates

		3/2/2025	3/1/2026	3/7/2027
	<i>All employees under \$15.00/hr will move to \$15.00</i>			
Step 1	0-1 yr	\$15.00	\$15.00	\$15.00
Step 2	1 yr	\$15.50	\$15.50	\$15.50
Step 3	6 Months	\$16.00	\$16.00	\$16.00

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Step 4	6 Months	\$16.75	\$16.75	\$16.75
Step 5	6 Months	\$17.25	\$17.25	\$17.25
Step 6	6 Months	\$18.00	\$18.00	\$18.00
Step 7	6 Months	\$19.10	\$19.10	\$19.10
Step 8	6 Months	\$19.80	\$19.80	\$19.80
Step 9	6 Months		\$20.50	\$20.50
Step 10	6 Months			\$21.20

Employees that are at or above the top of scale will receive the following increases:

	3/2/2025	3/1/2026	3/7/2027
All Part-Time Positions	\$0.70	\$0.70	\$0.70

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