

**UFCW Local 663 Package Proposal to Haug's Companies**  
**June 12, 2025 at 2pm**

*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 Should the parties agree to this package offer, all other proposals by either party are considered withdrawn and the Bargaining Committee will recommend the Tentative Agreement.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" from **June 12, 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** - replace as follows:

[\[This clause would be removed in its entirety if no longer relevant\]](#)

The Employer does not believe that the Board of Trustees would need individual employer business information in order to adopt two actuarially equivalent Rehabilitation Plan schedules with different rates. However, if the Trustees do so, the Employer may pay the higher pension contributions without increasing the overall cost of this Agreement. The Employer will give the Union notice and opportunity to bargain over the source of the redirect to agreement or impasse. [If the parties reach impasse, the parties will resolve the dispute via binding interest arbitration.](#) If the Union and Employer agree to more than one redirect option, the Union may choose to allow employees to vote for their preferred source of the redirect.

**4. Prior Disputes**

[This section removed. The Union is not interested in bargaining over these permissive subjects. The Union requests that the Employer stop insisting on this proposal as a condition of any other proposal\(s\) or an agreement.](#)

**5. Wages:**

[Year 1 wages retroactive to March 2, 2025.](#)