

UFCW Local 663 Package Proposal to Knowlan's Companies
June 19, 2025 @ 6:15pm

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 Should the parties agree to this package offer, all other proposals by either party are considered withdrawn and the Bargaining Committee will recommend the Tentative Agreement.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 4](#)" 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. Eliminate Prior Disputes Section [permissive subject of bargaining that the union continues to decline negotiating over]
5. [Amend PT Mod minimum in 17.2, Group 2 \(E\): Reduce from 33 to thirty \(30\).](#)
6. Include the following Union Proposals:
 - A. 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.
7. Wages: [Adopt Employer Wage Proposal with the following changes:](#)
 - A. [Year 1 wages retroactive to March 2, 2025.](#)
 - B. [Eliminate Step 1 in Year 2 and eliminate Step 2 in Year 3 for the following wage scales:](#)
 - a. [FT Food Handlers and Classified Assistant](#)
 - C. [Eliminate Steps 1&2 in Year 2 and eliminate Steps 3&4 in Year 3 for the following wage scales:](#)
 - a. [Courtesy/PT Maintenance and All Other Part-Time](#)

*The Union reserves the right to add, delete, amend, alter or otherwise change its proposals during the course of negotiations.
The Union also reserves the right to make counter proposals to the employer's proposals.
All Tentative Agreements between the parties are subject to ratification.*