UFCW Local 663 Proposals to Miner's
Union Proposals #1 – November 3, 2026 @ 10am

Union 1
Edit Article 3.7 Rest Periods: from 15 minutes any 4 hours worked to 15 minutes any 3 hours hours worked

Union 2
Edit Article 3.9 Posting Schedules: from 1 week schedules to 2 week schedules

Union 3
Edit Article 17 Technological Changes and Automation: include AI protections and electronic shelf labels

Union 4
Add Employee discount: 10% off all purchases made by employees

Discussion

1. Article 13.8 Safety and Security Captains provides for:
   - Safety and security captain from bargaining unit
   - Meet for 1 hour on paid time, semi-annually in March and October
   - Post name of company contact person for incident reporting
   - Summary from prior meeting

→ Hearing members would like emergency drills and training; potential safety hazards in store

2. Confusion around timeline for when employees are eligible for healthcare when:
   - Full-time
   - Part-time
   - Transition from Extra Employee Waiver to Part-time

3. What are the criteria to change from Extra Employee to 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.