UFCW Local 663 Proposals to Miner's
Union Econ #1 – November 12, 2026 @ 12pm

Wages

- See Econ 1 spreadsheet to follow

Healthcare

- Maintain composite rate
- No waiting period (immediate contributions, coverage month after contribution (in accordance with Fund))
- Maintain flat rate weekly premiums for employees, employer to pay the "true cost" difference per plan year
    - PT = $10/week
    - FT = $20 /week
- Weekly or Monthly remittance to Wilson McShane, as determined by employer, with understanding that "true cost" of coverage provided needs to be "true cost" remitted. Maintain weekly payroll deductions for employees.
- Add Ancillary for all current non benefitted employees at $1/week

Paid Time Off

- FT - get to 4 weeks by year 14+

Years of Service (as of anniversary)	**PTO Accrual Rate**	**Max PTO Hours in Bank***
0-1	.0333/hr compensated	64
1.01-7	.05/hr compensated	104
7.01 – 14	.069/hr compensated	144
14.01+	.088/hr compensated,	184

- PT - add 3rd step at 7+, accrual rate at .05
- Add: birthday as holiday or allowed to bank for later use

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Union Econ 1

MEAT	DOR 23	12/8/2024	12/7/2025	12/3/2026	12/5/2027	12/3/2028	
Head Meat Cutter	$28.19	$29.19	$30.19	$31.69	$33.19	$34.69	
Journeyman	$27.14	$28.14	$29.14	$30.64	$32.14	$33.64	
Over Top				$1.50	$1.50	$1.50	
Apprentices							
First year	$18.71	$18.71	$18.71	$20.21	$20.21	$20.21	
Second year	$20.14	$20.14	$20.14	$21.64	$21.64	$21.64	
Third year	$21.57	$21.57	$21.57	$23.07	$23.07	$23.07	
Fourth year	$22.49	$22.49	$22.49	$23.99	$23.99	$23.99	
Thereafter Journeyman	$27.14	$28.14	$29.14	$30.64	$32.14	$33.64	
Wrappers							
0-1040 hrs	$14.00	$14.00	$14.00	$15.00	$15.00	$15.00	
+2080	$15.00	$15.00	$15.00	$16.00	$16.00	$16.00	
+2080	$16.00	$16.00	$16.00	$17.00	$17.00	$17.00	
+2080	$16.80	$16.80	$16.80	$17.80	$17.80	$17.80	
+2080	$17.50	$17.50	$17.50	$18.50	$18.50	$18.50	
+2080 Top of Scale	$19.00	$19.00	$19.00	$20.50	$20.50	$20.50	
Over Top	$1.50	$1.00	$1.00	$1.00	$1.00	$1.00	
GROCERY							
Department Heads							
Assistant Manager	$27.36	$28.36	$29.36	$30.86	$32.36	$33.86	
Produce Manager	$27.36	$28.36	$29.36	$30.86	$32.36	$33.86	
Frozen Dairy Manager	$27.36	$28.36	$29.36	$30.86	$32.36	$33.86	

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Head Cashier Bookkeeper	$27.36	$28.36	$29.36	$30.86	$32.36	$33.86	
Deli Manager	$27.36	$28.36	$29.36	$30.86	$32.36	$33.86	
Bakery Manager	$27.36	$28.36	$29.36	$30.86	$32.36	$33.86	
Over top scale	$1.50	$1.00	$1.00	$1.50	$1.50	$1.50	
FT							
Start	$16.00	$16.00	$16.00	$17.50	$17.50	$17.50	
after 1 year	$17.00	$17.00	$17.00	$18.50	$18.50	$18.50	
After 2 years	$18.00	$18.00	$18.00	$19.50	$19.50	$19.50	
After 3 years	$19.00	$19.00	$19.00	$20.50	$20.50	$20.50	
After 4 Years	$20.00	$20.00	$20.00	$21.50	$21.50	$21.50	
After 5 years	$22.00	$22.00	$22.00	$23.50	$23.50	$23.50	
After 6 Years	$24.00	$24.00	$24.00	$25.50	$25.50	$25.50	
Over top scale	$1.50	$1.00	$1.00	$1.50	$1.50	$1.50	
PT							
0-1041	$14.25	$14.25	-	$15.00	$15.00	$15.75	
+1041 Hours	$15.00	$15.00	$15.00	$15.75	$15.75	$16.50	
+1041 Hours	$15.75	$15.75	$15.75	$16.50	$16.50	$17.25	
+1041 Hours	$16.50	$16.50	$16.50	$17.25	$17.25	$18.00	
+1041 Hours	$17.25	$17.25	$17.25	$18.25	$18.25	$19.25	
+1041 Hours	$18.00	$18.00	$18.00	$19.25	$19.25	$20.25	
Over top scale	$1.00	$0.75	$1.00	$1.00	$1.00	$1.00	
PT Bagger*							
Start	$12.00	$12.00	$12.00	$13.50	$13.50	$13.50	
12 months	$12.50	$12.50	$12.50	$14.25	$14.25	$14.25	
18 months	$13.00	$13.00	$13.00	$15.00	$15.00	$15.00	
2 years	$13.50	$13.50	$13.50	Move to PT scale			

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Over top of scale	$0.75	$0.50	$1.00				

Rates shall not be less than 50 cents/hour over applicable minimum wage.
At contract effective date, employees will move to the next higher wage rate from where they are now on the appropriate scale with at least a $0.75 increase.
Any employees already over top of scale remain over top and do not move back into progression, unless doing so results in higher wage.
Discuss name by name all employees whose wages were frozen to determine placement and progression, if applicable.