



Highlights of Tentative Agreement for 2 Year Contract with Haug's, Retroactive to March 5, 2023

Union Bargaining Committee

Rena Wong, President

Scott Larson, Metro Director

Doug Rigert, Union Representative

John Pignato, Waterford Cub Foods

Jim Yorks, Waterford Cub Foods

The goals for the Union bargaining committee were based on members' contract surveys, zoom proposal meetings and member meetings from June - Dec 2022. Top member priorities for negotiations included:

- Improve wages and conditions for all full-time and part-time classifications
- Maintain affordable health & welfare benefits
- Add worker protections for safety and well-being

Increase Wages for All Classifications

Wage increases for all FT and PT employees with improved wage scales for all classifications

- FT in progression will receive at least an \$2.05 wage increase over 2 years
- FT at top or above scales will receive \$2.50 over 2 years
- All PT will receive a raise, with an average wage increase of \$2.65 over 2 years
- 16% increase to overall wages over a 2 year contract

Maintain Affordable Health & Welfare Benefits and Legacy Pension Safety

Haug's agreed to the increased costs of Health & Welfare for both years of the contract and will cover the increased healthcare costs for employees. Employees will pay the same amount in healthcare for the next two years.

	Current 2022 TOTAL	Employer contribution	Employee contribution	March 2023 TOTAL	Employer contribution	Employee contribution	March 2024 TOTAL	Employer contribution	Employee contribution
FT	\$273.26	\$243.26	\$30.00	\$269.83	\$239.83	\$30.00	\$287.82	\$257.82	\$30.00
Mod PT	\$137.32	\$122.32	\$15.00	\$158.32	\$143.32	\$15.00	\$168.84	\$153.84	\$15.00
Ancillary	\$7.74	\$6.74	\$1.00	\$6.58	\$5.58	\$1.00	\$6.76	\$5.76	\$1.00

Union's proposal to redirect H&W funds was negotiated with Haug's to keep the Legacy pension safe.

Make All Full-time and Part-time Jobs Better

- Full-time waiver increased from \$17.83 to \$19.33. If an employee exceeds the maximum of 1,200 hours, the employee will become a Classified Assistant.
- Any department head who is demoted or steps down will revert to the classification they held prior to becoming a department head.
- Increased Bereavement leave.

Worker Protections for Safety and Well-being

New safety committee and structure includes workers, representatives of management and Union representatives to identify, discuss and find solutions to improve the well-being of members and store security.

- For example, members have raised parking lot and lighting issues. This committee could decide to work together to identify hazards store by store, get input from members, and then make a plan to have escorts available, find closer parking for employees, go to city council or other local government to lobby for help, etc.