



Quisberg's & Miner's – UFCW Local 663 Package Proposal to the Employer
December 1, 2023 @ 12pm
Proposal 4

The Union will TA the following Employer counter proposals:

- ER counter to Union 17 (Department Heads)
- ER counter to Union 27 (Bereavement)

The remainder of this document is a package proposal. Should the package not be accepted in its entirety, the Union reserves the right to revert to its 11/30 4pm proposal.

The parties agree to the following:

- Wage increases and wage scales (attached).
- Health & Welfare
 - Union Proposals 3 and 7 and 26 as last proposed by Union
 - Employer Counters on Union 9 and Union 10 (with mutual agreement that the total true cost/breakeven rates are non-negotiable)
- Union proposals as previously presented:
 - Union 5 (Extra Employees)
 - Union 14 (Breaks)
 - Union 18 (Baggers, carryout, custodial, cleanup)
 - Union 30 (Safety and Security)
 - Union 31 (No match letters)
 - Union 36 (Subcontracting)
 - Union 37 (Industry Clause)
- Union proposal 33 (Shop Stewards) amended to up to 8 stewards
- PTO counter proposal (attached)
- All other TAs to date
- 2 year agreement
- All other proposals from both parties are considered withdrawn