

**Metro Retail Grocery Negotiations**  
**UFCW Local 663 and Various Employers**  
**January 9, 2025 at 1:30pm**

The Union understands that the employers have not consented to multi-employer bargaining and that, for convenience purposes, are coordinating their bargaining for their respective collective bargaining agreements, which remain distinct from each other. It is agreed that all proposals and agreements would form part of each of these respective collective bargaining agreements. All Union proposals are made in a good faith effort toward reaching negotiated successor contracts to their respective collective bargaining agreements that expire in early March 2025. Any agreement as to a specific proposal is considered to be a tentative agreement subject to: 1) the final agreement between each employer and the Union, and 2) ratification of the members covered by the respective agreement. The Union reserves the right to add, modify, subtract, or delete any of its proposals at any time during these negotiations.

The following are the Union's interests with regard to Health & Welfare:

1. CBA duration TBD, contingent on total agreement
2. Maintain current level of reserves
3. Monthly contributions to the Fund
4. Employee portion of the premiums:
  - a. Split across all pay periods
  - b. Maintain a flat rate (not percentage split)
  - c. Maintain same FT employee contribution regardless of Tier
5. Reduce PT waiting period
6. No variable contribution contingent on hours worked
7. Make benefit eligibility based on hours, as opposed to an employer designated status (e.g. Mod PT)
8. Benefit improvements
  - a. Reduce deductibles and OOP Maximums
  - b. Improve Vision benefit
  - c. Other improvements?
  - d. Add a regular HRA contribution
9. Technical updates to language to reflect modernization changes