



Side by Side Proposal Comparison between your Union and Lunds & Byerlys

(updated 5/31/23)

WHAT ARE THE KEY WAGE DIFFERENCES?

	Union	Lunds & Byerlys
How long to reach top of scale?	All employees, current and new, will take the same number of steps to reach the top of scale rate	Newly hired or promoted will need to work more steps to reach the top of scale rate (8 more steps for PT and 5 more steps for FT)
Is there pay equity for long-time workers?	Increases for current employees when new employees w/ less experience are hired at a higher rate	No increases for current employees when new employees w/ less experience are hired at a higher rate
What is the top of scale increase?	Part-Time: \$3.00 increase over 2 years Full-Time: \$4.37 increase over 2 years with raises every year	Part-Time: \$2.00 increase over 2 years Full-Time: \$3.35 increase over 2 years with raises every 6 months
What about courtesy / custodial?	Top-of-scale at \$14.00; After 5 years of service, courtesy / custodial workers move to the PT scale	Top-of-scale at \$13.55; No movement to the PT scale

EXAMPLES OF RAISES: YOUR UNION VS. LUNDS & BYERLYS PROPOSALS

Current rate	\$14.50		\$15.00		\$18.00	
Part-Time	Union	Lunds & Byerlys	Union	Lunds & Byerlys	Union	Lunds & Byerlys
Mar 2023	\$15.50	\$14.75	\$16.00	\$15.25	\$19.00	\$18.75
Sept 2023	\$16.00	\$15.00	\$16.75	\$15.50	\$19.75	\$19.00
Mar 2024	\$16.75	\$15.25	\$17.50	\$15.75	\$20.50	\$19.50
Sept 2024	\$17.50	\$15.50	\$18.25	\$16.00	\$21.25	\$20.00
	\$2.00 more with your Union		\$2.25 more with your Union		\$1.25 more with your Union	

Full-Time rate by March 2024	Current rate	Union	Lunds & Byerlys	How much more with your Union?
Department Managers	\$30.13	\$35.50	\$34.60	\$0.90
Traditional Full-time	\$27.13	\$31.50	\$30.48	\$1.02
Classified Assistant	\$25.13	\$29.50	\$28.48	\$1.02
Head Meat Cutter	\$31.24	\$36.50	\$34.60	\$1.90
Journeyman	\$28.24	\$32.61	\$31.59	\$1.02
Service Employee	\$24.35	\$30.48	\$30.48	-

Union UFCW 663 Health & Welfare proposal

Keep Lunds & Byerlys portion of redirected health and welfare funds in health and welfare. Redirect it to cover all current employees' contributions.

That would mean 2 years of free healthcare for all full-time, part-time and ancillary benefitted UFCW Local 663 members.

- FT – save \$20/week
(save \$2080 over 2 years)
- PT – save \$10/week
(save \$1040 over 2 years)
- Ancillary Benefit – save \$1/week
(save \$104 over 2 years)

Lunds & Byerlys will make the breakeven/ true cost contributions for the increased cost of healthcare.

Beginning June 2023, Lunds & Byerlys will provide full health and welfare benefits to all employees who do not currently receive full health and welfare. Ancillary benefits will continue until all employees transition to the new benefit coverage.

Lunds & Byerlys Health & Welfare proposal

- There is no guarantee.

From: Prochno, Michael A
Sent: Thursday, March 30, 2023 5:59 PM
To: Ryan Burt <Ryan.Burt@usi.com>
Subject: UHC-Lund Food Holdings, Inc-UHC Proposal

Ryan:

As we discussed earlier this afternoon, we have determined after further consideration, that it is necessary to withdraw our fee proposal for the Lund Food Holdings, Inc benefit plan.

We would like the opportunity to provide a new quote on the non-union population. Should you still need a separate solution for this portion of your population, we will provide an updated proposal.

Please call if you would like to discuss.

Mike

Mike Prochno, CEBS
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QUESTIONS? TALK TO YOUR UNION BARGAINING COMMITTEE

Michael Butler, Navarre
Baylie Carlson, Hwy 7
Sarah Dike, Maple Grove
Marshall Everhart, Eden Prairie
Jayson Gallagher, Hennepin
Keith Farr, Bloomington
Dael Fesler, Eagan
Mariah Haney, Uptown

Tim Hesteness, Hwy 7
Daniel Humphrey, Richfield
Henri Lind, Northeast
Rosemary Luoma, St Louis Park
Sarah Maceda, Eagan
Brittany McDaniel, Hennepin
Charlie Mullen, Nokomis
Martin Odian, Edina France

Michael Pam, Golden Valley
Jesslynn Phillips, Richfield
Jason Schultz, Glen Lake
Thomas Steffel, Burnsville
Nick Stute, Burnsville
Jeanette Thorpe, Plymouth
Matt Vortherms, Chanhassen
Kevin Walsh, Prior Lake



Join the Communications Action Team Whatsapp group to learn more. Bargaining Committee members and Union Representative can add you to the conversation. Proposals are on www.ufcw663.org/grocery