NOTE: The current Master Agreement expires July 31, 2026.

American Crystal Sugar Company

Contracttalks UPDATE

July 7, 2026

Negotiations In Progress with American Crystal Sugar Company and BCTGM Union

American Crystal Sugar Company and the BCTGM Union have concluded eight days of negotiations, with three more days of meetings scheduled for Wednesday, July 15, through Friday, July 17.

To date, progress has been made with multiple non-economic proposals, and several tentative agreements have been reached. There have also been tentative agreements on the following economic proposals:

- Enhanced bereavement benefits
- Enhanced pay for call-in work
- Enhanced pay for missed OT assignments
- Wage increases for specific job titles
- Inter-campaign meal periods

The open economic proposals at the end of the first eight days are as follows:

Proposals	Union Position	Company Position
Term	3 years	4 years
Wages	7% | 6% | 5.75%	2% | 2% | 1.5% | 2%
Introduce New Shift Differential	$3.00 per hour	Available dollars for wages placed into annual increases
Pension	$8 | $5 | $4.50	0 | $3 | 0 | 0
401(k)	4%	No higher-level company matching contribution
Health Insurance	3% cap per year	No changes to contract provisions
Survivor Benefits	$475 | $325	$375 | $290
Vacation Improvements	5 weeks at 17 years; and 6 weeks for all	Retain favorable vacation benefit while recognizing improvement in sick leave

While both sides remain far apart on wages and retirement benefits, as detailed, it's hoped the upcoming three days of negotiations will close that gap to reach a package the union committee agrees to and supports.

Healthcare – The company has shared the annual increased premium costs at competitive percentages across all employees, equally, for those covered by the CBA and those not. The union membership will continue to pay the same for health insurance premiums as office employees and management. A reminder that our HDHP deductible/max out-of-pocket amounts are set by the Federal Government.

Pension – The current company proposal has an increase to the pension multiplier of $3 in year 2 of the proposed 4-year contract. For reference, since 2013 the pension multiplier increase has been $4.25 over 13 years (an average of $0.33/year).

Shift Differential – The cost of a $1 shift differential across all locations is equivalent to an 1.8% wage increase for ALL employees. The company would rather ensure adequate compensation for all employees than place a shift differential at all locations. The company does utilize shift differentials in difficult-to-staff locations when we see a business need.

It is also important to recognize the current economic outlook of the sugar industry. High-tier sugar imports have flooded the market. Coupled with the increased popularity of GLP-1s, and demand for sugar has flattened. Our growers' on-farm input costs and our manufacturing costs have exceeded the normal rate of inflation. All these factors combined, and we are facing a beet payment this fall similar to that of the mid-2000's.