

Health & Safety

- **Line speed - Company has no interest.**
 - Post standards on every line based on daily crewing + check and log for every shift, every line
 - Documentation of down time
- Trainings in multiple languages. **Open to additional conversation.**
- Joint labor management committee to create preventative trainings and stretches / exercises as part of new employee orientation / breaking in over a period of 90 days + ensure continued time allotted for all employees to continue with these exercises and stretching. **Company has no interest.**
- Safety operating protocols (SOP) - posted and reviewed to ensure proper placement and legibility quarterly, in multiple languages (ask sanitation not to remove). **Company needs more clarity around this.**
 - In person training in multiple languages with at least 30 days advance notice to sign up so there is time to ensure trainer in necessary languages
- Safety concerns + Broken and/or inadequate equipment - what is the company process and deadlines / timelines for reporting and getting replacement and repair or addressing safety concerns? **All of these issues listed below are handled by our joint union/company safety committees. Chrissy Meggers, our safety manager, will review our joint safety committee efforts and process.**
 - Heater and clearing snow from sidewalks outside during winter
 - Mitigate temperature of work areas for employee safety (i.e. water breaks, cooling vests, more heavily insulated jackets/gloves, etc)
 - Safety gear replacement:
 - Increase allowance for boots to \$200.
 - Provide or give allowance for jackets, sweatshirts, thermal socks, regular shoes if not given boots.
 - Freezer jackets and boots both need better quality and quicker replacement.
 - For footwear: more options for where to purchase, larger allowance to \$100, need to add for general workers
 - New rail system for trolley - need to number switches on all the rails
 - Skinners, slicers - need to adjust for ergonomics to account for employee height
 - Clear hallways, too much congestion and bumping into vats
 - We will continue taking inventory and will share additional concerns throughout our negotiations
- H&S committee - please explain what are the accountability measures? **Chrissy will walk through our joint safety committee efforts and process.**
- Plantwide ergonomic assessments every 6 months, jointly done by Employer and Union. **Company has no interest. Our Industrial Engineering/Ergonomics Manager, Jill King will review our current ergonomics related processes.**

- Follow past practice of safety review by line monthly - supervisor with 1 employee with sign off on every department (not consistently happening in every department - for example, not happening in boning)
- Paid Quarantine time - cover wages and benefits, up to 3 calendar weeks. **Company has no interest. Company has a paid disability program.**

Med/Core and Medical Management **Chrissy will review our medical management program with the negotiations team.**

- Translation services
- Need clarity on what is the clear process when an employee is hurt on the job and interacting with Med/Core
- Round the clock coverage - if any is employees working, Med/Core should be staffed

Education / Training, Promotion, Transfers

- Expand college tuition program to include both 2 year and 4 year or other advanced programs. **We shared our Inspired Pathways free tuition and education reimbursement benefits with the union negotiations team on 7/14/23.**
- What is the current practice on plant promotion to provide career ladder for all levels of work that includes training / education opportunities. **Company shared the successes of our promote from within process with the union negotiations team on 7/14/23.**
- Job postings for job bidding - add locations for posting and in multiple languages so more accessible for all. **Per our discussions on 7/14/23, Company is willing to add more locations for team members to view job postings.**
- Transfers to other facilities - keep number of weeks of vacation. **Company needs more clarity on this.**

Breaks, Locker rooms and Bathrooms **Company discussed concerns with union negotiations team on 7/14/23 for these bulleted items.**

- Ensure there is coverage/float to relieve workers to use bathroom as the need arises for every line
- Fix the toilets
- Clean and sanitize locker rooms and bathrooms more thoroughly
- Longer break times so there is adequate time to get to and use bathrooms, especially on the 1st break
- More microwaves in break areas
- Stagger breaks so there are less departments on break at the same time or create more/ larger break areas so it less crowded
- Improve quality of the food options / vendor
- Schedule to allow break before setup for production so not working 5-6 hours before being able to take a break

Job classifications / Pay brackets and Pay differentials

- Brackets **Company Not Interested. We review job classifications throughout the year. Jill King will share that process with the negotiations team.**
 - All forklift, regardless of height - bracket 3, 4, 5 to bracket 6
 - SPAM batching - bracket 3 to bracket 5
 - QC - bracket 3 to bracket 4 (all using computers now)
 - HACCP responsibilities - bracket 3 to bracket 5
 - Sanitation - bracket 2 to bracket 4
 - Shipping market loop - bracket 3 to bracket 5
 - Need clarification - what are the criteria for job designation of brackets? (IE)
- Pay Differentials. **Company not interested**
 - Training differential, \$1 an hour for designated bargaining unit trainers
 - 2nd shift - \$2 and 3rd shift - \$3
 - When pulled off the job to fill another because qualified for multiple jobs - higher bracket rate + \$2
 - Extra time for shower / clean up time (i.e. rendering).

Seniority

- Job bidding and assignments by seniority. **Company not interested**
 - Maintain list of all employees and qualifications for jobs by department and line, update monthly
- Plantwide seniority posting monthly on bid boards. **Per our conversation on 7/14/23, Company open to discussion.**
- Distribution of overtime - supervisors are not consistently using the seniority list to assign. Need clarification on what is the company policy and practice. **Company follows the contract language and gives refresher training to our supervisors as necessary (per our discussion on 7/14/23).**

Guarantee of hours Company follows the contract language and gives refresher training to our supervisors as necessary (per our discussion on 7/14/23).

- Need clarity - what is company practice on 36 hour guarantee?
- Need clarity - what is company practice on notice of change or reduction of hours?
- Non bargaining unit employees are doing bargaining unit work daily beyond what is allowed in CBA. Need clarity - what is company practice?

Respect: Per our discussion on 7/14/23, the Company values inclusion, belonging, diversity and fair treatment. All of our employees including supervisors receive training at least annually around our code of ethical business conduct, harassment prevention, and our cultural beliefs. In addition, our supervision receives additional leadership training programs.

- Yelling, confrontational behavior or using inappropriate language by supervisors
 - Training for supervisors / foremen
- Ensure fair application of discipline - need clarification on steps of discipline
 - Employees reporting disparate treatment of workers - racism, favoritism
 - Full investigation before discipline issued, if employee is sent home for disciplinary investigation, it will be on paid time
- Harassment
 - The Employer will have zero tolerance for unwanted language or behavior towards employees.
 - Improved background checks and communications.
 - Training will be provided for employees regarding how to respond and support fellow employees when they see or hear harassing language or behavior.

Union and Employer Cooperation Company and Union held discussion on 7/14/23 regarding our processes and HR Assistance for the first two bullets below.

- Language access and interpretation for policies, procedures, etc.
- HR help - Oracle, Reed Group, FMLA, etc.- need in person support, not just app
- Servicing and safety center inside the plant. **Company not interested.**
- Union leave - increase the number from 5 to 10. **Company not interested.**
- Chief stewards - increase number to 3, 10 hour days (work 5-10s), increase company paid time to 50 hours. **Company not interested.**
- Electronic schedules and worker lists by shift and department - The Employer shall supply to the Union an electronic copy of work schedules weekly. Entire weekly schedules for all employees and departments shall be provided in Excel spreadsheets and emailed as attachments to the Union. Union will re-provide template. **Company not interested.**
- Allow at least 1 week rollover or to be paid out on vacation time. **Company not interested.**

Economic issues to be discussed at national negotiations

- Wages
- Health insurance / Clinic
- Pension
- Pay equity - acknowledge employees years of service and loyalty to Hormel
- Vacation and holidays (or personal days)