

Contract proposals

7.4 Safety shoes

- Edit Austin Plant Boot Policy - increase allowance for boots to \$200, add more options for where to purchase, include both leather and rubber options for general workers

7.6 Clothing

- Add: The employer will provide an annual allowance of \$200 for employees to purchase jackets, sweatshirts, thermal socks or regular shoes if boots are not provided.

9.5 No Carry-over, no work

- Edit (a) - allow 1 week rollover or to be paid out on vacation time

10.6 Union Leave

- Edit (a) - increase Union leave to 10 employees eligible

20.4 Chief Steward

- Edit (a)
 - 3 full-time paid Chief Stewards, one per shift
 - Employer shall pay for 50 hours per week per Chief Steward

20.12 Safety Committee - Add the following:

- Work orders to be reviewed monthly with safety committee and quarterly with IE Manager, Mechanical Superintendent, Union representatives, Worker chairs of Safety Committee
- Ergonomic and safety assessments monthly as part of Safety Committee meetings. Departments will be chosen at random. The number of departments visited shall depend on the joint number of committee members present.
- Safety issues brought up by workers to the Safety Committee shall be resolved within 7 calendar days.
- Safety committee members shall be released from work to attend.

New 20.14 Union Bulletin Boards

- The employer will provide locked bulletin boards, at least 4'x4, for the Union to post information. These boards will be located at least: GP, mid-loft, shipping, rendering, cafeterias, annex and south entrance hallway

New 20.15 Union Assistance Center

- The employer will provide office and hallway space in the south entrance area to the Union to assist and educate its members.

Seniority Rules, Rule 1 Job Posting/Job Bidding

- Edit (a) to include job postings locations at least: GP, mid-loft, shipping, rendering, cafeterias, annex and south entrance hallway

Seniority Rules, Rule 2 Job Bidding Seniority

- Edit (a) to include: Plantwide seniority posting monthly by department.

Seniority Rules, Rule 17 Open Work

- Edit to read: Management will post open work so employees may bid by department first before opening up to other departments.

Continued discussion with Hormel, Union reserves right to make proposals after clarification or information is received

- What is the practice for notice to workers for clock out / job end time?
- Employer will email jobs book to Union as Excel sheets
- Harassment + Yelling, confrontational behavior or using inappropriate language by supervisors
- Rest periods: practice is that set up is not counted against break, extra time provided for travel time, Employer provides coverage/float to relieve workers to use bathroom, will schedule to allow break before setup for production so not working 5-6 hours before being able to take a break
- Medical (Medcor): translation services, round the clock coverage needed
- Trainings in multiple languages to include:
 - Preventative trainings and stretches / exercises for all employees
 - Safety operating protocols (SOP) training and postings
 - 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
 - Allow sufficient time (not at end of shift) for trainings
 - Have a trainer, not supervisor, administer the training and do not provide answers to the workers
- Locker rooms and Bathrooms:
 - Fix the toilets
 - Clean and sanitize locker rooms and bathrooms more thoroughly
 - 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
 - Need adequate locker space to store employee belongings
- Brackets - Need clarification - what are the criteria for job designation of brackets?
 - All forklift, regardless of height - bracket 3, 4, 5 to bracket 6
 - SPAM batching - bracket 3 to bracket 5

UFCW Local 663 Local Negotiations Proposals to the Employer
Hormel Foods in Austin, MN - July 20, 2023 @ 2pm

- 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

- Pay Differentials
 - 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)

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)
- Union amend proposal: Paid quarantine time to bridge qualification for short term disability (earlier proposal 3 weeks)