

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

7/20/23 4:30 PM Company needs additional time to review.

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.

7/20/23 4:30 PM Company needs additional time to review.

9.5 No Carry-over, no work

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

7/20/23 4:30 PM Company declines. We believe that it's important for people to utilize allotted time for rest.

7/25/2023 Union counter - Add: If the employer asks an employee to postpone vacation, the employee will be allowed to carry-over or be paid out for that time.

10.6 Union Leave –

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

7/20/23 4 PM Company Declines as 10.6 (a) addresses long term leaves greater than 30 days and 10.6 (b) and (c) already allow for 10 days with some additional leeway consistent with the proper operation of the business.

7/25/2023 Union counter - Edit 10.6(b) Leaves of absence for employees ~~duly-elected delegates to union conventions~~ shall be granted for a total of ten (10) days per year, and to no more than 30 (thirty) employees ~~ten (10) delegates~~ at any one time. Seven (7) days notice shall be given the Company prior to granting of ~~convention-leaves~~.

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

7/20/23 4:30 PM Company Declines as we feel two stewards can already be available to all 3 shifts.

7/25/2023 Union holds, operations/production on 3rd shift has increased over the years

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.- TA 7/20/2023

7/20/23 Company agrees to add 4th bullet point above (Safety committee members shall be released from work to attend.) but declines the first 3 bullets. While we feel some of these are good ideas, we feel this added language is unnecessary since the Joint Union and Company Safety Committee already has this ability with the following language in the contract to discuss these suggestions for continuous improvement:

20.12 Safety Committee

There currently exists a Safety Committee in the plant composed of equal membership from the Union and the Company plus the Director of Plant Safety. This committee shall continue in effect and continue to extend its efforts towards making the plant a safe place in which to work.

The Committee shall meet at specified times for the purpose of addressing all subjects necessary to ensure the safety of the plant and the workers. The size of the Safety Committee, the rotation of the committee members, the frequency of meetings, the type of safety programs instituted, the type of safety audits to be made, and all other pertinent subjects shall be addressed by the Joint Safety Committee.

7/25/2023 Union needs clarification on accountability - work orders and safety issues are brought up, but are not completed in a timely manner

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

7/20/23: Company Counters with providing up to 3 more in shipping, rendering and the annex.

7/25/2023 Union counter: agree on shipping, rendering, and annex - propose including mid-loft as well, need larger boards of at least 4'x4'

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.

7/20/23: Company declines as we feel we have plenty of extra private conference rooms or cafeterias available to utilize when the union needs more privacy outside of conversing with employees on the production floor.

7/25/2023 Union holds

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

7/20/23: Company counters with outside HR Office, outside main cafeteria, and near the south storeroom, and shipping, rendering and the annex.

7/25/2023 Union TA

Seniority Rules, Rule 2 Job Bidding Seniority

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

7/20/23 Company counters with Edit (a) to include: seniority lists, sorted by department, will be electronically sent to the union monthly.

7/25/2023 Union TA

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.

7/20/23 4:30 PM Company needs additional time to review.

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**
 - Dry sausage: Nate Lee
 - Shipping: Mike Hagan, Joe Zamora
 - Ham boning: Derek Ehmke, Gerardo Jacob
 - Smoked meats: Rolando Rubio
- **Speeding up the line and/or doing bargaining unit work**
 - GP: Celestina Ramirez, Ricon Peterson, Juan Lopez, Ryan Schwartz, Nick Baier
 - Dry sausage: Nate Lee, Sara Rust, Jacob Cruz
 - Bacon slice: Glade
 - Ham boning: Derek Ehmke, Dan Blilie, John Lunquist
 - Smoked meats: Daniel Ortiz
 - Marinated meats: Trent Guertz
- 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

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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
 - 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)

The Union reserves the right to add, delete, amend, alter or otherwise change its proposals during the course of negotiations. The Union also reserves the right to make counter proposals to the employer's proposals.