

# **Hormel Chain Union Proposals**

August 16, 2023

The following list of proposals, presented on behalf of Locals 1155, 663, 431, 1473, and 1996, does not constitute an all-inclusive list of union proposals. The union reserves the right to raise additional issues and to make specific proposals. The union also reserves the right to add to, modify, amend or withdraw any of its proposals during the course of these negotiations.

**Vacation:****V1:**

<b>Years worked</b>	<b>Vacation time</b>
3 months	1 week
2 years	2 weeks
3 years	3 weeks
5 years	3 weeks & 2 days
10 years	4 weeks
15 years	4 weeks & 3 days
20 years	5 weeks
25 years	6 weeks
28 years	6 weeks & 1 day
29 years	6 weeks & 2 days
30 years	6 weeks & 3 days
One additional day each year until retirement	

V2: Vacation Pay: 2% of yearly gross or 40 hours, whichever is greater.

V3: Vacation Carry-Over/Cash Out – Ability to carry-over one (1) week to the following year or cash out at the end of the year.

**Earned Time Off**

E1: The ETO program shall be administered pursuant to the following guidelines, unless subsequently changed by mutual agreement of the parties.

1. Eligible employees. All regular full-time bargaining unit employees are eligible to receive ETO after they complete their probationary period. The employee will earn six (6) hours of paid ETO during each calendar month, provided they have worked 140 hours during that month, to be used or paid out.
2. How to Use Earned Time Off. Eligible employees may use or be paid for accumulated ETO as follows:
  - Accumulated ETO can be used or paid out in increments of four (4) hours.
  - If you have an unpaid absence, accumulated ETO hours will automatically be used to pay you for that absence in increments of four (4) hours except: No Call/No Show, calling in tardy and then failing to report to work, late call in.
  - ETO must be scheduled at least 24 hours prior to time off.
  - Management written approval is required to use ETO.
  - ETO hours shall not count as hours worked in computing overtime.
  - All ETO hours must be used before the end of the year, unused ETO hours will be paid out at the end of the year or upon termination of employment.

**Holidays:**

H1: Two (2) additional holidays each year to be determined by each plant.

H2: Floating Holidays – Employees will be entitled to one floating holiday per anniversary year of this agreement. Normal protocols must be followed to schedule this floating holiday.

**Pension:**

P1: Substantial pension increase

P2: The 30 - year bonus shall be calculated at 1/3 of the base multiplier.

P3: \$.40 on 401 k per hour. Increase match to \$1000.

P4: **Increase the contributions for AON.** -Union Withdraws with the understanding that increases are based upon CPI increases.

P5: Health Care for post 1990.

**Wages:**

W1: Wage Increase – CBA Effective Date - \$5 per hour wage increase  
September 8, 2024 - \$3 per hour wage increase  
September 7, 2025 - \$3 per hour wage increase

W2: Shift Premium

2<sup>nd</sup> shift employees shall receive and additional \$2 per hour

3<sup>rd</sup> shift employees shall receive and additional \$3 per hour

ADD Language Below;

A 1 shift employee is scheduled to work before the normal starting time, the employee will be eligible to receive 3<sup>rd</sup> shift differential for hours worked prior to the normal starting time. If the employee works past their normal ending time the employee will receive 2<sup>nd</sup> shift differential for hours worked after their normal ending time.

A 2<sup>nd</sup> shift employee is scheduled to work before the normal starting time the employee will be eligible to receive 2<sup>nd</sup> shift differential for all hours worked prior to the normal starting time. If the employee works past their normal ending time, the employee will receive 3<sup>rd</sup> shift differential for hours worked after their normal ending time.

A 3<sup>rd</sup> shift employee is scheduled to work before the normal starting time, the employee will be eligible to receive 3<sup>rd</sup> shift differential for all hours worked prior to the normal starting time. If the employee works past

their normal ending time the employee will continue to receive 3<sup>rd</sup> shift differential for all hours worked after their normal ending time.

W3: Meal Allowance - \$10.00

W4: Weekly Guarantee – Increase to 40 hours per week

Discussion item: Being pulled off bid job or being moved to bid job (Proposal pending discussion).

Discussion item: Maintenance wage increase.

Discussion item: Longevity Pay.

### **Bereavement Leave:**

F1: Five (5) days of bereavement leave, to be scheduled by employee

F2: Add aunts & uncles

### **General:**

G1: The Employer and Union will work to welcome people with diverse backgrounds into the workplace. Behaviors include but are not limited to; working to understand cultural differences, working constructively with employees accommodated as a result of the employer's duty to accommodate and valuing other's differing styles and contributions. A committee will be created to address these areas in a cooperative way.

G2: CBA to be signed within thirty (30) days of ratification.

G3: Hormel to cover the cost of printing and translation of contracts. The contracts will be printed and distributed within 90 days after ratification.

### **Health and Welfare Plan:**

H1: No Increase to Employee contributions for term of the agreement

H2: First day healthcare coverage

H3: Mandatory enrollment for at least single coverage or proof of coverage elsewhere

### **STD:**

H4: 26 weeks of short-term disability for all employees