

Hormel Chain Union Proposals

Modified - August 29, 2023 - Version 2

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:

Years worked	Vacation time
3 months	1 week
2 years	2 weeks
3 years	3 weeks
10 years	4 weeks
20 years	5 weeks
25 years	6 weeks
30 years	6 weeks & 3 days

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

V3: Vacation Carry-Over – Ability to carry-over one (1) week to the following 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 four (4) 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.
 - 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

Pension:

P1: Pension increase in 2024 - \$3 / Pension increase in 2025 - \$2 / Pension increase in 2026 - \$2.

As in the past, anyone retiring between ratification and December 31, 2023 will be eligible for the pension increases in 2024.

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

P3: To be inclusive across team members, once a team member is eligible for the 401(k) plan, they will receive a company match of 50% of 2% up to \$500. This includes team members hired prior to 1/1/90 and those team members with under 5 years of service. The Company will increase the per hour contribution from \$.20 to \$.35 for all participants as well. This contribution will be made for each hour worked. The Company will also add Roth as a contribution option.

P4: Increase the contributions for AON. – (Union Withdrew 8/16/2023 with the understanding that increases are based upon CPI increases)

P5: Health Care for post 1990. – Union withdraws

Wages:

W1: Wage Increase – CBA Effective Date - \$4.25 per hour wage increase

September 8, 2024 - \$2.50 per hour wage increase

September 7, 2025 - \$2.50 per hour wage increase

W2: Shift Premium

Increase the night shift premium for both second and third shift to \$1.50 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 3rd shift differential for hours worked prior to the normal starting time. If the employee works past their normal ending time the employee will receive 2nd shift differential for hours worked after their normal ending time.

A 2nd shift employee is scheduled to work before the normal starting time the employee will be eligible to receive 2nd 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 3rd shift differential for hours worked after their normal ending time.

A 3rd shift employee is scheduled to work before the normal starting time, the employee will be eligible to

W4: Weekly Guarantee – Increase to 40 hours per week. – Union withdraws.

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:

Union Modifies F1 and F2 as follows:

The Company will pay the team member's regular base pay for each day of approved bereavement leave. Time off will be paid, provided:

- a). The team member notifies their supervisor at their earliest opportunity by including available details related to the request and the time away needed.
- b). In most instances, bereavement time will be taken to coincide with funeral or memorial services or other formal acknowledgement of an individual's passing. While bereavement time does not have to be taken consecutively, the time away from work should be connected with activities related to the loss of the loved one.
 - i. The first day of absence does not occur prior to the day of such death.
 - ii. The last day of absence is not later than six months from the day of such death. In the event of a delayed funeral or other circumstance such as settling an estate, the HR Manager may approve dates beyond six months from the date of death.
 - iii. The day of absence is a day of the team member's regularly scheduled workweek, not including overtime days, on which the team member would have otherwise worked had it not been for the death.

Upon request, team members must furnish proof to the Company of the death, their relationship to the deceased and the date of the funeral/formal service.

Team members who are on a leave of absence or lay-off will not qualify for paid bereavement leave. Bereavement pay will not be paid in addition to any other kind of pay such as holiday pay, vacation pay, short-term disability, etc.

Time paid for bereavement leave will be counted as hours worked for overtime/premium pay purposes.

- Team members on a 12-hour shift schedule will be granted up to three and a half days / 42 hours maximum
- Team members on a four-day 10-hour schedule will be granted up to four days / 40 hours maximum

II. For sibling, grandchild, grandparent, parent-in-law including other persons who have raised the team member's spouse in a parent-child relationship (i.e. uncle or aunt), child-in law, grandparent-in-law:

- Team members on a five-day 8-hour shift schedule will be granted up to three days / 24 hours maximum
- Team members on a 12-hour shift schedule will be granted up to three days / 36 hours maximum
- Team members on a four-day 10-hour schedule will be granted up to three days / 30 hours maximum

III. For great-grandparent, sibling-in-law, and great-grandparent-in-law:

- Team members on a five-day 8-hour shift schedule will be granted one day / 8 hours maximum
- Team members on a 12-hour shift schedule will be granted up to one day / 12 hours maximum
- Team members on a four-day 10-hour schedule will be granted up to one day / 10 hours maximum

*Step relationships are covered.

Any additional days of absence must be arranged with the team member's supervisor. The team member and manager will determine if unpaid or whether substitution of other paid time off will be required.

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 side-agreement will be created at each of the four (4) plants to address and discuss such issues. A committee consisting of team members selected by the Union and an equal number selected by management will be created to address these areas in a cooperative way. The committees will be established for the term of this agreement and may be extended by mutual agreement of the Union and Company. The Company may have its corporate DE&I Director or their designee(s) facilitate or participate in the committee meetings.

G4: The Company shall allow employees to select one (1) day off per week.

G5: The Employer shall not require Maintenance Employees to work during any of the five (5) shutdown designated Holidays. For the remaining holidays, any maintenance employee assigned to work will receive a floating holiday for the holiday worked. In October, the Union and the Company will meet to decide the 5 shutdown holidays for the next year.

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 eligible team members with current waiting period of three – days.