

UFCW Local 663 Local Negotiations Proposals to the Employer  
Hormel Foods in Austin, MN - Aug 30, 2023 @ 9:30am

**8-30-2023 9:30am Union package proposal** - if rejected, Union reserves the right to revert to its previous position

Union agrees to Company attendance control with the following modifications / clarifications:

- 1) Attendance stays within CBA
- 2) If no attendance issues for 6 months, all remaining occurrences are removed
- 3) Points reset to 0 at ratification with implementation of new attendance program
- 4) Attendance is separated from Discipline/Tardiness ("lates") and strikes are accumulated separately in 2 separate categories with no double jeopardy
- 5) Redefine unexcused absences - remove car problems, at longest 1 year to drop off or as soon as 2 months

Union counter to 10.6 (b) Company counter with updated language as follows: "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 **20 (twenty)** employees ~~ten (10) delegates~~ at any one time and no more than one employee per department, **per shift**. Seven (7) days notice shall be given to the Company prior to granting of ~~convention~~ leaves."

Company agrees to 7.4 Safety shoes - increase to \$175, policy remains outside of CBA

9.9 Prorating vacation - Union can agree in concept to a prorate calculation formula, need to come to terms on the actual prorated calculation. Union awaiting comparisons from Company. Union also wants clarity on impact to old sick leave benefits and other edits to the language proposed by the Company - what is the intent and impact?

Company agrees to 20.4 Chief Stewards - 1 per shift for a total of 3 chief stewards, Hormel pays up to 45 hours per week per Chief Steward

Company agrees to 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.

- With the understanding that the Union is willing to share the south entrance office as well as the hallway area near that office which the Workforce Wellness Coordinator currently uses 1 day per week, but at times might need it on a second day, which will be communicated to the Union in advance. The Company will need the hallway space from time to time for events or educational help such as open enrollment, Spirit Week, People Safety Week, Food Safety Week, etc.) ~~In addition, other than the full time paid chief stewards, any additional union personnel who utilize the office and hallway space shall follow the normal security process by notifying the company of dates and times they will be utilizing the office space, check in at the front desk with the guards and follow required visitor protocol. These additional union personnel will not be allowed to go into the plant production areas or other areas without permission from the HR Manager.~~  
*Already covered under 10.6 (d)*

Union withdraws 20.12 Safety Committee with exception of TA 7/20/23 Safety committee members shall be released from work to attend.

Union agrees to add 2 more 3/2/2 jobs so the Company has a total of 4 to be offered (since there are 2 not currently filled) if the Company agrees to Updated Maintenance Qualification Requirements and we come to terms on rates for brackets

Company withdraws General Workers proposal

Company withdraws App E, XIII Memo of Agreement on OT reduction