

SICK AND SAFE TIME PROPOSAL

The employer proposes the following modifications to the CBA and policy (see separate attachment) to comply with Minnesota's Earned Sick and Safe Time law.

The following will replace and/or supplement Article 6.

All references to vacation shall be changed to "PTO"

The "PTO year" shall be the twelve-month period commencing on the employee's anniversary date.

Employees with less than 1 year seniority:

Part-time or Full-time employees hired after January 1, 2024 will accrue 1 hour of PTO for every 30 hours worked, up to a maximum of 48 hours in a "PTO Year." All of this PTO may be used for "ESST reasons" described in the Employer's Sick and Safe Time Policy. Accrued, unused PTO may be carried over at the end of the PTO year, however, at no point shall an employee have more than 80 hours of PTO available for use for SST reasons.

Employees with 1 or more year's seniority:

Effective January 1, 2024, employees with 1 or more year's seniority may use any available PTO for sick and safe reasons. Accrued, unused PTO may be carried over up to a maximum of 80 hours. Any unused PTO hours in excess of 80 will be paid out at the end of the PTO year.

- Article 6.1 ~~Full-Time Vacation Benefits~~ Paid Time Off for Full-time Employees

Revise "one (1) week" to "56 hours"

Revise "two (2) weeks" to "96 hours"

Revise "three (3) weeks" to "136 hours"

Revise "four (4) weeks" to "176 hours"

Revise all references to "vacation with pay" to "paid time off."

- Article 6.2- ~~Part-Time Vacation Benefits~~ Paid Time Off for Part-Time Employees

Revise "one (1) week's vacation with pay" to "up to 48 hours of PTO"

Revise "two (2) weeks of paid vacation" to "up to 80 hours of PTO"

Delete last sentence.

- Article 6.3- ~~Vacation Pay~~ Pay for PTO

All PTO hours (including those used for SST reasons) will be paid at the rate specified in Article 6.3.

If a holiday falls during the employee's PTO, he or she shall receive an extra day of vacation or the equivalent in pay. When a Journeyman relieves a Head Meat Cutter for one (1) week or more and performs all Head Meat Cutters duties, he will receive Head Meat Cutter pay.

- Article 6.4- ~~Pro-Rated Vacation~~ PTO

Clarify that the pro-rata language only applies to employees who are eligible for 80 or more hours of PTO.

- Article 6.5. Forfeiture of Vacation and Other Accrued Benefits.

Add:

If an employee is rehired by the Employer within 180 days of separation from employment ("rehired employee"), any ESST-eligible PTO that was not previously paid out upon separation shall be immediately reinstated (up to the maximum of 80 hours). Rehired employees will be allowed immediate use of this time and to accrue additional ESST-eligible PTO upon rehiring, consistent with the use and accrual limitations of this policy.

- NEW 6.7 Use of ESST-eligible PTO

An absence for ESST reasons for which ESST-eligible PTO is properly used will be considered an excused absence under the Company's attendance policy, shall not result in the accrual of attendance points, and shall not lead to discipline under the of the CBA or otherwise.

ESST-eligible PTO may be used in 15 minute increments or more to cover all or part of a work day when used for ESST Reasons.

- NEW 6.8 Requesting and Designating ESST-Time

The scheduling of PTO unrelated to ESST reasons shall continue to be in accordance with Article 6.6. It shall be up to the employee whether to designate a particular absence as ESST-related, and the procedures for requesting PTO for ESST are outlined in the attached policy.

Delete personal holiday language in Article 7.1 as those days are being accounted for in the PTO system. Change reference from “personal holiday” in 7.1(a) to “PTO”

November 29, 2023 – the Employer reserves the right to add to, delete from, or otherwise modify these proposals in bargaining