

**UFCW Local 663 and JBS in Worthington, MN
2025 Successor CBA - Union response to Company Proposal
January 28, 2025 @ 9:00PM**

Union Counter Proposal to Joint Labor/Management Committee

A joint labor/management committee shall be established for the purpose of discussing and attempting to resolve work-related issues. ~~The scheduling of such meetings is the responsibility of the Union by writing the Company a letter setting forth suggested dates covering at least two weeks. The Company will make a reasonable effort to pick one of the suggested dates.~~ The committee will meet ~~no more than every three months~~ monthly unless mutually agreed and shall consist of three representatives designated by the Company and ~~three~~ **one per department** designated by the Union, ~~all walking stewards and Union representative~~. Such meetings will not last no more than ~~one (1)~~ **three (3)** hours or until all issues brought by either party are discussed and a plan of action established. ~~The implementation of any recommendation shall be solely at the discretion of the Company. If the Union disagrees with the Company's decision on an issue that is subject to the grievance procedure, the Union may process the issue through the grievance process.~~ Time spent during this meeting shall be considered working time and paid as such. At least one week before the meeting is held, the Union ~~will provide~~ and the Company ~~will provide each other~~ with an agenda setting forth the specific work-related issues to be discussed. Only the issues set forth on the agenda will be discussed, ~~unless by mutual agreement to add anything additional.~~

Contract Negotiations between Swift Pork Company for its Worthington, Minnesota Pork facility and the United Food and Commercial Workers Union, Local 663.

Company Proposal

January 28, 2025

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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 Company proposals. All Tentative Agreements between the parties are subject to ratification.

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The Company reserves the right to add to, delete, or otherwise amend these proposals at any time during the negotiation process.

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