

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

Company Counter Proposal

JLM Language

January 29, 2025

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 unless mutually agreed and shall consist of three representatives designated by the Company and three designated by the Union, **or unless mutually agreed to in writing**. Such meetings will not last no more than one (1) hour, **or unless mutually agreed to in writing**. 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 the Company with an agenda setting forth the specific work-related issues to be discussed. Only the issues set forth on the agenda will be discussed.

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