

UFCW Local 663 and JBS in Worthington, MN
2025 Successor CBA - Local Negotiations Union Package Proposal
February 19, 2025 @ 5:00pm

Union package proposal - if the Company rejects this package proposal, the Union reverts to previous proposals, dated Jan 30, 2025 at 11:30am.

1. ATTENDANCE POLICY

- a. All attendance points reset to 0 at ratification
- b. If an employee accumulates 6 points = probation, 7 points = termination
- c. Attendance points drop off every 6 months
- d. Excused absences do not incur attendance points (need clarification from Company re: process for approvals process on excused absences)
- e. If the Company agrees to all these provisions, Union is willing to withdraw grievance and NLRB charge

2. BREAKS

- a. "True" 15 minute paid breaks before and after scheduled meal period - the time for breaks starts after all equipment has been removed
- b. "True" 30 minute meal period - the time for meal period starts after all equipment has been removed

3. LINE SPEED

- a. 10 employees per shift trained to time line speed, with authority to step out of the line to time the speed of the line and resolve any issues with the supervisor while on paid work time
- b. All lines to have belts with spacing clearly marked

4. BRACKETS

- a. Still waiting for the Company to provide information requested
- b. Need to review and discuss for all positions in the plant after we have a chance to review information provided by the Company
- c. Maintenance - TA to the following Union proposals:
 - i. Post and hire for chief of record for boilers at the same bracket as master of record for electrical.
 - ii. Move RETA certified industrial refrigeration operators from grade 12 to 14.

5. UNIFORMS

- a. Company to provide ___ sets of uniforms annually and will set up system so employees get their own uniform back after Company launders
- b. Uniforms and other PPE will be replaced due to the normal wear and tear of working at the plant

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6. IMMIGRANT RIGHTS
 - a. Union withdraws with understanding that the Company will help promote workshops and resources the Union shares are available for the community

7. JOINT LABOR MANAGEMENT (JLM) COMMITTEE
 - a. Meets at least quarterly, unless by mutual agreement
 - b. At least 3 employees per department impacted for the issues to be addressed at the meeting
 - c. Meeting length at least 2 hours, or until issue resolved - whichever is shorter
 - d. Recommendations made by JLM will be implemented and Company will provide reasonable timeline for implementation

8. CASINGS
 - a. Need to schedule Union visit and meeting with employees

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