

Hormel Chain Union Proposals

Modified – September 6, 2023

The following list of proposals, presented on behalf of Locals 1155, 663, 431, 1473, and 1996, does not constitute an all-inclusive list of union proposals. **This response does not include the prior tentative agreements and withdrawn proposals. The tentative agreements remain intact.** The union reserves the right to raise additional issues and to make specific proposals. The union also reserves the right to add to, modify, amend, or withdraw any of its proposals during the course of these negotiations.

Vacation:

V1:

Years worked	Vacation time
6 months	1 week
2 years	2 weeks
5 years	3 weeks
10 years	4 weeks
25 years	5 weeks
30 years	6 weeks

V2: Vacation Pay: 2% of yearly gross or 40 hours, whichever is greater.

Pension:

P1: Pension increase in 2024 - \$2 / Pension increase in 2025 - \$1 / Pension increase in 2026 - \$1.

- As in the past, anyone retiring between ratification and December 31, 2023 will be eligible for the pension increases in 2024.

P2: Increase the 30 - year bonus, the bonus shall be calculated at the following,

- 2024 - \$12
- 2025 - \$13
- 2026 - \$14

Wages:

W1: Wage Increase – CBA Effective Date - \$3.25 per hour wage increase
September 8, 2024 - \$2.00 per hour wage increase
September 7, 2025 - \$1.00 per hour wage increase

Discussion item: Being pulled off bid job or being moved to bid job (Proposal pending discussion).

Discussion item: Maintenance wage increase.

Health and Welfare Plan:

H1: Increase Employee contributions for Medical and RX as follows: **Employee** – Increase contributions by \$2 in 2024 and continue that rate for the term of the agreement. **Employee + Children** – Increase contributions by \$2.75 in 2024 and continue that rate for the term of the agreement. **Family** – Increase contributions by \$4 in 2024 and continue that rate for the term of the agreement. **The Union can TA the Company proposal to make no increases to deductibles or out-of-pocket maximums.**

(Employee Contributions – Medical and RX)

	Current (2023)	2024	2025	2026	2027
Employee	\$32.00	\$34.00	\$34.00	\$34.00	\$34.00
Employee + Children	\$44.00	\$46.75	\$46.75	\$46.75	\$46.75
Family	\$59.00	\$63.00	\$63.00	\$63.00	\$63.00

(Employee Contributions – Dental and Vision)

	Current (2023)	2024	2025	2026	2027
Employee	\$7.00	\$7.00	\$7.00	\$7.00	\$7.00
Employee + Children	\$11.00	\$11.00	\$11.00	\$11.00	\$11.00
Family	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00

H3: For purposes of health care coverage enrollment, all employees will be auto enrolled into the traditional health plan unless they opt out with proof of coverage elsewhere. Opt outs will be restricted to the eligibility waiting period, during annual open enrollment, or upon the occurrence of a plan qualifying event.