

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

**Company
Full Proposal**

May 7, 2025

This Full Proposal must be accepted in its entirety and not in piecemeal fashion. All agreements are tentative until a full agreement is reached by the parties. This full proposal incorporates by reference all previously agreed to tentative agreements. The Company reserves the right to add to, delete, or otherwise amend these proposals at any time during the negotiation process. If a specific Article or Section is not addressed the Company is proposing no change in the current language.

Article 9 – Meal Periods and Relief Periods – Section 4 – change to read:

(a) Employees will be permitted one, fifteen (15) minute relief period during the period between their starting time and the first meal period. In addition, employees required to work more than eight (8) hours and twenty- five (25) minutes in a work day will be given an additional ~~twelve (12)~~ **fifteen (15)** minute relief period.

Article 11 – Equipment/Safety Devices Furnished by the Company – Section 1 – change to read:

The Company will furnish all ~~required necessary tools and equipment, including:~~ knives, steels and gloves **(does not include maintenance hand tools). to employees for the safe and efficient ability to accomplish the duties of their jobs** where the Company determines they are necessary. The Company will furnish newly hired employees who would need gloves, excluding casual crew employees, two (2) pairs of gloves, thereafter, employees must turn in used gloves before the Company will give them additional gloves.

NOT TO BE INCLUDED IN THE AGREEMENT

The Company and the Union agree to meet within six (6) months of the ratification of this Agreement to evaluate and discuss safety equipment and possible modification to the same.

Article 12 – Laundry – Add New Second Paragraph – to read:

In the event that an employee's uniform was turned into laundry and subsequently lost the Company shall investigate such concerns and shall work with employees regarding replacement uniforms.

Letter of Understanding. 18 – Delete in its Entirety:

~~The Company agrees that prior to permanently discontinuing a specific safety intervention or the use of personal protective equipment, put into to place as the direct result of the~~

~~COVID-19 pandemic, the Company shall first meet and discuss the appropriateness of such change with the Union.~~

Letter of Understanding. 19 – Delete in its Entirety:

~~The parties agree that time missed from work due to being confirmed as COVID-19 positive or other Company mandated quarantine (e.g. travel quarantine, age/high risk quarantine, exposure quarantine, etc.) shall not count against an the individuals eligibility for vacation time or pay in the following year.~~

Letter of Understanding – Casings. Add New Letter of Understanding:

The parties agree that the Company may subcontract the casings work, provided however, the contract company selected to perform the work must agree to recognize the Union as the exclusive representative of the employees who perform the casing work at the Company's Worthington, MN facility. In the event that the contract company does not agree to such representation, the Company may not subcontract the casings work.

It is clearly understood that if the casings work is contracted out, any negotiations or agreements for a collective bargaining agreement shall be between the contract company and the Union. The parties unequivocally agree that Swift is not a party to any collective bargaining agreement between the contact company and the Union, liable or subject to the terms of said agreement, or will be involved in the negotiations or administration of said agreement. Nothing in the Letter of Understanding or other agreement(s) shall be construed to create a Joint Employer relationship between the contract company and Swift or be used to that end.

Letter of Understanding – Distribution Center Parking – Add New Letter of Understanding:

The Company agrees to allow employees assigned to work in the Distribution Center the ability to park in designated spaces associated with the Distribution Center facility on a temporary/trial basis. In the event that this arrangement becomes problematic, in the sole discretion of the Company, employees may be required to park in the main parking area.

The Company shall evaluate the establishment of an additional parking lot near the distribution center.

Nothing in this letter prohibits or limits the Company's ability to determine parking locations of employees or facility access controls.

Letter of Understanding – Line Speed. Add New Letter of Understanding:

Within six (6) months of the ratification of this Agreement, the Company and Union agree to provide joint training to designated Union Stewards and Union Representatives regarding how to time the chain.

This training shall be jointly conducted by an industrial engineer from the Company and one from the UFCW International office.

The training shall be scheduled and conducted on the clock and may be done in more than one session.

Such designated number of Union Stewards and Representatives shall not exceed the number of individuals typically designated in these roles during the life of the prior collective bargaining agreement.

Union to sign and make part of this Agreement the National Settlement