

S.B. Foot Tanning --- Union Proposals March 1, 2019

Section III Wages

- 1) Increase Shift Premium to 1.00 per hour for evening and night shifts.
- 2) Eliminate the two tier wage system (equal pay for equal work).
- 3) Significant wages for all classifications, all workers, all rates (proposal to follow).

Section V Holidays

- 4) In the week in which a Holiday occurs, work on Saturdays shall be voluntary and not mandatory.

Section VI Seniority

- 5) All employees can exercise their seniority rights. Pool employees may exercise their seniority rights over other Pool employees for job assignments, when being moved, for overtime and other situations where seniority among Pool employees would apply.

Section X Vacations

- 6) Improve Vacation for all employees

Less than one year: Employees with less than one year on Sept 30 of the first year will receive prorated week of vacation on January 1 based on the hours and wages received in the previous year at the 1 year rate. If the employee has not completed their probationary period as of January 1, the employee will not be eligible to use such time until the completion of probation. No vacation will be awarded to an employee who does not complete probation.

Years of continuous service on September before the vacation year	
Less than one year	prorated days of vacation at 4% of wages
1 year	2 weeks of vacation at 4% of wages
5 years	3 weeks of vacation at 6% of wages
10 years	4 weeks of vacation at 8% of wages
20 years	5 weeks of vacation at 10% of wages
25 years	6 weeks of vacation at 12% of wages

- 7) Employees who are out of work due to an approved medical leave shall have such leave time counted as work time for the purposes of calculating vacation award.

New Section Sick days

- 8) Employees with more than 1 year of service will be awarded 6 sick days on January 1 to be used for verifiable illness, injury, or medical condition that prevents the employee from working. Such leave may also be used to care for sick child as provided under Minnesota law. An employee may roll over up to 3 unused sick days each year to a maximum of 9 days. The employer may ask for proof of illness from the employee. Roll over sick days may be used as sick days, personal days (scheduled days off) or as compensation for days lost due to plant closings and "acts of God."

Section XIV Pension Plan

- 9) The Employer will match 100% of the first 6% of contributions deferred by the by the employee into the 401(k) plan.

Health Insurance

10) The Employer will maintain current plan with no premium.

Dental Insurance

11) The Employer will provide employees with a dental insurance plan at no expense to the employee

Boots

12) The employer will provide safety boots annually on the Employees anniversary of hire date.

Term of Agreement

13) 3 years

The Union reserves the right to add, modify, and/or delete any proposal.

Housekeeping and Discussion

- 1) Delete Health care opt out language
- 2) Amend Local number to reflect UFCW Local 1189
- 3) Hydration – Allow beverages (not food) at workstations in appropriate containers
- 4) Discuss this year's shut down during Thanksgiving week