

AGREEMENT BETWEEN

GENERAL MILLS, INC.

**COVERING GENERAL MILLS GRAIN ELEVATORS
SOO AND T LOCATED IN MINNEAPOLIS MINNESOTA**

And



**BAKERY, CONFECTIONERY, TOBACCO WORKERS
AND GRAIN MILLERS UNION**

TWIN CITIES LOCAL 22, AFL-CIO

JUNE 27, 2023

THROUGH

JANUARY 31, 2026

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This Agreement is made and entered into this twenty-seventh (27th) day of June, 2023, by and between the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union, Local Union No. 22, herein called the "Union," and General Mills, Inc., trading as Soo and T Elevators, herein called the "Company."

The parties hereto desire to establish the standards under which the employees shall work for the Company during the term of this Agreement and to regulate the mutual relations between the parties hereto with a view of securing harmonious cooperation between them.

ARTICLE 1 - RECOGNITION

- 1.01 By the terms of this Agreement, the Company recognizes the Union as the exclusive bargaining agent for collective bargaining concerning wages, hours and working conditions for all production and maintenance employees employed at its elevators: Elevator T, 3716 Dight Avenue, Minneapolis, Minnesota; and SOO Elevator, 2125 49th Avenue North, Minneapolis, Minnesota; but excluding all office clerical employees, professional employees, guards and supervisors as defined in the National Labor Relations Act.
- 1.02 Except as modified herein, the right to employ, promote, discipline and direct employees, and the management of the business are reserved by and vested in the Company.
- 1.03 Neither the Company nor the Union will discriminate, as defined in applicable laws, against any employee because of race, color, creed, national origin, age, sex or handicapped condition. Whenever the masculine pronoun is used in this Agreement, it shall be interpreted to mean either masculine or feminine.

ARTICLE 2 - UNION SECURITY

- 2.01 With the signing of this Agreement, all present employees covered by this Agreement who are members of the Union shall remain members of the Union in good standing as a condition of employment. New employees shall become and remain members of the Union upon completion of thirty (30) days of employment by the Company.
- 2.02 The Company will deduct from the wages and turn over to the proper Union officers the initiation fees and Union dues of those members of the Union who have voluntarily authorized such deductions, in writing, in accord with relevant laws. Such dues will be remitted to the Union together with a list showing the names of the employees and the amounts deducted from each.
 - a. Each such deduction authorization shall be irrevocable for one (1) year from its effective date or until the anniversary date of this Agreement, whichever occurs sooner.
 - b. In the event this Agreement is renewed or extended with a similar check-off provision, then within a period of thirty (30) days prior to the effective date of each such renewal or extension, the authorization of each employee, unless revoked in the interim, will automatically become irrevocable for a further

period of one (1) year or until the anniversary date of such Agreement, whichever occurs sooner.

ARTICLE 3 - WAGES, HOURS AND OVERTIME

3.01 The workweek shall start Monday at the beginning of the first shift. Eight (8) hours shall constitute a normal day's work, and forty (40) hours shall constitute a normal week's work. This is not a guarantee of any certain number of hours per day or week, nor does it bar overtime work. The first shift shall start at 5:00 a.m. or no later than 7:00 a.m.

a. There will be no staggering of days to avoid the payment of overtime.

3.02 During the life of this Agreement, the attached scale of wages shall be paid by the Company to the employees covered by this Agreement.

3.03 Reporting Pay

Any employee scheduled and reporting to work on any shift shall receive not less than four (4) hours work or pay at the straight time rate unless:

a. An employee leaves of the employee's own accord or due to illness.

b. There is no work available due to reasons beyond the control of management such as fire, tornado, power failure or acts of God.

3.04 Call-In Pay

Any employee called in to work after regular working hours or on a holiday shall receive not less than four (4) hours pay at the appropriate overtime rate.

3.05 Temporary Assignments

Temporary transfers to another classification shall not give the employee seniority in that classification. Employees in any classification are expected to perform any duties to which they may be reasonably assigned. If an employee is temporarily shifted, for the convenience of the Company, to any position paying a smaller wage than the employee has been receiving, no reduction shall be made. If the employee is transferred to a higher classification, the employee shall receive the higher rate for the balance of the working day, provided the employee works at least one hour or more in the higher classification. Fractions over a full hour, such as thirty (30) minutes or less, will be disregarded, and fractions over thirty (30) minutes will receive the higher rate for the full hour. The higher classification rate is not to apply where more than the normal amount of supervision is required and also does not apply to maintenance work.

3.06 Alternative Schedule

The Elevator schedule may either be a traditional five-day, eight-hour schedule or a four-day, ten hour schedule. The Company maintains its exclusive right to set schedules and may schedule either five eights or four tens as business needs, in the Company's sole determination, dictate. These scheduling decisions are not subject to the grievance procedure.

When a four-day, ten-hour schedule is used, the intent is to be "income neutral" (employees neither lose nor gain income; the business neither saves nor increases costs). On a four ten schedule, the following paid time off provisions will be followed:

- Funeral leave
 - Five day leaves will convert to forty hours straight time (four ten hour days);
 - Three day leaves will convert thirty hours straight time (three ten hour days);
 - One day leaves will convert to ten hours straight time (one ten hour day).
- Vacation will be paid on hours rather than days. In a four-day schedule, one vacation day will use ten hours of available vacation time, as opposed to eight hours in a five-day schedule.
- For holidays which fall during a four-day, ten hour schedule, Holiday Pay will be ten hours straight time.

3.07 Hazardous Work

Hazardous work is defined as work on either a swing-type scaffold or on a Bosun chair. A premium of fifty (.50) cents per hour will be paid to qualified employees for actual hours engaged in performing such work.

3.08 Shift Differentials

Premiums over day rates shall be paid for night shift work as follows:

Second Shift	Fifty (.50) cents
Third Shift	Fifty (.50) cents

3.09 Overtime

Production and Maintenance Employees.

- a. Except as herein provided, all work performed in excess of eight (8) hours in any one day or forty (40) hours in any one workweek, whichever is greater, shall be deemed overtime and shall be paid for at time and one-half (1-1/2).
- b. Except as herein provided, all work performed in excess of twelve (12) hours in any one workday shall be paid for at double time (2X).
- c. Time and one-half (1-1/2) shall be paid for Saturday work if:
 - (1) The Company does not furnish eight (8) hours work per day in the preceding five (5) days, and
 - (2) The individual employees are available for eight (8) hours work per day during the preceding five (5) days unless the employee's absence is excused by management.
- d. Absent unusual circumstances, the Company will give at least twenty-four (24) hours notice of weekend or holiday overtime.
- e. Sunday Pay - All hours worked by an employee on Sunday shall be paid for at two (2) times straight-time hourly rate.

ARTICLE 4 - HOLIDAYS

- 4.01 Work performed on the following recognized holidays shall be paid for at three (3) times the employee's hourly rate:
- | | |
|-----------------------|------------------------|
| New Year's Eve Day | Labor Day |
| New Year's Day | Thanksgiving Day |
| Washington's Birthday | Day After Thanksgiving |
| Good Friday | Christmas Eve Day |
| Memorial Day | Christmas Day |
| Fourth of July | Personal Holiday* |

*To be scheduled with approval of management.

If any of the above holidays fall on Saturday or Sunday, the preceding Friday or the following Monday may be observed by the Company, or in lieu thereof, an extra eight (8) hours of straight time pay will be given for a full holiday. New hires will be eligible to take the Personal Holiday immediately upon completing the probationary period and must take the Personal Holiday prior to the end of the calendar year unless otherwise approved at management's sole discretion.

- 4.02 Employees will be paid eight (8) hours at their straight-time hourly rate for the holidays listed in Section 4.01, if no work is performed on these holidays provided the Employee has not failed to work, when scheduled, unless excused, on the holiday and the employee worked the last scheduled day before and the first scheduled day after the holiday occurs. All excused paid leave except Sick and Emergency hours will be considered as hours worked in the application of this provision.
- 4.03 Hours paid for holidays as provided herein shall be counted for purposes of computing total hours worked in the workweek for overtime.

ARTICLE 5 - SENIORITY

- 5.01 The parties hereto recognize the principle of seniority. In determining employee's seniority for promotions, bids, layoff, recall and vacation eligibility, an employee will be given credit for time spent in continuous service at the Soo/T Elevators.

5.02 Probationary and Temporary Employees

An employee, other than a temporary employee, will be considered as a probationary employee for seven (7) counted weeks, a counted week being one in which the employee works at least two (2) days. Employees hired for work and working on construction projects or other similar temporary activities will be considered to be temporary employees. The Company has no responsibility to re-employ or to continue the employment of either probationary or temporary employees.

Seasonal employees will normally be hired after June 1 of each year and may work through the last week in October (twenty-two (22) weeks). Such employees will be members of the bargaining unit and covered under the union security clause. The Company will be limited to using a maximum of two (2) seasonal workers per

location. Work tasks will be limited to grain handling duties and sanitation work. Wage rates for these employees will be 90% of the classified rate. During the hiring process the Company will consult with the shop steward.

Seasonal employees will not accumulate seniority or be covered by the benefits included in this Agreement except that such employees may receive holiday pay where applicable under the terms of the Agreement. The Company will terminate Seasonal employees at the end of the twenty-two (22) week period, or sooner if the need no longer exists for such seasonal employees.

- 5.03 An employee shall lose seniority if and when the employee:
- a. Quits.
 - b. Is discharged for just cause.
 - c.
 - (1) Has been laid off for a period of twelve (12) consecutive months if the employee has less than twenty-four (24) months of continuous service at the time the layoff began.
 - (2) Has been laid off for a period of twenty-four (24) consecutive months if the employee has twenty-four (24) months or more of continuous service at the time the layoff began.
 - d. Is promoted to a supervisory position or given any position outside of the bargaining unit and has held said position for a period in excess of one (1) year.
 - e. Has been granted a leave of absence and does not return at the expiration date.
 - f. Is absent for three (3) working days without authorization, or is absent for three (3) working days after being notified in writing to return to work and does not give a satisfactory reason to the Plant Superintendent. Copy of notice to return to work shall be given to the Union.
- 5.04 The Company shall compile one seniority list of employees for seniority accumulated at the Soo and T Elevators on August 1 each year, and at such times thereafter as may be requested by the Union. The Union shall, within thirty (30) days from the posting date, verify the accuracy of such seniority list and shall cause the list to be signed by the proper Union officers, thereby acknowledging the Union's acceptance on behalf of the members. The signed seniority list shall then remain posted on the bulletin board continuously until replaced by a duly signed subsequent list. The seniority list shall show each employee's name and employment date covered by the Agreement and shall be compiled in sequence, according to the length of seniority. In no case will an employee be given credit for seniority accrued at any plant other than the Soo, T, or Washburn Checkerboard Elevators or the leased facility at 501 29th Avenue Southeast, Minneapolis, Minnesota.
- 5.05 Layoffs

When it becomes necessary to reduce the working force, plant seniority shall apply with respect to all employees, qualifications being sufficient. The practice will be for the Company to retain the employees having the longest plant seniority. An

employee not retained in the employee's own classification shall then be entitled to exercise plant seniority, either in the same or a lower rated classification, provided the employee then has the necessary skill and qualifications. Company will make reasonable efforts to train senior employees in the event of a layoff.

- 5.06 In consideration of plant seniority, it will then be the practice to lay off the employees having the shortest period of plant seniority. It is recognized that some leeway is necessary to the Company in the application of this rule in order to provide for instances where specialized skill, experience and/or ability necessitate that exceptions be made in order to ensure efficient and continuous plant operations, but any exceptions must have the approval of the Local Union in writing.
- 5.07 All layoffs of employees regularly and continuously employed by the Company for a period of one (1) year to be effective on Friday, except when operation of facility is prevented by an act of God, catastrophe, war, or other similar emergency.
- 5.08 Recall
- In recalling, seniority shall prevail and the practice at each plant will be that the employee with the longest plant seniority will first be recalled, but the same leeway shall be due the Company as is provided for in the case of layoffs. Further, no new employees will be hired until all former available, competent and regular employees have been afforded an opportunity to return to work, except that should occasion require the services of someone especially qualified for a certain job or position which cannot be filled from the employees in the plant, this rule shall be modified to that extent, except that the Local Union's approval must be had in writing before such employee shall become a permanent employee.
- 5.09 Failure to report within a reasonable time when called, or failure to advise the Employer of a change of address or an absence for over one (1) year may be cause for removal from consideration. In no event shall an employee be removed from consideration because of failure to report within a reasonable time when called unless the Local Union is given forty-eight (48) hours in which to locate such employee and arrange for the employee's reporting to work.
- 5.10 The Company shall notify the Union in writing of the layoff or discharge, rehiring, and completion of probationary period of any employee covered by this Agreement.

ARTICLE 6 - BID PROCEDURE

- 6.01 Except for Production Leadman, all permanent job vacancies within the Production Classifications covered by this Agreement will be posted for a period of three (3) working days. The posting will list the job title, rate and shift.
- 6.02 Employees who wish to bid on such jobs must submit their bids in writing on a form prescribed by the Company within the posting period.
- 6.03 From the list of bidders, the job will be awarded to the most senior employee who has the necessary qualifications to perform the work.
- 6.04 If the above procedure fails to furnish a qualified applicant for the job, then recourse will be had to other sources.

- 6.05 An employee who fails to qualify on a bid job after a fair trial period on the job (thirty (30) calendar days) will be returned to the employee's former job. An employee will be considered qualified when the employee satisfactorily performs the duties thereof with no more supervision than is required of other qualified employees on the job.
- 6.06 An employee who is awarded a job under this procedure may voluntarily give up the job and return to the employee's former job provided that the employee does so within the first five (5) working days after assignment to the newly awarded job. Except as above provided, no employee may voluntarily relinquish an assigned bid job.
- 6.07 Strictly temporary appointments to fill vacancies or extra work created by short-term sickness, vacations, etc., will be made by management, considering seniority whenever practicable.

ARTICLE 7 - DISTRIBUTION OF OVERTIME

7.01 General Overtime

The Company reserves the right to require employees to participate in reasonable overtime and, where possible, will give adequate notice of the need for such overtime.

7.02 Daily Overtime

Daily overtime will be assigned to the employee on the job. Should an employee be excused from overtime, or a job opening has not been filled by this procedure, the overtime work will be offered to qualified employees on the basis of their seniority; junior qualified employees may be required to perform such assignment.

7.03 Weekend Overtime

- a. Weekend overtime will be assigned by shifts among senior qualified employees within the same classification in which the overtime occurs insofar as it is practical to do so.
- b. Probationary employees will not be assigned weekend overtime until all available qualified regular employees have been asked.
- c. One seniority list will be used for weekend overtime.

ARTICLE 8 - VACATIONS

- 8.01 After completing the probationary period, newly hired employees will be granted vacation on the following hire date schedule:
- Jan. 1 – Mar. 31: 4 days
 - Apr. 1 – June 30: 3 days
 - July 1 – Sept. 30: 2 days

Granted vacation time shall be taken by December 31st of the calendar year during which the Employee became eligible for the vacation time. No granted vacation

time will be paid out at separation of employment for any reason for those with less than a year of service."

Effective January 1 of the calendar year following an Employee's hire date, an Employee will become eligible for two (2) weeks of vacation.

No granted vacation time will be paid out at separation of employment for any reason for those with less than a year of service.

For transition purposes, any bargaining unit employee hired during the 2023 calendar year will be administered consistent with the prior Agreement language.

The following vacation plan applies to all employees covered by this agreement who have more than one (1) full year of service:

Years of Service	Days Allowed	Equivalent in Hours Pay
5	15	132
12	20	176
19	25	220
25	30	264

8.02 Vacation Period

Vacations shall be granted in line with the employee's seniority and plant operating requirements.

8.03 Eligibility for Vacation Benefits

- a. It is recognized that vacation benefits are earned for the preceding year of service as an employee reaches the employee's anniversary date. Vacation benefits will not be granted until after the employee's anniversary date during the first and second years of employment with the Company. After the second year, for the convenience of employees and the Company, vacations may be taken at any time during the vacation period.
- b. In determining length of continuous service, an employee will be given credit for the time spent in the service of the Company as indicated upon the employee's employment record. The term "continuous service" shall mean active service, without interruption, except when due to sickness, injury, temporary shutdown, or other legitimate reasons approved by the Company.
- c. Vacations must be taken as time off work.
- d. Employees may use up to the equivalent of ten (10) vacation days per year in half day increments (assuming sufficient service time), providing the request is made at least two work days (non weekend or holidays) in advance and the request is approved by management.

8.04 Pro-Rata Vacation Benefits

- a. Employees on a calendar year vacation basis work one thousand (1,000) or more hours in the previous calendar year shall be eligible for a full vacation with full vacation pay during the current calendar year. Employees in a calendar year vacation basis who worked from five hundred (500) to nine hundred ninety-nine (999) hours in the previous calendar year shall be eligible for a reduced schedule of vacation and vacation pay, as follows during the current calendar year:

Full Vacation Eligibility	Reduced Vacation Schedule Weeks of Vacation	Total Hours Pay
10 days	5 days	44
15 days	5 days	66
20 days	10 days	88
25 days	10 days	110
30 days	15 days	132

- 8.05 Should a recognized holiday occur during an employee's vacation, the employee will receive either an additional day off or an additional day of pay, at the discretion of the Company.

ARTICLE 9 - BENEFITS

9.01 Retirement and Insurance

By separate agreements, Retirement and Death Benefits, and Health Insurance Benefits, the parties have agreed on matters relating to pension, retirement, death benefits, hospital, medical, surgical, maternity, disability and dental insurance benefits for all regular employees covered by this Labor Agreement and their dependents. Hereafter, all collective bargaining and grievances with respect to such matters shall be governed by its provisions and shall not be subject to the negotiating, grievance or arbitration provision of this Labor Agreement.

New hires on and after January 1, 2024 will be automatically enrolled at the full match contribution rate in the Target Retirement Date Fund nearest their 65th birthday. Employee contributions will be increased one percent annually thereafter to a maximum of ten percent. Employees will receive a notification of the enrollment via US Mail with a 45-day period to opt out or change the enrollment.

ARTICLE 10 - FUNERAL LEAVE

- 10.01 Employees will receive paid time off calculated at the employee's regular straight time rate following a death for:
- Two (2) weeks for a spouse/registered domestic partner or child (including step).
 - One (1) week for a parent (including step).
 - Three (3) days for brother or stepbrother, sister or stepsister, grandparent, grandchild, and current mother-in-law, father-in-law, daughter-in law, or son-in-law.

- Also, one (1) day is provided for attending the funeral of aunt, uncle, and current grandparent-in-law, sister-in-law, or brother-in-law.

The maximum Bereavement pay for any one (1) week will be 40 hours and for any one (1) day will be eight (8) hours at the employee's regular straight time rate. The employee will be excused for any weekend contiguous to a bereavement leave, but that time will be unpaid. The Company shall be promptly notified of absence hereunder and the reason therefore. The company may require documentation upon request.

ARTICLE 11 - GRIEVANCE PROCEDURE

Should differences arise between the Company and the Union concerning the meaning and application of this Agreement, such disputes shall be handled in the following manner:

- 11.01 Between the aggrieved employee or employees, with or without a Union representative, and the Elevator Superintendent within three (3) working days of the occurrence complained of. If the dispute is not settled at this point, within three (3) working days, it will be reduced to writing, signed and dated by the employee, and initialed by the Superintendent.
- 11.02 Between the Business Agent of the Union and the Company's Elevator Superintendent or a designated representative within twenty-one (21) days after the conclusion of Step 1 above.
- 11.03 Within thirty (30) days after the conclusion of Step 2 above, if the grievance is not settled, it shall be referred to the Local 22 Representative of the Union who will meet with the Labor Relations Representative or a designated representative.
- 11.04 If the grievance is not settled at Step 3 above, within thirty (30) calendar days after the conclusion of Step 3, the Union may demand that the grievance be presented before an impartial arbitrator. Such demand for arbitration shall be made in writing to the Elevator Superintendent. Within ten (10) calendar days of the Company's receipt of such demand, the parties shall jointly request the United States Federal Mediation and Conciliation Service to submit a list of five (5) arbitrators. Upon receipt of such list, the parties shall meet at a mutually convenient time and place and select an arbitrator by alternately striking names from such list until only one name remains thereon. The Union shall have the first choice in so striking. The remaining named arbitrator shall be designated as the arbitrator to hear the grievance.

As soon as the arbitrator has been selected, the arbitrator shall designate a time and place for hearing evidence on the matter and render a decision as soon as it is reasonably possible. Such decision shall be made in writing, and such findings of fact and interpretations of this Contract on the issues presented shall be final and binding upon the parties. The arbitrator shall not have the power to add to or detract from the provisions of this Agreement.

The expense of the arbitrator, together with any other expenses of the arbitration mutually agreed to, shall be divided equally between the Company and the Union.

All grievances must be processed within the time limits set forth herein or within any mutually agreed upon extension of such time limits, or such grievances shall be considered dropped.

ARTICLE 12 - STRIKES AND LOCKOUTS

During the life of this Agreement, the Union will not cause a strike, nor will an employee or employees take part in a strike, intentional slowdown, or other interference with or stoppage of the Company's work and the Company agrees not to conduct a lockout of employees covered by this Agreement.

ARTICLE 13 - GENERAL PROVISIONS

- 13.01 The Company agrees to furnish reasonable and adequate facilities for the comfort and health of its employees. The Union agrees that employees will assist in maintaining such facilities in a sanitary and orderly condition.
- 13.02 Employees will use all tools and equipment with care and will promptly report any broken tools or equipment in need of repair to the Elevator Superintendent.
- 13.03 Leaves of Absence
- a. An employee may be granted a leave of absence for up to ninety (90) days by the management, without loss of seniority. An employee shall notify the Company one (1) day in advance of the employee's intent to return to duty.
 - b. Sick & Emergency Hours
 - 1) Effective January 1, 2024, regular bargaining unit employees will be provided with forty (40) paid Sick and Emergency hours each calendar year unless Federal, State or Local law requires that additional time be provided, in which case the affected site will comply with the applicable law. Company provided Sick and Emergency Hours will run concurrent with, not incremental to, any legally required sick, family, emergency, or other legally mandated personal leave. Employees must return to work from a leave of absence (paid or unpaid) to be eligible for the next year's annual Sick and Emergency hours grant. Unused Sick & Emergency hours will not be paid out at separation of employment for any reason.
 - 2) Sick and Emergency Hours can be used for absences caused by an employee's own or a family member's illness or injury, doctors' appointments, unscheduled school closings, and personal emergencies. Sick and Emergency Hours will be paid at the employee's straight time regular pay rate and must be used in minimum four (4) hour increments. Sick and Emergency Hours cannot be carried over into the next year unless Federal, State or Local law requires otherwise. Unused Sick and Emergency Hours will be paid out at the end of the calendar year.
 - 3) After completing the probationary period, newly hired employees will be granted Sick and Emergency hours on the following hire date schedule:

- Jan. 1 – Mar. 31: 32 hours
 - Apr. 1 – June 30: 24 hours
 - July 1 – Sept. 30: 16 hours
- 4) Employees must call in prior to their scheduled start time in accordance with the plant's attendance policy in order to qualify for Sick and Emergency Hours. The Company may excuse employees with less notice on a case-by-case basis when the employee notified the Company as soon as possible but was unable to comply with the local notice requirements due to extenuating circumstances. The Company may request documentation to support the reason for absences as a qualifying reason in these cases.
 - 5) Sick and Emergency Hours must be used concurrently with Family and Medical Leave and will be exhausted prior to any vacation that must also be used concurrently with FMLA.
 - 6) The plant and local union may, upon mutual agreement, provide pay in lieu of paid time off under this Section.
 - 7) The Union expressly agrees that the plant's attendance policy may be modified to eliminate the number of points and/or steps to termination relative to the number of Sick and Emergency hours provided. The Company will meet and confer with the local Union prior to implementation to review the changes and solicit feedback.

13.04 Safety

Both parties recognize the importance of maintaining safe and efficient practices in the plant. It is agreed that all employees will be alert to any conditions which may cause accidents or injury and are duty bound to report such conditions to management. It is further agreed to form a Safety Committee composed of one (1) member of management and one (1) employee of the Company who will represent the Union, which will meet periodically to discuss complaints and corrective action. The Union will notify the Company in writing of the name of its member on said committee.

- 13.05 Where an employee is injured on the job and such accident is compensable under Workers' Compensation, said employee will not lose straight time pay on the day of injury and will be entitled to daily pay in an amount equal to one-seventh of the maximum weekly benefit under the Company's Sickness and Accident Plan for a period not to exceed three (3) days starting the day after date of injury. If Workers Compensation provides compensation for these first three days, the above provision will not apply. In order to be eligible for the above benefits, the employee must report the injury immediately to the supervisor and have the injury verified by the Employer's physician. The physician's decision with respect to the length of time required off the job shall be controlling in determining the extent of compensation.

13.06 Jury Duty

Any employee called for jury duty shall be reimbursed by the Company for the difference between jury fees and the straight time wages the employee would otherwise have received (not in excess of 8 hours per day or 40 hours per week) for the actual time the employee is necessarily required to be absent from work.

13.07 Military Reinstatement

A permanent employee who leaves the Company to enter military service will, upon completing his military obligation, be reinstated provided he fulfills the requirements of the Vietnam Era Veteran's Readjustment Assistance Act of 1974.

13.08 Safety Glasses, Shoes

The annual maximum reimbursement for safety glasses will be two hundred dollars (\$200) per year. The annual maximum reimbursement for safety shoes will be one hundred eighty dollars (\$180) per year for the term of this labor agreement.

ARTICLE 14 - SEVERANCE PAY

14.01 Employees who have completed three (3) or more years of continuous service with General Mills, Inc., and who are thereafter permanently laid off due to lack of work caused by management action in initiating any of the following changes, shall be eligible for severance pay:

- a. Technological improvements in facilities or equipment.
- b. Changes in methods of production, processing, shipping, receiving, materials handling or distribution, etc.
- c. Permanent closing of the facility.

14.02 Severance pay for eligible Employees who are permanently laid off shall be based upon length of continuous service with the Company. An eligible Employee who has completed three (3) full years of continuous service shall receive severance pay of three (3) weeks' pay (120 hours) at the Employee's classified straight-time rate. For each additional full year of continuous service, an eligible Employee will receive one (1) week's pay (40 hours) at the Employee's classified straight-time rate. For those employees with 20 years of service or more, severance for each year shall be two weeks for each year over 20 years.

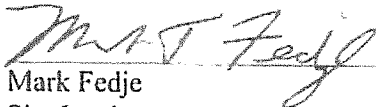
14.03 It is understood that upon receipt of severance pay an Employee relinquishes all recall, seniority, and employment rights with the Company.

ARTICLE 15 - TERM OF AGREEMENT


15.01 This Agreement shall constitute the entire Agreement between the parties and shall become effective on June 27, 2023, and shall remain in full force and effect until 11:59 p.m. on January 31, 2026, and from year to year thereafter, subject, however, to the right of either party to amend or terminate the Agreement at the end of any subsequent yearly period by written notice given to the other party sixty (60) days prior to the end of such year.

For the Company:


For the Union:


Mark Fedje
Site Leader


8-11-23
Date


Walter Borgam
President, Local 22


8-11-23
Date


Lyle Chock
Team Leader I


8-21-23
Date


Michael LaFavor
Safety & Sanitation Lead

8-11-23
Date


Lisa Thom
HR Representative

8-11-23
Date


William M. Muth, Jr.
Director, Labor Relations

7/31/23
Date

ATTACHMENT "A"

Wage Schedule

<u>Job Classification</u>	Effective <u>7/3/23</u>	Effective <u>2/5/25</u>
Production Leadman, Appointive	\$27.04	\$27.85
Grain Handler Technician	\$26.04	\$26.79
Grain Handler II	\$25.04	\$25.79
Grain Handler	\$24.45	\$25.18

New hires to be compensated at 90% of the classified rate for the first 6 months of employment.

After completing the first six (6) months of employment, new hires will receive either the Grain Handler I or Grand Handler II pay rate. In order to qualify for the Grain Handler II rate, employees must be qualified and demonstrate the skill and ability to perform the locomotive operation and weigher functions. Incumbent employees currently receiving the Weigher, Licensed rate will be grandfathered into the current wage rate as a Grain Handler II. There is no cap on the number of employees who may advance to the Grain Handler II classification.

All wage rates stated above are minimums that may be increased at the Company's discretion.



BAKERY, CONFECTIONERY, TOBACCO WORKERS
AND GRAIN MILLERS UNION
TWIN CITIES LOCAL 22, AFL-CIO

CHARTERED JANUARY 1, 1973

Telephone: (612) 379-2921

Minneapolis, Minnesota 55414

312 Central Ave. S.E., Suite 590

Fax: (612)379-0473

---ATTENTION---

TO ALL BCTGM LOCAL 22 MEMBERS:

IF YOU HAVE A CHANGE OF ADDRESS
PLEASE ASSIST US IN UPDATING THIS IMPORTANT INFORMATION.

We need to know the following:

Name _____ Street Address _____

City _____ State, Zip Code _____

Telephone Number _____

Send to: BCTGM Local 22
312 Central Ave. S.E., Suite 590
Minneapolis, MN 55414

Fax it to: 612- 379-0473

Or Email to: jruttonlocal22@integra.net

Thank You,

The Officers of BCTGM Local 22



Stewards

KNOW YOUR RIGHT TO HAVE UNION REPRESENTATION

Weingarten Rights in a 1975 case National Labor Relations Board vs. J. Weingarten Inc., the United States Supreme Court declared that unionized employees have the right to have a steward present during a meeting with management when the employee believes the meeting might lead to disciplinary action being taken against him/her. Weingarten rights apply during investigatory interviews when a supervisor is questioning an employee to obtain information that could be used as grounds for discipline; the employee has the right to request union representation.

These basic Weingarten rights stem from the Supreme Court decision:

1. The employee must request representation before or during the meeting.
2. After an employee makes the request, the supervisor has these choices:
 - a. Grant the request and wait for the union representative's arrival;
 - b. Deny the request and end the meeting immediately; or
 - c. Give the employee the choice of either ending the meeting or continuing without representation.
3. If the supervisor denies the request and continues to ask questions, the employee has a right to refuse to answer. In addition, the supervisor is committing an unfair labor practice.

Please beware that management is not obligated to inform employees of their Weingarten rights—employees must ask for them. Unlike Miranda rights—where law enforcement officers are required to tell a suspect of their right to an attorney, etc.—employees must ask for their Weingarten rights.

LOCAL 22 MEMBERS:

PLEASE CALL 612-379-2921 WHEN LEAVING EMPLOYMENT FOR ANY REASON, INCLUDING ANY LEAVE OF ABSENCE, TO PROTECT YOUR RIGHTS AS A UNION MEMBER!

PLEASE NOTE: DUES WILL BE COLLECTED IF YOU WORK ONE OR MORE DAYS IN A GIVEN CALENDAR MONTH.

NEW LOCAL 22 MEMBERS:

NEW EMPLOYEES MUST TURN IN A COMPLETED MEMBERSHIP APPLICATION NO LATER THAN 30 DAYS AFTER EMPLOYMENT. PLEASE ASK YOUR SHOP STEWARD ABOUT MEMBERSHIP REQUIREMENTS.