

The Ten Point Program for Justice at Jimmy John's

Jimmy John's Workers Union-Industrial Workers of the World

1. Fair Pay

- An immediate across-the board raise: \$8.25/hr for drivers, \$9.25/hr for in-shoppers, \$10.25/hr for PICs
- Regular raises
- Time and a half Holiday pay on all federal and major religious holidays and dollar sandwich days
- Time and a half for all hours worked between Midnight and 6am.
- Free uniforms
- The franchise will create/allow an alternative tipping policy, and will advocate changing corporate policy to allow tip jars

2. Consistent Scheduling

- Minimum 3-hour shifts.
- Paid 30 minute lunch on shifts over 6 hours.
- One free meal per shift of any length.
- Management will guarantee workers a minimum number of hours when they are hired and will not schedule workers less
- Management will find a substitute for a worker when they request time off with at least 21 days notice
- Paid training time for new hires
- Workers will be guaranteed the right to work their full shift
- Adequate in-shopper staffing and no overstaffing of driver shifts

3. Paid Sick Days

- Management will be responsible for finding a substitute for workers when they are sick.
- Workers will be given 1 paid sick day per month of employment
- Workers will not be required to get a doctor's note when calling in sick

4. Driver Compensation and Safety

- Time and half pay for bicycle drivers during hazardous weather and unsafe conditions
- The right to refuse to deliver in unsafe conditions
- Mileage-based DMR for car drivers to cover higher maintenance costs.
- Bicycle delivery drivers will be compensated for half of all their safety accessories (eg. helmets, lights, winter gear)

5. Affordable Health Care

- The company will offer Health Insurance covering minimum 70% of employee's medical costs
- The company will offer Dental Insurance for all workers
- The company will offer Accidental and Life Insurance plans for all workers

6. Harassment-Free Work Environment

- A workplace free of sexual harassment, racial discrimination, and abuse of all types
- A shop committee in every store made up of workers that will deal with store safety and harassment issues
- The committee will be empowered to discipline managers, coworkers, and customer who create a hostile work environment

7. Paid Leave for New Mothers and Fathers

- A minimum of 6 weeks paid maternity leave
- A minimum of 3 weeks paid paternity leave

8. Job Security

- A progressive disciplinary system allowing workers to be fired or severely disciplined only for major issues
- A shop committee of workers in each store will be empowered to review and deal with disciplinary issues
- A seniority system for promotions, pay raises, and protecting workers hours

9. Workplace Safety

- Staff will be informed of workers compensation policies and procedures
- Legally-mandated guidelines for filing workers' compensation claims will be posted in all stores.
- All workers will be paid the difference of their full wages (plus tips for drivers) when they are receiving workers comp

10. Workplace Democracy

- A paid, optional monthly hour-long meeting where any worker can bring forward workplace concerns. These meetings will be facilitated by a worker elected by his or her peers at the meeting.
- Management will 'open the books' by issuing monthly financial reports to employees