

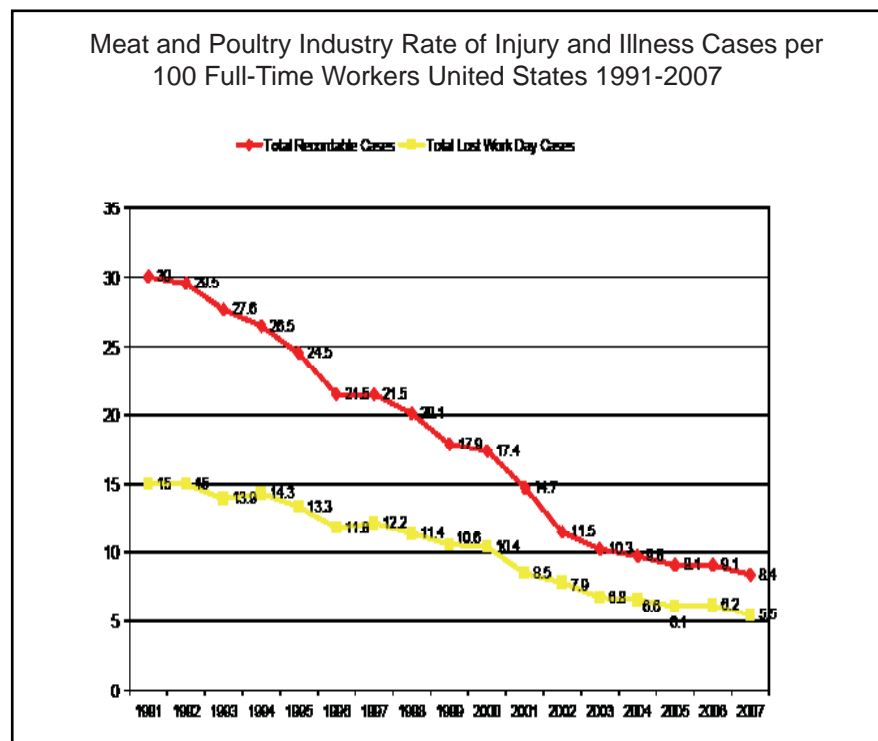
Meat Industry Facts At A Glance

The U.S. meat and poultry industry has grown dramatically over the past century in the United States, and so too have the protections provided to those we employ, the animals we handle and to the consumers who buy our products. Today, the U.S. meat and poultry industry is a \$100 billion industry employing 500,000 people.

Worker Safety

While the meat and poultry industry is still labor intensive, promoting safe workplaces has rewards for both workers and businesses, including increased productivity, improved employee morale, reduced absenteeism and reduced expenses associated with injury and illness.

- Meat industry injury and illness incidence rates now stand at the lowest level ever recorded.
- In 1990, the U.S. meat industry, together with OSHA (Occupational Safety and Health Administration) and the United Food and Commercial Workers (UFCW) union, developed Voluntary Ergonomic Guidelines for the Meat Packing Industry—guidelines that OSHA called a “model” for other industries.
- The animal slaughter and processing sector’s total industry recordable rate -- cases per 100 full-time workers -- dropped 7.7 percent in 2007, from 9.1 to 8.4.
- Animal slaughter and processing’s total industry DART rate, those cases of a more serious nature, declined as well to 5.5 in 2007 from 6.2 in 2006, a reduction of 11.3 percent.
- These reductions follow a continuous improvement trend covering nearly two decades.



For more information about these and other meat industry safety issues, visit www.workersafety.org.

Source: Bureau of Labor Statistics

Employment and Wages

The meat and poultry industry employs more than 500,000 people. Nearly 150,000 work in meat packing plants (those that slaughter animals) while more than 121,000 work in meat processing plants that further process

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meat cuts into ground beef, hot dogs, ham and other products. More than 239,000 work in poultry processing.

- Hourly workers in meat packing plants on average earn \$12.32 per hour, while employees in meat processing plants earn \$12.94 an hour. These hourly wages translate into more than \$25,000 a year in annual wages.
- By comparison, in Iowa, the nation's largest pork state, preschool teachers in 2007 earned \$23,130; nursing aides, orderlies and attendants earned \$23,160; security guards earned \$24,350; and hairdressers earned \$23,400.
- Likewise, in Kansas, the nation's largest beef state, preschool teachers earned \$23,960; nursing aides, orderlies and attendants earned \$21,680; security guards earned \$26,240; and hairdressers earned \$22,460.

Source: United States Bureau of Labor Statistics

Benefits

Wages alone do not paint a complete picture of compensation in the meat industry. Like many employers, the U.S. meat industry offers many benefits to attract and retain workers.

According to a 2006 survey of American Meat Institute members, 97 percent of plants responding indicated that they provide health insurance coverage. This compares well to the national average of 63 percent of private establishments offering health insurance.

Other key findings from the AMI survey include:

- 92 percent of plant respondents said they offer additional insurance like life insurance and short and long term disability.
- 52 percent of responding plants offered wellness programs. According to an Employee Benefit Research Institute (EBRI) 2003 survey, 23 percent of employees had access to wellness programs.
- 96 percent of responding plants offer pension, 401(k) or other investment plans.
- 75 percent of responding plants offered educational assistance like classes or tuition reimbursement.
- 29 percent of responding plants offered English as a Second Language classes.
- 55 percent of responding plants offered scholarships for employees and their children.
- 60 percent of meat packing employees are represented by the union, compared with an overall U.S. private sector representation rate of 7.9 percent.

| Employment and Earnings for Meat and Poultry Industries Compared with Food – 2007 (U.S. Dept. of Labor) | | | | |
|--|-----------------|--------------------|-----------------------|-------------|
| Industry | Meat Packing | Meat Processing | Poultry Processing | All Food |
| Total Employees | 146,400 | 121,500 | 239,200 | 1,481,300 |
| Production Workers | 128,100 | 99,700 | 212,700 | 1,181,400 |
| Average Weekly Earnings | \$507.58 | \$559.00 | \$433.13 | \$551.08 |
| Average Weekly Hours | 41.2 | 43.2 | 39.7 | 40.7 |
| Average Hourly Earnings | \$12.32 | \$12.94 | \$10.91 | \$13.54 |

Source: U.S. Department of Labor

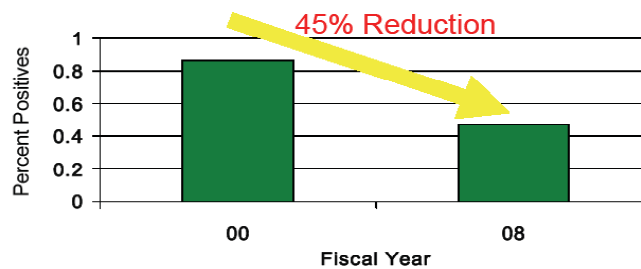
Line Speeds

- Line speeds and line staffing in meat and poultry plants are determined by the integration of multiple factors and must satisfy a number of work and product objectives. In addition, unlike other industries, line speeds in these plants are subject to USDA regulations, and are closely monitored to assure compliance. The notion that line speeds are “excessive,” or “too fast,” is a very subjective judgment and is not based on the actual factors involved.
- Quite simply, it is not how fast the lines move, it is how well they are “crewed” that is important. If workers do not have sufficient time to perform their jobs properly, product quality immediately suffers, resulting in lost sales and profits.

Food Safety

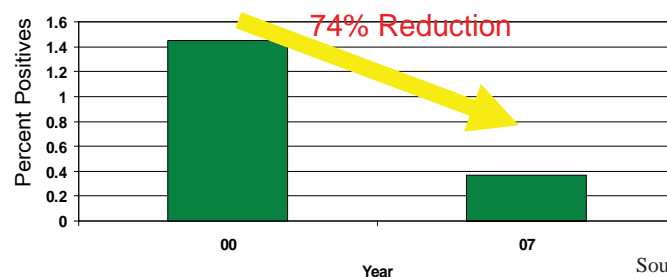
The meat and poultry industry is genuinely committed to making meat and poultry products as safe as possible. Collaboration in a non-competitive spirit, use of technologies, scrupulous sanitation and careful oversight from federal inspectors have helped make the U.S. meat and poultry supply something that people can feel good about and enjoy with confidence. Government data clearly show a record of progress. And the meat industry is committed to working harder to make meat and poultry products even safer.

Prevalence of *E. coli* O157:H7 in Ground Beef*



Source: USDA FSIS

Prevalence of *Listeria monocytogenes* in RTE Meat and Poultry Products*



Source: USDA FSIS

*FSIS results of ready-to-eat products analyzed for *Listeria monocytogenes*