

UFCW Local 663 and Quality Pork Processors (QPP) in Austin, MN
2025 Successor CBA - Non Economic Union Proposals and Discussion
May 14, 2025 - 10:30AM

1. LINE SPEED

- A. All union designated stewards, Chief Stewards and Union representatives will have access to all areas of the plant during working hours to monitor and enforce safe line speed and crewing.
- B. All stewards designated by the Union will be provided paid time off for training and capacitated to resolve issues directly with management in real time. Such paid time off for training will occur annually, starting within 6 months of ratification.
- C. All lines will have belts with spacing clearly marked and counters added. [For context: workers report meat piling up, markings so there is adequate spacing between pieces]
- D. The company will post line speed standards in accessible locations for members to view and monitor.
- E. The company will notify the Union before implementing any changes to line speed or crewing.

Discussion and information from the company needed:

- What is the practice for production expectations / line speed if crewing is short?

2. EQUIPMENT, TOOLS AND PPE

Discussion and information from the company needed:

- What is the practice around the company providing equipment to workers?
 - Hearing that new hires have been charged for gloves, boots, knives etc on their first check
- Boots / shoes - when was assessment last made regarding the cost and which departments or jobs will be provided for by the company?
- Glasses - what is the practice for reimbursement on prescription glasses getting damaged at work?
- Knives - what is the practice for sharpening and replacing knives?
- Mechanics - what is the practice for providing tools needed to do their job?

3. MEDICAL / NURSE STATION

Discussion and information from the company needed:

- What is the company practice and/or policy regarding workers getting hurt, experiencing pain or discomfort on the job?

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- Please walk us through the process from when a worker arrives at medical to when they leave.
- What happens when additional care beyond the capability of medical care in the plant is necessary?
- What is the practice around follow up from Medical after a worker goes back to work if they had a more serious injury?
- Are workers disciplined for going to Medical?
 - What is the practice if Medical sends workers home? Does this incur attendance points?
- Staffing - what are the hours and level of staffing at Medical?
- Translation - what languages are provided and who translates for workers?
- Aspirin and other medication - What is provided? Is there a cost?
- What is the training provided to workers and supervisors regarding emergencies or when workers get hurt on the job (i.e. first responder, OSHA 10, etc. trainings)?
- Long term disability - is this automatic enrollment or annual open enrollment?

4. BREAKS AND CAFETERIAS

- A. Increase rest periods to 20 min (from 15 min) and meal periods to 35 min (from 30 min)
- B. Employees will be completely relieved of all work duties and free to attend personal needs for all rest and meal periods.

Discussion and information from the company needed:

- Microwaves do not all work
- Vending machines - workers pay, but do not get the item paid for
- How can workers raise unprofessional language and behavior of the cafeteria staff?
- How can the company create more seating for workers in the cafeteria?
 - Workers report being disciplined for eating in locker rooms, but there is not enough seating to eat in the cafeteria.

5. SCHEDULING TIME OFF & ATTENDANCE

Discussion and information from the company needed:

- What is the process that allows workers to ask and get permission for medical and other appointments?
 - How much in advance does HR / management need to know?
- MN ESST - how is the company complying with the law?
- What is the practice for attendance points - what incurs a point?
 - Workers reporting they receive a point even when they present a doctor's note
- What is the practice for paying out unused vacation at termination?

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6. BATHROOM BREAKS

- Workers reporting cleanliness and odor issues
- What is the company practice for allowing workers to go to the bathroom during non-break times?

7. RESPECT

- Workers report yelling, mistreatment and inappropriate interactions from supervisors. What is the company process for addressing?
- Names of management / supervisory team we hear about most frequently:
 - Claude Poolian - plant manager
 - QC Megan Kaiser
 - Dave Laws - supervisor pork pack
 - Maria Lavelle - cut supervisor
 - Gildas Attikassou - pork pack supervisor
 - Joshua Neasse - general supervisor
 - Ah Dee - supervisor cut side
 - Lane Geiyer - Cut side superintendent
 - Elisa - cut supervisor 2nd shift

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