

INITIAL COMPANY PROPOSALS
QUALITY PORK PROCESSORS, INC.
AND
UFCW LOCAL 663

1. Article 6: Union Security-Checkoff

Add to subpart (b)(4) that catch-up deductions will be made for up to three months.

2. Article 8: Hours of Work

Daily and Weekly Overtime, subparts (b) and (c):

Add the following to subpart (b): "In order to qualify for such premium rate, the employee must have worked their entire scheduled and assigned weekly schedule and must be working consecutive days, unless otherwise prohibited by law."

Add the following to subpart (c): "In order to qualify for such premium rate, the employee must have worked their entire scheduled and assigned weekly schedule and have also worked the Saturday of that week, where work is available, unless otherwise prohibited by law."

3. Article 12: Wages

Open.

4. Article 17: Seniority

Section 5, subpart (f): Delete "six (6) continuous months" and replace with "three (3) consecutive months".

5. Article 17: Seniority

Strike subpart 3(a).

6. Article 20: Holidays

Section A: Add the following language: "Notwithstanding any language contained in Article VIII or any other provision of this Agreement, if a holiday falls on a Tuesday, the Company has the option of not operating on the Monday proceeding the holiday, reducing the 36 hour guarantee by one (1) day for that week."

The Company reserves the right to add, delete, amend, alter, or otherwise change its proposals during the course of negotiations. The Company also reserves the right to make counterproposals to union non-economic and economic proposals.

7. **Article 28: Medical Leave**

Modify to incorporate compliance with Minnesota Paid Family and Medical Leave with details of contributions and interaction of such leave with short-term disability to be discussed as part of economics.

8. **Article 35: Grievance and Arbitration Procedure**

Selection of Arbitrator. Delete the last clause of the first sentence that reads ", from which the parties shall each strike three (3) names alternatively which shall begin with a coin toss to determine who shall strike first." Add a new second sentence to read as follows: ". The Union and the Company shall make the selection after receipt of the panel, either by agreement or by striking names, with the Union striking the first three (3) names first, followed by the Company striking three (3) names."

9. **Article 39: Term of Agreement**

Open.

10. **Add Article: Bulletin Boards.**

"The Employer agrees to provide a designated space in which the Union may place a bulletin board for the posting of Union communications, provided such information is not disruptive to operations and management receives a copy of any material prior to posting."

11. **Article 19. Vacations & New Article: Sick & Safe Time.** Add Article to expressly address MN ESST terms and modify Article 19 vacation schedule in light of the addition of this specific sick and safe time benefit.

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