

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

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."

Redline:

**ARTICLE 8
HOURS OF WORK**

Pay Period and Length of the Work Week

For the purpose of this Agreement, Monday shall be recognized as the first day of the weekly pay period and Sunday shall be the last day of the weekly pay period.

The normal work week shall be five (5) 8-hour days, Monday through Friday. Additionally, the maintenance employees will have a normal work week structured around the number of hours they may be scheduled per day between eight and twelve hours. Eight hour shifts shall be five consecutive days, ten hour shifts shall be four consecutive days on a rotational basis (the current A, B, C schedule), and twelve hour shifts shall be three consecutive days. The Company shall stagger the start times of maintenance employees in accordance with production needs. Maintenance employees will normally work the hours scheduled and any change of daily hours on a shift will be applied equally to everyone on that shift, notwithstanding other articles in the bargaining agreement, and will have a 38 hour per week guarantee subject to the same restrictions in Article 18. Any reduction in hours for a particular shift would be reduced at the end of the shift to the extent practical.

Daily and Weekly Overtime

- (a) One and one-half ($1\frac{1}{2}$) times the regular rate of pay shall be paid for all hours actually worked in excess of forty (40) hours in any one week or all hours actually worked in excess of eight (8) hours in one day.
- (b) All hours worked on a scheduled Saturday workday shall be paid at the rate of one and one-half ($1\frac{1}{2}$) times the hourly rate except for those employees whose normal workweek includes Saturday. Those employees shall be paid one and one-half ($1\frac{1}{2}$) times the hourly

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rate when required to work on their designated day in lieu of Saturday. 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.

For all regular full-time employees and for probationary employees:

- (c) all hours worked on a scheduled Sunday or holiday workday shall be paid at a rate of two (2) times their hourly rate except those employees whose normal workweek includes Sundays or holidays. Those employees shall be paid two (2) times their hourly rate when required to work on their designated day in lieu of Sunday or a holiday. 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.
- (d) For the purpose of computing pay for hours worked on a holiday or a Saturday, Sunday, or sixth or seventh consecutive day, a shift cutting across two calendar days shall be treated as work on the day in which the shift began.
- (e) employees must actually work their full regular schedule, be on approved daily voluntary leave, or be paid for hours missed, during the first five days in order to qualify for premium pay on the sixth or seventh day. However, employees who are tardy in the first five days will qualify for premium pay on the sixth or seventh day once they have worked the amount of time on either day that they were tardy in the first five days.

There shall be no pyramiding of overtime.

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