

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

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."

Redline:

**ARTICLE 20
HOLIDAYS**

A. Regular full-time employees will be eligible for the following paid holidays:

New Year's Day
Easter Monday
Memorial Day
Fourth of July
Labor Day
Veteran's Day
Thanksgiving Day
Christmas Day
1st Monday in August

However, the Company and the Union shall meet prior to the commencement of each calendar year to determine which holidays shall be observed by maintenance employees regarding those holidays falling on Sunday, such as Easter. 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

B. To be eligible for holiday pay, employees must be on the active payroll and work on the work days before and after the holiday, unless the employee presents medical evidence acceptable to the Company or is on voluntary leave. (Voluntary Leave is Company approved leave of four (4) work days or less.) If the employee presents medical evidence acceptable to the Company or is on voluntary leave, the employee must not miss more than five (5) work days adjacent to the holiday in order to be eligible for holiday pay. An employee whose short-term disability ends on the day before a holiday and who works the day after the holiday, and an employee whose short-term disability commences the day after the holiday who worked the day before the holiday, will be eligible for pay for that holiday. Employees who work a partial day immediately before or after the holiday may still receive holiday pay, but will have their holiday pay reduced by the amount of

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time that they missed unless they present medical evidence acceptable to the Company in which case they will be paid for the full holiday.

For purposes of this Paragraph B, active payroll includes vacation, jury duty, voluntary leave, and funeral leave, but does not include a period in which an employee receives short-term disability pay or is on any other type of leave. The furnishing of medical evidence under this paragraph will not excuse anyone from disciplinary action under the absentee policy.

An employee who is out of work on short-term disability shall be eligible and receive holiday pay for the first holiday that occurs during his disability if it occurs within the first 30 days of his disability. On that holiday he will not be regarded as being on short-term disability and will not receive disability pay.

It is agreed that those employees working a Tuesday-through-Saturday shift shall be given Tuesday as their holiday.

- D. Holidays falling on Saturdays shall be compensated at the same rate as holidays falling on other days of the week.
- E. If one of the listed holidays falls on a Sunday, it shall be observed on the following Monday.

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