

**UFCW Local 663 and Quality Pork Processors (QPP) in Austin, MN**  
**2025 Successor CBA - Union Economic Proposals**  
**UNION 8 - July 1, 2025 - 5PM**

The following proposals are in addition to those listed in UNION 7 - July 1, 2025 - 3PM

**WAGES**

**UNION ECONOMIC 1A**      Increase base rate each year of the contract:

Year 1 - \$4.00

Year 2 - \$1.00

Year 3 - \$1.00

**UNION ECONOMIC 1B**      Improve Wage Grades

Grade 1      +\$0.15

Grade 2      +\$0.30

Grade 3      +\$0.55

Grade 4      +\$0.90

Grade 5      +\$1.20

Grade 6      +\$1.55

Grade 7      +\$1.75

**HEALTHCARE**

**UNION ECONOMIC 2A**      Freeze employee's premium amount at 2025 rate

**UNION ECONOMIC 2B**      Improve health benefits

- Increase annual dental and orthodontics maximum
- Improve vision - lower out of pocket expenses
- Increase life insurance benefit

**VACATION**

**UNION ECONOMIC 3A**      Length of vacation

1 year      2 weeks (no change)

6 years      3 weeks

12 years      4 weeks

17 years      5 weeks

22 years      6 weeks

1 additional week every 5 years thereafter

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**UNION ECONOMIC 3B**      Rollover

Employees shall be allowed to rollover 2 weeks of vacation to next year

**HOLIDAYS**

**UNION ECONOMIC 4A**      Add Martin Luther King

**UNION ECONOMIC 4B**      Add Juneteenth

**SICK AND SAFE TIME**

**UNION ECONOMIC 5**

The Company shall front load 48 hours per year, up to 80 hours allowed carry over

**401(k)**

**UNION ECONOMIC 6**

Year	Worker contribution	Company match	
1	\$2000	\$2000	(no change)
5	\$2500	\$2500	(no change)
10	\$3000	\$3000	(no change)
<b>15</b>	<b>\$3250</b>	<b>\$3250</b>	
20	\$3500	\$3500	(no change)
<b>30+</b>		<b>100%</b>	

**CHIEF STEWARDS**

**UNION ECONOMIC 7**

NEW: The Company agrees to compensate for two (2) Chief Stewards, to be designated by the Union, to cover all shifts at the facility, from among the Company's employees who shall have as their job duties administration of this agreement including safety assignments and the processing of grievances.

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**TRAINER PAY**

**UNION ECONOMIC 8**

Employees who are scheduled to train other employees, will receive \$1.50 more per hour for all hours worked on the shift

**PROFIT SHARING**

**UNION ECONOMIC 9**

Employees will receive an end of year profit sharing bonus, open to discussing how to structure

**OTHER**

**UNION ECONOMIC 10**

- A.** Meal ticket increase from \$6 to \$8 (to keep up with increased cost of cafeteria meals)
- B.** Meat sale - ability to purchase meat at discounted rate for employees
- C.** Article 17, Section 5 (e) Increase from \$0.50 to \$1.50 per hour when permanent job owner is moved off their job for more than 4 hours and their job is backfilled
- D.** Vacation and Holidays - employees shall be paid for the same amount of hours as they are regularly scheduled (example: employees regularly scheduled for 10 hours shall be paid for 10 hours)
- E.** Maintenance - increase boot allowance to \$250

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