

**Quality Pork Processors (QPP) and UFCW Local 663 2025 Contract Negotiations
QPP 7/1/2025 3:00 p.m. Updated Response to Union Proposal 2(A)**

- **Union Proposal 2(A)** (as amended by the Union on 6/25/2025)

EDIT Article 14(b) The Company will have tough toe shoes/boots (or something similar) available at the plant for maintenance employees' use. The Company will provide maintenance employees with safety boots on an as-needed basis, or a \$180.00 boot allowance on an as-needed basis, but not more frequently than once a year or case-by-case. The company will furnish yellow boots (or something similar) to employees in livestock drive alleys, series pens 1, 2, 3, and the trolley room. Fork truck/work saver employees will be provided a stipend that is equal to the price of the yellow boots.

Company Response: The Company would agree to modify the last paragraph of Article 14(b) of the contract to state as follows in order to reach a tentative agreement on this item:

EDIT Article 14(b) The Company will have tough toe shoes/boots (or something similar) available at the plant for maintenance employees' use. The Company will provide maintenance employees with safety boots on an as-needed basis, or a \$180.00 boot allowance on an as-needed basis, but not more frequently than once a year or case-by-case. The company will furnish yellow boots (or something similar) to employees in livestock drive alleys, series pens 1, 2, 3, and the trolley room. ~~Fork truck/work saver employees will be provided a stipend that is equal to the price of the yellow boots.~~
Certified fork truck/work saver employees will be provided an \$83.00 safety boot allowance on an as-needed basis, but not more frequently than once a year or case-by-case.