

**UFCW Local 663 and Quality Pork Processors (QPP) in Austin, MN
2025 Successor CBA - Union Response to Employer Comprehensive Proposals**

UNION 9 - July 22, 2025 - 5:45PM

~~Union Proposal 1(A): Withdrawn by Union on 6/24/2025~~

~~Union Proposal 1(B): Withdrawn by Union on 7/1/2025~~

~~Union Proposal 1(C): Withdrawn by Union on 6/4/2025.~~

~~Union Proposal 1(D): Withdrawn by Union on 6/25/2025 as a result of the parties' tentative agreement to the following:~~

For both the hot side and the cold side, the Company will post (by the time clocks in the upper cut and kill floor) the daily gang time, average chain speed, and number of pigs processed.

~~Union Proposal 1(D): Withdrawn by Union on 6/4/2025.~~

Union Proposal 2(A). Tentative agreement on 7/1/2025 to amend existing Article 14(b) of the contract to state as follows:

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. 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.

Union Proposal 2(B). UNION WITHDRAWS 7.22.25

NEW Article 14(d) The company shall provide mechanics a tool allowance.

Union Proposal 2(C). UNION WITHDRAWS 7.22.25

NEW Article 14(e) If employee's prescription eyeglasses are damaged at work, the company will reimburse for any damage to lenses and frames.

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~~Union Proposal 3(A):~~ *Withdrawn by Union on 6/25/2025 as a result of the parties' tentative agreement to add the following new language to the end of Article 32:*

The Company will continue to provide a medical / nursing station and ensure it is adequately staffed (in the Company's good faith judgment) for all hours in which production is taking place. Employees must inform their supervisor prior to leaving their work station (except in emergencies) when going to the medical / nursing station so that the supervisor may inform the nurse that the employee is coming to the station so that the nurse may be ready.

The Company will provide translation options as practicable for those employees who request translation assistance, and any required training materials shall be in the primary languages of the participating employees as practicable.

~~Union Proposal 3(B):~~ *Withdrawn by Union on 7/1/2025 as a result of the parties' tentative agreement to amend existing Article 16 of the contract as follows:*

**ARTICLE 16
SAFETY COMMITTEE**

There shall be a Safety Committee composed of at least three (3) Union members and at least two (2) Company management members plus the Director of Plant Safety. The Safety Committee shall be ongoing for the purpose of making the plant a safe workplace. The Union representatives and the bargaining unit members of the Safety Committee may select additional or alternative members of the Safety Committee so long as the total number of bargaining unit employees on the Safety Committee does not exceed eight (8) per shift.

There shall be an Ergonomics Committee composed of at least three (3) Union members and at least two (2) Company management members plus the Director of Plant Ergonomics. One Company and one Union member will be from the Safety Committee. The Ergonomics Committee shall be ongoing for the purpose of making the plant a safe workplace. The Union representatives and the bargaining unit members of the Ergonomics Committee may select additional or alternative members of the Ergonomics Committee so long as the total number of bargaining unit employees on the Ergonomics Committee does not exceed eight (8) per shift.

The Committees shall meet at specified times, a minimum of twice per month for the Safety Committee, and a minimum of once a month for the Ergonomics Committee, for the purpose of addressing all subjects necessary to insure the safety of the plant and the employees.

Times and dates of meetings, type of Safety and Ergonomics programs instituted, Safety and Ergonomics audits to be made, and all other pertinent subjects shall be addressed by the Safety and Ergonomics Committees.

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Union Proposal 3(C):

EDIT Article 31: Long Term Disability. For the term of the Contract, Long Term Disability coverage will be offered by the Company. ~~for existing employees at 50% of covered payroll effective on the 91st calendar day for up to 10 years' coverage. Existing employees on the date of ratification~~ The company will pay for the coverage and employees will pay the taxes associated with this coverage. ~~Employees hired after ratification will be eligible for this benefit upon hire only and must pay the premium and taxes associated with long term disability coverage.~~

Union Proposal 4(A):

Increase rest periods to 20 min (from 15 min) and meal periods to 35 min (from 30 min)

Union Proposal 4(B):

Employees will be completely relieved of all work duties and free to attend personal needs for all rest and meal periods.

Union Proposal 5(A): UNION WITHDRAWS, AGREE TO COMPANY PROPOSAL TO MAINTAIN SEPARATE ESST 7.22.25

EDIT Article 19 Section 5. Layoff. An employee ~~eligible for vacation~~ who is laid off because of reduction in his gang shall be allowed ~~prorated~~ pay for the vacation ~~equivalent accrued for which he has qualified.~~

Union Proposal 5(B): UNION WITHDRAWS, AGREE TO COMPANY PROPOSAL TO MAINTAIN SEPARATE ESST 7.22.25

EDIT Article 19 Section 6. Termination or Death. An employee eligible for vacation whose employment is terminated for any reason except theft, shall be allowed ~~prorated~~ pay for the vacation ~~equivalent accrued for which he had become eligible.~~ In the case of death, such pay shall be paid to his estate or the person legally entitled.

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Union 6/24/2025 Proposal for a Side Letter. *The parties reached a tentative agreement on 7/1/2025 to enter into a side letter stating as follows:*

1. The Company agrees that the absence of any employee who has been detained due to U.S. Immigration and Custom Enforcement (ICE) proceedings and who has returned to work within fourteen (14) days of the start of the absence (or within such longer period of time that the Company may approve), shall be treated as an excused absence if the employee's prior and current work authorization status has been cleared by ICE.
2. Employees will be granted up to ten (10) days absence without pay for the purpose of attending U.S. Citizenship and Immigration Services (USCIS) proceedings if their attendance is required for all ten (10) days. The Company will review unpaid time off in addition to the ten (10) days on a case-by-case basis.
3. The parties acknowledge that QPP has a longstanding practice of making good faith efforts to provide periodic reminders to employees whose current work authorization is set to expire in the near future in an effort to assist such employees. QPP confirms its intent to continue its practice of making good faith efforts to provide periodic reminders to employees whose current work authorization is set to expire in the near future with the parties' recognition that it remains the employee's sole responsibility to maintain current work authorization documents.
4. The Company will notify the union as soon as possible of the names and addresses of employees arrested as a result of an ICE audit.

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Company Initial Proposal 1: Article 6: Union Security-Checkoff

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

Union Response: Union rejects.

Company Initial Proposal 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."

Union Response: Union rejects - considers this a takeaway

Company Initial Proposal 3: Article 12: Wages

SEE UNION ECONOMIC PROPOSALS

Company Initial Proposal 4: Article 17: Seniority

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

Union Response: Union rejects - considers this a takeaway

Company Initial Proposal 5: Article 17: Seniority

Strike subpart 3(a).

Union Response: Union rejects - considers this a takeaway

Company Initial Proposal 6: Article 20: Holidays. *Withdrawn by Company on 7/1/2025.*

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Company 7/2/2025 Update to Company Initial Proposal: Article 28: Medical Leave

UNION TA 7.22.25

Modify existing Article 28 of the contract to state as follows:

**ARTICLE 28
MEDICAL LEAVE**

Regular, full-time employees after three months of employment may request medical leave. Such requests require a report from the attending doctor, stating the medical condition and the approximate return-to-work date. Requests for leave extensions also require a doctor's statement.

Upon the effective date of the new MN Paid Leave Law, (a) any leave to which an employee may be entitled under any article of this contract will run concurrently with any covered leave under that law, and (b) any payroll tax levied by the State of MN associated with participation in the MN Paid Leave program shall not result in employees in the bargaining unit paying any more than the Company's non-bargaining unit employees. Further, at the Company's election at any time during the term of this contract, the Company may elect to satisfy the mandate of the MN Paid Leave Law by either providing a self-insured plan or participating in a state-approved privately insured plan; however, in either case, any premium cost to participating employees shall be no more than any tax associated with participation in the MN Paid Leave program operated by the State of MN.

~~Company Initial Proposal 8: Article 35: Grievance and Arbitration Procedure~~

Withdrawn by Company on 6/4/2025

Company 7/2/2025 Update to Company Initial Proposal 9: Term of Agreement

New 4-year contract to run through June 30, 2029 coextensive with the new wage schedule.

SEE UNION ECONOMIC PROPOSALS

~~Company Initial Proposal 10: Add Article: Bulletin Boards.~~ *Withdrawn by Company on 6/25/2025.*

Company 7/2/2025 Update to Company Initial Proposal 11: Article 19. Vacations & New Article: Sick & Safe Time. **UNION TA 7.22.25**

Rather than propose, on a prospective basis, to satisfy the Earned Sick and Safe Time (ESST) mandate of Minn. Stat. 181.9445 by requiring employees to use accrued vacation under Article 19 of the contract, the Company is instead proposing to create in the new contract an additional paid leave vehicle for employees by adding a new provision to the contract stating as follows:

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ESST. Each employee will accrue one (1) hour of paid leave usable for sick and safe time for every 30 hours actually worked up to a maximum of 48 hours each calendar year. Any unused ESST hours will carry over to the next calendar year so long as the total balance of unused sick and safe time does not exceed 80 hours total since 80 hours is the maximum total accrued balance allowed at any time. ESST hours accrued pursuant to this paragraph are the exclusive hours usable by an employee for events covered by the MN ESST law. Any unused ESST balance at separation of employment is not paid out.

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 - **UNION TA 7.22.25**

- Dental maximum increased to \$2,500
- Orthodontics maximum increased to \$1,500
- Vision improvements:
 - Frames and lenses increased to \$225
 - Contact lenses increased to \$175
- All above increases effective January 1, 2026

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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

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~~

UNION edit 7.22.25 - Employees will receive one (1) extra floating holiday per year

SICK AND SAFE TIME

UNION ECONOMIC 5

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

**UNION WITHDRAWS, AGREE to Company 7/2/2025 Update to Company Initial Proposal
11: Article 19. Vacations & New Article: Sick & Safe Time**

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401(k)

UNION ECONOMIC 6 UNION TA 7.22.25

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

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.

TRAINER PAY

UNION ECONOMIC 8 UNION TA 7.22.25 Company modified version

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

- Company would agree to a *modified* version of the Union's proposal. Specifically, the Company would agree to adopt the Union's proposed dollar amount (\$1.50) provided the contract language of Article 12(d) remains the same.

PROFIT SHARING

UNION ECONOMIC 9

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

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OTHER

UNION ECONOMIC 10

- A. Meal ticket increase from \$6 to \$8 (to keep up with increased cost of cafeteria meals)

UNION TA 7.22.25 Company counter below:

The Company would agree to increase the meal ticket amount to \$7.00.

- B. Meat sale - ability to purchase meat at discounted rate for employees **UNION**

WITHDRAWS, understands QPP does not own the meat

- 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

UNION TA 7.22.25 Company counter below:

The Company would agree to increase the existing amount to \$1.00 / hour provided the existing contract language otherwise remains in place.

- D. Vacation and Holidays - **UNION edit:** 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, **at straight time rate**)

- E. Maintenance - increase boot allowance to \$250 **UNION WITHDRAWS**

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