

Quality Pork Processors (QPP) and UFCW Local 663 2025 Contract Negotiations

July 30, 2025 Comprehensive List of Tentative Agreements

1. Modify Article 12(a) of the contract to state as follows:

(a) Base hourly production rates are as follows (increases will go into effect on the first full pay period on or after the dates listed below):

	<u>General Increase</u>	<u>Base Rate</u>
<i>June 30, 2025</i>	<i>\$2.20</i>	<i>\$22.00</i>
<i>July 6, 2026</i>	<i>\$.40</i>	<i>\$22.40</i>
<i>July 5, 2027</i>	<i>\$.50</i>	<i>\$22.90</i>

Additionally, retain the existing contract language in Article 12(c) of the contract but modify the grade amounts as follows:

<i>BASE</i>	
<i>Grade 1</i>	<i>+ .05</i>
<i>Grade 2</i>	<i>+ .20</i>
<i>Grade 3</i>	<i>+ .45</i>
<i>Grade 4</i>	<i>+ .80</i>
<i>Grade 5</i>	<i>+1.30</i>
<i>Grade 6</i>	<i>+1.65</i>
<i>Grade 7</i>	<i>+1.85</i>

2. Modify Article 29 of the contract to state that the weekly premium increase on January 1 each year of contract will be as follows: \$1 for single coverage and \$2 for family coverage.
3. Amend the ERISA plan (no later than September 2025) to permit the two Union representatives to pay active employee rates for health insurance.
4. Conditional Ratification Bonus: If the Overall Tentative Agreement is ratified by the membership **before Sunday, August 3, 2025**, each member of the bargaining unit will receive a \$200 ratification bonus (net of gross earnings) in connection with a regularly scheduled payroll prior to September 2025 provided the employee is still employed by QPP as of the scheduled date for payment.

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5. Amend 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.

6. Amend 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.

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 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.

7. New 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*

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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.*

8. Retain subparts (b) and (c) of Article 8 and add a new subheading to Article 8 before (f) titled "Maintenance Department Only" with the following new contract language under that heading:

- (f) *Notwithstanding subparts (b) and (c) above, for Maintenance Department only where employees begin work on their Day 2, in order to be eligible for double time on their Day 7, they must have worked their Day 6 (provided there was work available on their Day 6).*

9. Modify 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.

10. Instead of attempting 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 has agreed to create in the new contract an additional paid leave vehicle for employees by adding a new provision to the contract stating as follows:

ESST. Each employee will accrue one (1) hour of paid leave useable 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 useable by an employee for events covered by the MN ESST law. Any unused ESST balance at separation of employment is not paid out.

11. Enhance health benefits under Article 29 effective January 1, 2026 as follows:

- Dental maximum benefit increased to \$2,500
- Orthodontics maximum benefit increased to \$1,500

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- Vision improvements:
 - Frames and lenses increased to \$225
 - Contact lenses increased to \$175

12. Enhance the 401(k) matching schedule to state as follows:

- After 1 year of service, the Company will match at 100% up to \$2,000
- After 5 years of service, the Company will match at 100% up to \$2,500
- After 10 years of service, the Company will match at 100% up to \$3,000
- After 15 years of service, the Company will match at 100% up to \$3,250
- After 20 years of service, the Company will match at 100% up to \$3,500

13. Increase the training pay in Article 12(d) to \$1.50/hour.

14. Increase the meal ticket amount to \$7.00.

15. Modify Article 17, Section 5(e) as follows:

Employees may be removed from their permanent jobs and reassigned to unfilled jobs or open jobs if there are no capable general worker employees available. When a general worker is not capable of filling the open work, but is capable of replacing more than one job owner, the job owner who will fill this open work will be by seniority. When a permanent job owner is moved off their job for more than 4 hours and their job is backfilled (e.g., does not apply when a job is discontinued), the job owner will receive \$.50 per hour for the day. This will not apply to General workers.

16. 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.

17. 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

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of the participating employees as practicable.