



## **2022 BARGAINING ACHIEVEMENTS SUMMARY**

### **New Investment Commitment with Billerud**

- ✓ **Bargaining committee unanimously supports this contract for ratification and believes we need to lock in our mill's and our membership's future by ratifying it.**
- ✓ Historic negotiations for our community, mill, families, and workplace.
- ✓ A ratified agreement is one of the final critical pieces to help lock in significant investment to build a first of its kind hybrid folding box board machine (or machines) in America as well as other state-of-the-art modernizations and modifications.
- ✓ This investment and a ratified agreement will help ensure excellent jobs for our members and long-term stability for our community for **generations**.
- ✓ Escanaba mill is no longer owned by private equity and Billerud is fully invested in the long-term future of our mill and our community.
- ✓ Our new relationship and this ratified agreement with progressive owners will positively change the labor/management relationship and allow for building greater trust, less friction, and more collaborative problem-solving.
- ✓ First step was negotiating a New Investment Addendum to our contract that will ensure the USW has a seat at the table when investment is planned and implemented.
- ✓ **New Investment Addendum** includes and is specific to new investments:
  - Contractual commitments to a joint problem-solving process to ensure both parties discuss and consider issues and challenges in advance as well as new ideas and solutions;
  - Transition Committees with **EQUAL** management and union representation to discuss and make New Investment decisions;
  - Company-paid bargaining unit position(s) to provide direct USW input and ensure that members have a voice on New Investment decisions;
  - Bidding process for employees based on: bid, objective testing, seniority, experience, knowledge, work history and qualification;
  - Promotion based on seniority/certification/qualification;
  - Job requirements, staffing, progressions and groups, assignments, and rotations in New Investment based on the review and recommendations of Transition Committee;
  - Flexible use of temporary employees to assist with New Investment but guaranteed contractual protections to ensure USW members are not negatively impacted; and,
  - Formation of monthly Union/Management department-level meetings to solve issues faster and before they become grievances.
  - Protected and enhanced existing rights for employees in legacy parts of the mill that are not impacted by New Investment and for employees who do not want to be considered for New Investment **without** concessions.
  - Will not go into effect unless the rebuild is approved and happens

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- ✓ Modified Dupont will move to **Regular Dupont** schedule January 2023 and provides **significant** work/life balance and wage impacts equal to an **additional** 2.2% increase for 12-hour shifts

<p>Year 1 – <b>3%</b> (<b>additional 2.2%</b> impact Dupont)  Year 2 – <b>2.5%</b>  Year 3 – <b>2.5%</b>  Year 4 – <b>2.5%</b>           <b>WAGE INCREASES</b>  Year 5 – <b>2.5%</b>  <b>RETAIN PYRAMIDING OF OVERTIME!</b></p>	<p><b>Increased Shift Differentials</b>  (current \$.25/\$.45/\$.466)  Year 1 - \$.30 (2<sup>nd</sup>) - \$.50 (3<sup>rd</sup>) - \$.52 (12hr)  Year 2 - \$.35/\$.55/\$.57  Year 3 - \$.40/\$.60/\$.62</p> <p><b><u>\$3,000 Bonus if Ratified in First Vote</u></b></p>
<p>Equalize Wages across Machine Systems (Machine, Coaters, Supers, Winders, Color \$1.4M total increase)</p>	<p>Up to 10 years of service credit for Maintenance/E&amp;I employees to earn additional vacation time including same recognition for current Maintenance/E&amp;I)</p>
<p>A&amp;S Weekly Benefit steps from \$480/wk to \$605/wk by term of contract  <b>Health Insurance</b>  --Current HRA and 80/20 premiums with <b>no increase</b> in 2023  --Added HDP/HSA Option in 2024</p>	<p><b>Earlier Vacation Eligibility Accrual</b>  <b>0-2 years (current 1-2)</b>  <b>2-6 (current 2-8)</b>  <b>6-10 (current 8-12)</b>  <b>10-18 – (current 12-18)</b></p>
<p><b><u>Work/Life Balance Enhancements</u></b></p> <ul style="list-style-type: none"> <li>✓ Dupont Schedule Replacing Modified (<b><u>LIFE STYLE CHANGE</u></b>)</li> <li>✓ Two of four <b>FULL</b> weekends off (F, S &amp; S)</li> <li>✓ Reduce Forcing at Step 6</li> <li>✓ Will Continue Long Break Weeks</li> <li>✓ Now have guaranteed vacation without cancel (1<sup>st</sup> and 2<sup>nd</sup> choice)</li> <li>✓ <b><u>More flexible use of vacation by converting one week of vacation to a day at a time.</u></b></li> <li>✓ Improved Health &amp; Safety, Special Assignment Guidelines, Supervisor Work Limits, New Employee Orientation</li> <li>✓ New Domestic Violence Leave</li> <li>✓ Discipline Active for One (1) Year</li> </ul>	<p><b><u>Modified Attendance Policy Protects Work/Life Balance</u></b></p> <ul style="list-style-type: none"> <li>✓ Restored Excused Absences for Family Member Health Issues</li> <li>✓ FMLA, A&amp;S and excused leaves still 100% protected</li> <li>✓ Doctors Notes – 12 per year for employee <b>AND</b> family in first year with reductions in subsequent years based on amount of unexcused absenteeism</li> <li>✓ Two occurrences removed from current totals for all except those currently on attendance suspension</li> <li>✓ Overall attendance policy remains significantly better for USW members than <b>ANY</b> USW contract in the industry</li> </ul>