

BARGAINING BASICS AT IP MILLS

HOW OUR UNION BARGAINS A CONTRACT

UNITED STEELWORKERS



UNITY AND STRENGTH FOR WORKERS

WHY IS HAVING A CONTRACT IMPORTANT?

Bargaining a contract is the best way to ensure we have real protections at work. Because we have a contract management cannot simply decide, on its own, to make changes like cutting wages, firing employees, playing favorites or changing schedules and holidays.

Our contract also includes a process to hold the company accountable if management violates the agreement – called the grievance and arbitration procedure.

WHAT HAPPENS IN CONTRACT NEGOTIATIONS?

Negotiations take place at the bargaining table where representatives from the company and our union come together to share and discuss proposals.

Neither side will get 100% of what they put on the table, but by standing together in solidarity, we have a better chance to get what we want out of bargaining.

WHAT IS THE DIFFERENCE BETWEEN OUR MASTER AGREEMENT AND OUR LOCAL AGREEMENT?

Our contract is made up of two agreements: the IP Mill Master Agreement and our Local Union's Local Agreement.

The **IP Mill Master Agreement** covers key economic items such as general wage increases, health insurance, retirement and safety.

We bargain the Master Agreement together with all USW-represented IP Mills with support from the USW Paper Sector Leadership and technical experts.

Bargaining together giving us more power to fight for the wages and benefits we deserve.

Our **Local Agreement** covers issues specific to our facility such as scheduling, lines of progression, job descriptions and shift differentials.

Our Local Union leadership and International Union Staff Representative bargain our Local Agreement with plant management at our facility.

HOW DO WE WIN FAIR CONTRACTS?

We win by sticking together. The company isn't going to just hand us anything - they never have and never will. It is our solidarity and determination that give us bargaining power.

We improve our ability to address our issues when IP sees our unity and determination – at our facility and across the country.

Sharing information and participating in solidarity activities shows management we're unified and willing to stand up for a fair agreement.

HOW DO I GET MORE INFORMATION ON NEGOTIATIONS?

Look for info from Local Union leaders and sign-up to receive text message updates:

Text IPMill to the phone number 47486.



WHAT IS COLLECTIVE BARGAINING?

Collective bargaining is the legal process for reaching an agreement between our union and employer over important issues like wages, hours of work, paid time off, benefits, safety and protections against unfair treatment or discharge.

USW IP COUNCIL

The USW IP Mill Council includes 17 mills and the USW IP Converter Council includes 54 converting facilities.

Our Councils work together to bargain Master Agreements, share information and solve problems across the IP system.



Three raised fists of different skin tones (light, medium, and dark) are shown against a white background, symbolizing solidarity and strength. The fists are positioned in the upper half of the image, with the middle fist being the highest and most prominent.

RECEIVE MOBILE ALERTS ABOUT CONTRACT NEGOTIATIONS:
TEXT IPMILL TO PHONE NUMBER **47486**

BY OPTING-IN FOR TEXT MESSAGE UPDATES, YOU AGREE TO RECEIVE RECURRING MESSAGES FROM THE USW; MESSAGE AND DATA RATES MAY APPLY.
TO OPT-OUT, TEXT STOP. FOR HELP, TEXT HELP. FULL TERMS AND CONDITIONS AT USW.ORG/TEXT. NO PURCHASE NECESSARY.

