

IP MILL

Master Agreement Highlights

The current Master Agreement between IP and USW Mill Local Unions expires on Aug. 21, 2021. The agreement, which was bargained and ratified jointly by each USW local in 2014, achieved improvements to our wages, pension, health and safety, and health care security

WAGES

The Master Agreement raises wages by an average of \$9,000 over its term. For the first two years, members receive a 2.5% raise each year, then 2.25% in the third year and 2% each year for the next three years. Wage increases are applied to the rates in your Local Agreement. The raises take effect on the anniversary of your Local Agreement expiration.

DEFINED BENEFIT PENSION

In 2014 the Bargaining Committee succeeded in eliminating the different pension for employees hired after January 1, 2008. They also increased the pension multiplier for all employees to \$55 per month for each year of service. That means a person who retires with 30 years of service will receive a pension of \$1,650 per month.

HEALTH & SAFETY

The Master Agreement provides for an annual USW-IP Safety Conference for all paper mills. **The Conference has helped us win a high-level Mill Safety Committee with Local Union Representation as well as major improvements to our local health and safety programs, including full-time Safety Reps and USW-led**

safety trainings on-site. As a result, we've lowered the fatality rate across IP mills and introduced union safety initiatives in our workplaces.

HEALTH INSURANCE

Employees and families are eligible for the IP Mill Advantage Plan, an 80/20 cost-sharing plan that includes company-funded Health Reimbursement Accounts (HRA) to offset deductibles, co-pays and other out-of-pocket expenses.

IP contributes \$500 for single coverage or \$1,000 for family coverage to the HRA of each employee enrolled in the Mill Advantage Plan every year. Individuals can earn additional HRA contributions by participating in certain activities outlined in the Wellness Initiative.

The plan is monitored by a Health Care Committee with local union representation and cannot be changed without agreement of the Union from its implementation date of January 1, 2015 through December 31, 2021, providing stability in an era of unprecedented health care insecurity.

LIFE/ADD AND SICKNESS AND ACCIDENT BENEFITS

The 2014 agreement increased both the Basic Life and the Accidental Death or Dismemberment benefits to \$45,000. On Jan. 1, 2018, the minimum weekly Sickness and Accident benefit increased from \$325 to \$350.

SUCCESSORSHIP

The Master Agreement has successorship language that protects our contract if our mill is sold to another company.

