

INTRODUCTION TO
**MASTER
AGREEMENT
NEGOTIATIONS**
AT IP MILLS



MASTER AGREEMENT NEGOTIATIONS WILL DETERMINE OUR PAY & BENEFITS

Our Master Agreement with IP expires in 2023. That means our future wages and benefits are on the table as we begin bargaining this year.

The Master process unites all the USW locals at 16 IP mills under a single Master Agreement to ensure we all get a fair deal regardless of size, location or where we fall in the bargaining cycle.

Bargaining together gives us strength when we're sitting across the table from the largest paper company in the world and gives us a much better path to success than trying to bargain wages and important benefits by ourselves.

Representatives from every mill's local will participate when we're bargaining major issues. This is a process we fought for in the USW Paper Sector for decades in order to prevent the company from singling out one local and then trying to force everyone to accept what happens there.

We all benefit from successful master negotiations because what happens now will determine our future pay and benefits.

HOW DO MASTER AGREEMENT NEGOTIATIONS WORK?

Delegates from each local union along with USW Paper Sector leaders and staff serve as the IP Council Master Bargaining Committee. The Bargaining Committee develops our bargaining agenda and represents the voice of the membership at negotiations.

Both the USW Bargaining Committee and IP management draft and discuss proposals, caucus (meet separately), make counter proposals, test ideas and look for ways to bridge differences.

The goal is to reach an agreement that's beneficial to members and acceptable to the company.

HOW IS THE MASTER AGREEMENT RATIFIED?

The IP Mill Council Master Bargaining Committee makes a recommendation regarding a tentative agreement (TA). Then union members in good standing may vote to ratify or reject the TA.

WHEN DO WE SEE THE BENEFITS OF THE MASTER AGREEMENT?

Most of the provisions of the new master agreement will apply when your local contract expires. In the meantime, you'll still get the annual wage increases and benefits that are guaranteed to you in our current agreement.

In some cases, the Bargaining Committee may strategically negotiate certain items like benefit improvements to take effect sooner. If that happens, you'll be notified by your Local Union when and how those changes will take effect.

What all this means is that while your local contract may not expire immediately – everything we negotiate now will impact you when it does, so we have to stick together through these Master Agreement negotiations!

USW LOCAL CONTRACT EXPIRATIONS

LOCATION	USW LOCAL(S)	CONTRACT EXPIRATION
GEORGETOWN, S.C.	377, 378	5/31/2023
SELMA, ALA. (RIVERDALE MILL)	1441, 1444	11/5/2023
VICKSBURG, MISS.	1080, 9-00618	9/26/2024
VALLIANT, OKLA.	13-00162	10/31/2024
PRATTVILLE, ALA.	462, 1458, 1978	11/1/2024
NEW BERN, N.C.	1167	2/5/2025
SAVANNAH, GA.	9-00795	5/31/2025
CANTONMENT, FLA. (PENSACOLA MILL)	444, 1561, 9-00447	6/30/2025
CAYUGA, IND. (NEWPORT MILL)	103-1	7/14/2025
ROME, GA.	804	8/31/2025
PINE HILL, ALA.	336, 339	10/4/2025
FRANKLIN, VA.	1488	12/31/2025
BOGALUSA, LA.	13-00189	7/31/2026
ORANGE, TEXAS	1398, 13-00391	7/31/2026
RIEGELWOOD, N.C.	9-00738	9/8/2026
CAMPTI, LA. (RED RIVER MILL)	13-01331	11/15/2026



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