

SOLIDARITY *in Paper*

April 21, 2020

Union Wins FAIR Incentive Pay Program for GP Mills!

The USW GP Council was successful in pushing GP to negotiate an improved incentive program that will ensure all members are treated fairly. It's called Accelerated Manufacturing Transformation (AMT) Pay.

Each Local Union will need to bargain their own local AMT Pay agreement using guidelines the USW GP Council Leadership negotiated with GP.

As a Union Council, we achieved 4 important provisions in AMT Pay that are different from previous programs:

- 1) Every employee receives the same percentage pay-out
- 2) No spot-pay
- 3) A 30-day notice opt out for either party
- 4) All unions at a site participate in the same program

The AMT Pay is based on metrics and agreements around safety, product quality, environmental stewardship and discipline that Local Union leaders will have to negotiate with local management in order to bring the program to their site.

The max pay out in any quarter is 4% of eligible W-2 earnings.

- Includes normal work hours, overtime, vacation etc.
- Does not include previously paid incentives or AMT-Pay, bonuses, or reimbursements such as safety shoes, glasses or education.

If you have questions, talk with a Local Union leader.

