



February 17, 2023

**September 1, 2021- September 1, 2025 Labor Agreement Printing Review and Affirmation**

By our signatures affixed below the company and union represent we have independently and collectively reviewed the attached Labor Agreement printing proof and it fully and accurately represents the parties negotiated and ratified September 1, 2021-September 1, 2025 Labor Agreement.

| For the Company   | For the Union  |
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# **Labor Agreement**

**Between**

**WestRock Services LLC**

**Stevenson Mill**

**Stevenson, Alabama**

**And**

**United Steel, Paper and Forestry, Rubber,  
Manufacturing, Energy, Allied Industrial Service  
Workers International Union AFL-CIO-CLC (USW)  
and Its Affiliate Local 9542**

**September 1, 2021 – September 1, 2025**

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**ARTICLE I  
GENERAL PURPOSE**

In entering into this Agreement, both parties recognize that a successful business is necessary to provide jobs. Accordingly, to this end, the purposes of this Agreement are: to outline conditions of employment, to provide a procedure for the prompt and effective settlement of grievances, to eliminate interruptions of work and interferences with efficient operations; to require a fair day's work for a fair day's pay; to cooperate in the achievement of employee performance and efficiency; to provide for the operation of the Company's business under methods which will provide safe, economic and efficient operation, elimination of waste, realization of reasonable quantity and quality of output; cleanliness of plant, safety of employees, protection of property and avoidance of interruptions to production and delivery. It is recognized by this Agreement to be the duty of the Company, Union and all employees to cooperate to bring about the best possible efficiency and relationship.

All interpretations of this Agreement shall be designed to effectuate these purposes and this intent of the parties.

**ARTICLE II  
RECOGNITION**

The WestRock Services LLC, Stevenson, Alabama Mill, located at 1611 County Road 85 Stevenson, Alabama, hereinafter referred to as the "Company" recognizes in accordance with the certification (NLRB Case #10-RC-15804) made by the National Labor Relations Board, the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW), on behalf of its Local 9542 hereinafter referred to as "Union", as the sole and exclusive agency for collective bargaining purposes with respect to wages, hours of work, and other conditions of employment for all maintenance, Stores, and operating employees of their Stevenson Alabama Paper Mill, excluding all office clericals, professional employees, guards and supervisors as defined in the Act.

**ARTICLE III  
WESTROCK – USW RELATIONSHIP**

**Section 1. No Strike - Lockout**

It is agreed that there shall be no strikes, lockouts or other interruptions of work during the term or extension of this Agreement. The Union agrees that it will use every effort to prevent cessation of work by any of its members employed by the Company for any reason.

In the event a strike, slowdown, or other interruption of work occurs, there shall be no financial liability on the part of the signatory International Unions, Locals, or Officers thereof, provided that the signatory International and Local Union or Unions involved immediately after the



beginning of such violation shall (1) publicly declare such action a violation of the Agreement and promptly order their members to return to work; (2) take such other prompt and vigorous steps to end the work stoppage including assistance of the management in manning the vacated jobs.

The Company agrees that there shall be no lockout of the employees covered hereby, but nothing in this Agreement shall be deemed to restrict the Company's right to extend, limit or curtail operations or to shut down completely when it may deem it advisable to do so. The Union agrees that the Company shall not be liable for any unauthorized lockout by representatives of the Company provided the Company after receiving notice promptly disavows such acts and terminates such lockout.

The Company may impose disciplinary measures, including discharge, in the case of any or all of the employees who have engaged in or encouraged any of the unauthorized actions described above.

## **Section 2. Union Security and Dues Deduction Authorization**

The parties agree to a voluntary union membership dues and initiation fees deduction plan, and the Company will deduct dues and initiation fees from the pay of all employees who have signed and delivered to the Company written authorization to make such deductions. The form of the deduction authorization shall be as follows:

Upon receipt by the Company of a check-off authorization as set forth below, dated and executed by an employee, the Company shall deduct from the wages owed such employee for each payroll period of each calendar month following receipt of such executed check-off authorization until such check-off authorization is revoked by the employee, the Union's initiation fee and membership dues for the month in which such deduction is made.

The Company will remit same to the International Secretary/Treasurer of the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW) on form R115 (United Steelworkers, Summary of Union Dues), along with a list of employees from whom deductions have been made in accordance with the agreement between Corporate and the USW International.

The Company shall deduct from an employee's wages only that amount of money which the International Secretary/Treasurer of the Union has certified to the Company, in writing, as the amount of the dues and applicable initiation fees, properly established by the Union in accordance with applicable law and the Unions' constitution and by-laws. If for any payroll period in which the Company is obligated to make deductions pursuant to this Article, the wages owed an employee (after deductions mandated by any governmental body) are less than the amount the employee has authorized the Company to deduct under this Article, the Company shall make no deductions from wages that payroll period and shall make deductions from a future payroll period.

The Union shall defend, indemnify, and save the Company harmless against any and all claims, demands, suits, grievances, or other liability (including attorney's fees incurred by the Company) that arise out of or by reason of actions taken by the Company pursuant to this Article.

### **Section 3. Political Action Committee**

In behalf of the employees covered by this Agreement who have furnished the Company with a properly executed and signed authorization card, the Company agrees to deduct a bi-weekly contribution to a Political Action Committee (upon the condition that at least five (5) bargaining unit members issue such authorization cards).

Every four months, the Company will issue a single check equal to the amount of all employee's PAC contributions made during the involved four-month period. All such checks will be transmitted to an address designated by the Union.

If the Company terminates and discontinues its salaried political action committee plan at any time, the Company's obligations under these provisions will simultaneously cease and terminate.

The Union agrees to indemnify and hold harmless the Company against any and all claims incurred as a result of the Company's compliance with Section 2 (Union Dues) and Section 3 (Political Action Committee).

### **Section 4. Union Orientation**

During the company's initial new employee orientation, the company will allow up to sixty (60) minutes for the Local Union President or his/her designee for union orientation.

### **Section 5. Bulletin Boards**

The Company shall place bulletin boards on the properties in a convenient place where they may be seen by employees entering and leaving the mill. Notices pertaining to Union business may be posted thereon.

### **Section 6. Plant Rules**

A copy of the plant rules will be posted on the bulletin boards. In the event the Company develops new rules or amended rules, they shall be given to the Union at least thirty (30) days prior to their implementation. Should the Union object, the Company agrees to meet with the Union to consider their concerns or objections prior to implementation. These rules shall be consistent with the terms of this agreement.



### **Section 7. Work of Supervisors**

Non-bargaining unit mill employees shall not perform work customarily performed by members of the mill bargaining unit, except in cases of emergency, instruction, upset conditions, experimental work and protection of Company property and employees' safety.

### **Section 8. Personnel Records Access and Maintenance**

Employees shall be provided access to their personnel files upon request and at the convenience of the Human Resources Department. Employees wishing to make a copy of their file may be charged a nominal fee for copying expense.

Employees are required to maintain the accuracy of their personnel records by providing phone, address, dependent changes, and any other pertinent details when requested to the self-service link.

## **ARTICLE IV MANAGEMENT RIGHTS**

Except as limited by this Agreement, the management of the Company and the direction of the work force remain vested in the employer exclusively. This includes, but is not limited to, the right to hire and discharge, promote, transfer, to discipline for cause, and to maintain efficiency of employees. These rights shall not be exercised contrary to the provisions of this Agreement. In addition, the Union recognizes other rights and responsibilities belonging solely to the Company, common among which, but by no means wholly inclusive, are the rights of the Company to determine the products to be manufactured, the location of mill, the right to subcontract, the scheduling and crewing of production and the work force, the methods, processes and means of manufacturing, the utilization of continuous operations, the utilization of work teams, and determining the standards of quality and workmanship, subject to modifications and restrictions expressly provided in this Agreement.

The Company shall have the right to establish and maintain reasonable mill rules and regulations not in conflict with this Agreement covering the operation of the mill and the conduct of its employees. Also, the Company maintains its exclusive right, from time to time, to edit and/or formulate additional rules to govern working conditions for this mill and for the regulation of the conduct, safety and attendance of all covered employees of this mill.

The parties to this agreement hereby expressly recognize the exclusive right of the Company to close permanently this mill, in whole or in part. In the event that the Company exercises this right, the parties will, upon written demand by the Union, engage in impacts/effects bargaining for the sole purpose of achieving agreement upon the impact of such a permanent closure on covered employees.

**ARTICLE V  
NON DISCRIMATORY/LEGAL SEPARABILITY CLAUSE**

It is the intent of both the Company and the Union that there shall be no discrimination against any employee or Union member, and that each will cooperate fully to abide by all applicable laws, including ADA (Americans with Disabilities Act), and regulations prohibiting discrimination because of race, creed, religion, color, sex, national origin, age, Union activity, veteran status, or the presence of a physical or mental handicap.

Any provision of this Agreement adjudged to be unlawful by a court of competent jurisdiction shall be treated for all purposes as null and void, but all other provisions of this Agreement shall continue to be in full force and effect except as provided hereinafter in this Agreement.

Within this agreement all references to the male gender shall be adjudged to mean both male and female genders without discrimination of either.

**ARTICLE VI  
SUCCESSORSHIP**

The Company agrees that if, during the life of the Collective Bargaining Agreement (herein CBA), any or all of the facilities covered by this Side Agreement are sold, leased, transferred or assigned, the Company shall inform the purchaser, lessee, transferee or assignee, of the exact terms of this Side Agreement as well as the current applicable CBA. In addition, the Company shall make the sale, lease, transfer or assignment conditional upon the purchaser, lessee, transferee, or assignee, assuming all the obligations of the Side Agreement and the applicable CBA until its expiration date and treating the affected employees of the Bargaining Unit in accordance with the terms of the applicable CBA.

All contractual agreements regarding seniority, including provisions for layoff and recall, shall be complied with by the purchaser (it being understood that the applicable purchase agreement shall require the purchaser to make its hiring decisions with respect to Bargaining Unit positions according to the contractual rules that would apply as though such hiring were a decision to recall or layoff Bargaining Unit employees), it is understood and agreed (a) that the purchaser will not be required to have the same number of employees in the applicable bargaining unit as the Company does at the time of the transaction, and (b) that the applicable purchase agreement may permit the purchaser to make changes in the benefit programs required by this Agreement provided that the benefits in all events continue to be substantially equivalent in the aggregate to those provided under the applicable CBA.

It is agreed that the Company's obligations under this Side Agreement will be fully satisfied and the Company shall have no liability whatsoever of any kind or nature in any forum or court of competent jurisdiction so long as the purchaser agrees to those commitments set forth in Paragraphs Nos. 1 and 2, above, and the Union shall be considered the third party



beneficiary of WestRock's right to insure the purchaser's successor commitments in the event the purchaser engages in a breach of an applicable CBA and/or Side Agreement.

## **ARTICLE VII GRIEVANCE PROCEDURE**

### **Section 1. Grievances**

Should complaints arise as to the interpretation, application, or compliance with the terms of this Agreement, a diligent effort shall be made by both parties to settle them as soon as possible, after they have been presented by the company, an employee or the union.

### **Section 2. Grievance Steps**

When complaints arise and unless specifically referred to as not subject to this Article elsewhere, in the Agreement, the following steps shall be followed, each step is to be exhausted before resorting to the next.

#### **A. First Step**

The complaint should be promptly discussed with the immediate supervisor within five (5) days of the event. If the matter has not been disposed of by the supervisor within three (3) working days of the discussion, it may be appealed to Step 2.

#### **B. Second Step**

The complaint will be presented in writing to the Department Superintendent. This presentation shall occur within five (5) working days of the completion of Step 1 or it would be considered resolved, unless extended by written mutual agreement between the parties of this step. The Superintendent will investigate the complaint and will meet with the Stewart/Union within five (5) working days of receipt of the written complaint. The Superintendent will answer the complaint in writing within five (5) working days of the meeting. If an answer has not been provided in this time frame it shall advance automatically to the next step.

#### **C. Third Step**

If the Department Superintendent's answer is not satisfactory, or it has not been heard, the Union may request a meeting with the General Manager or his designate, and the USW Staff Representative/Local Union. The same time constraints and procedures established in STEP TWO shall apply.

If the parties of the Third Step of the Grievance Procedure are unable to adjust the grievance within fourteen (14) days after the Third Step meeting, either party may refer the grievance to an arbitrator within ten (10) days after receipt of the third Step answer; otherwise, the grievance shall be dropped.

## **ARTICLE VIII ARBITRATION**

### **Section 1. Permanent Panel**

To help expedite the Arbitration process, the parties agree to the following steps to set up a permanent panel.

- A. The parties shall jointly request the FMCS to submit five (5) panels with a list of seven (7) names of possible arbitrators.
- B. Each party shall submit three (3) names selected from the list of thirty-five (35) arbitrators.
- C. Each party shall strike one name from the list of six (6) arbitrators, two (2) of which shall remain as alternates.
- D. The parties shall jointly notify the four (4) selected arbitrators that they have been selected to the panel and to notify them of the requirements. If an arbitrator declines the selection, the parties shall flip a coin to determine which of the two (2) alternates shall be asked to join the permanent panel.

### **Section 2. Arbitration Time Limits**

The selected Arbitrator shall agree to hear the case no later than thirty (30) days from the date of notification and render a decision within forty-five (45) days of the hearing. The closing briefs, if any are filed, will be mailed to the Arbitrator postmarked no later than fifteen (15) days from the date of the arbitration hearing.

### **Section 3. Arbitrator's Decision**

The Arbitrator's decision in this procedure shall be based on the record developed by the parties before and at the hearing and his decision shall be final and binding on the parties. Fees and expenses of the Arbitrator shall be paid by the losing party as directed by the arbitrator. If the award is split, the fees and expenses shall be split by the Company and the Union.

### **Section 4. Arbitrator's Authority**

The authority of the arbitrator shall be limited to the interpretation and application of the expressed terms and conditions of this Agreement. The arbitrator shall have no authority over rates of pay nor shall he modify, amend, or add to the terms of this Agreement.



## **ARTICLE IX SENIORITY**

### **Section 1. Seniority List**

For the purpose of promotion, layoffs, demotions, filling of vacancies, recall and transfer; seniority and the possession of the necessary qualification and abilities to perform the available work shall be the determining factors. The Company shall prepare and furnish the Union a list showing the respective seniority standings of all Employees. Such list shall be brought up to date at least once every six (6) months. If no corrections are made within thirty (30) days of posting, the list shall be considered correct.

For the purpose of this Article, Departments are identified as:

1. Woodyard
2. Shipping
3. E&I Maintenance
4. Mechanical Maintenance
5. Pulp
6. Power & Recovery
7. Paper
8. Environmental
9. Storeroom
10. Reliability Maintenance

### **Section 2. Probationary Period**

Newly hired employees shall have a probation period of one hundred twenty (120) calendar days from date of hire. During this period, the employees may be terminated without justification, for any reason and without the application of the grievance procedure. A regular employee is a person who has completed probation. A probationary employee shall be eligible for health benefits at the end of two (2) months. After thirty (30) days the probationary employee may be eligible for membership in the Union.

### **Section 3. Crews**

The present Crew Concept will remain in place. If changes need to occur during the term of this agreement, they shall be a topic at the Labor Management meetings. All changes must be agreed to by the parties. The Company shall recognize two (2) types of service/seniority, Department and Mill. Lines of Progression within a Department are listed in Exhibit "A". Future seniority

shall begin accruing immediately upon placement/awarding and shall continue to accrue as long as the employee remains in the department and mill. Employees will only accrue seniority in one department at a time.

Disputes involving employees who are equal in mill seniority shall be determined by the largest sum of the last four (4) digit of an employee's Social Security Number.

Employees transferring into or hired from another WestRock facility will be placed ahead of others on the mill seniority list that are hired on the same day.

#### **Section 4. Promotion/Transfer**

A vacancy for a permanent job in any classification above the lowest classification in the department shall be filled by the employee in the next lowest classification according to their department seniority. When department seniorities are equal, employees shall be given preference in the order of their Mill seniority (excluding the maintenance apprentice program).

#### **Section 5. Filling Department Vacancies:**

##### **A. Posting of Vacancies**

Vacancies for permanent Department entry level jobs in the WestRock Stevenson, Alabama Mill will be posted for a period of eight (8) days on the bulletin board.

##### **B. Bidding**

Employees with Mill seniority who desire to bid on the job shall give a written notice to the Company before the expiration of the eight (8) day period. Employees will not be eligible to bid on vacancies until after the completion of their second year of employment.

##### **C. Awarding of the Job**

The bidder, who has the greatest Mill seniority and also has the necessary ability to learn the job, will be awarded the job provided the employee has not incurred a disciplinary suspension within one year of the posting. The senior employee signing the bid sheet must accept the position and will be transferred to the position no later than thirty (30) days except in extraordinary circumstances. Upon the first day of work in the new department the employee's new department seniority shall be retroactive to the date the employee was awarded the job and shall continue to accrue as long as the employee remains in the department. Employees are limited to being awarded one transfer every four (4) years.

##### **D. No Bid received**

If no bid is received for the job within the eight (8) day period and if no employee with the required ability on recall list is available and willing to accept the job, the Company shall be free to employ such persons as the Company believes possess or have the



ability to perform the work. Any person so hired shall accrue Mill seniority as though they had been selected by bid.

## **Section 6. Demotion/Layoff**

### **A. Reduction in Departments**

In reducing the workforce of a department, employees will be laid off in the inverse order of their progression.

In the event an employee must be released from the department the least senior employee (s) shall be released.

Once an employee is demoted out of the department, if "Section 7" below applies, the Company may look at openings in other departments to determine if a vacancy may exist for the demoted senior employee (s).

1. All probationary employees holding an entry level position shall be released to provide opportunities for reduced senior mill employees.
2. If the reduction is seven (7) days or less there shall be no bumping. Employees not allowed to bump shall continue accruing mill and department seniority.
3. If the layoff shall extend beyond seven (7) days, the remaining laid off employees shall be given the opportunity to replace the remaining least senior employee in entry level positions in the mill by bumping in the order of the least senior with the most senior at that time. Time limits for contact established in section C below shall apply to those senior employees. Failure to respond shall cause the loss of recall rights.

### **B. Reduction from the Mill**

Layoffs from the Mill shall be made by Mill seniority. Employees will continue to accrue mill seniority while on layoff.

### **C. Notification**

When the Company reduces the working forces, a list of the employees to be laid off shall be furnished to the Union. Unless the employees or the Union Committee file a grievance within seven (7) days from the date of such notice, the action of the Company shall be final and conclusive.

## **Section 7. Recalls**

### **A. Recall to a Department.**

When a regular employee is laid off or reduced from a department, they will maintain seniority in that department. They must respond to any vacancy in that department for which they are eligible (senior).

**B. Recall to the Mill.**

When a regular employee is laid off from the Mill, their name will be placed on a recall employment list where it will remain for eighteen (18) months following their layoff date.

Employees shall be recalled in reverse order of layoff unless maintenance skills and ability are required. In other words, the last employee laid off will be the first recalled into open positions that shall be filled.

Notification shall be by phone and certified letter to the last recorded phone number and address. The employee must report his/her intent within five (5) calendar days of the postmark of the letter and immediately upon phone contact. The Union shall be notified of any recall opportunity. Failure to respond to a recall in the time frame above shall cause loss of seniority.

**Section 8. Termination of Seniority**

Seniority shall be lost for the following reasons:

1. Discharge for just cause.
2. Resignation
3. An absence of any kind, excluding layoffs, in excess of twelve (12) months.
4. Failure to return to work at the expiration of an authorized leave of absence or layoff.
5. Absence from work for three (3) or more consecutive days without notification to his/her immediate supervisor.

**Section 9. Setup/Setback Procedures**

Employees set up to a higher rate shall get the rate of the position they work. Set ups shall occur within a shift unless a vacancy is known to be ninety (90) days or more, in which case, a seniority set up will be made.

Employees set up outside of the bargaining unit in a supervisory role shall be paid 10% above the highest rate in the department they are set up in excluding Crew Leader rate. Employees set up into a non-supervisory role shall be paid 10% above their regular rate excluding Crew Leader rate.

Employees temporarily assigned to lower rated jobs at the request of management shall retain their regular rate of pay. However, when in lieu of a layoff or being sent home because of lack



of work an employee accepts work on a lower rated job, the employee shall receive the lower rate of pay.

### **Section 10. Freezing**

An employee may elect to temporary freeze in a category for a period of (1) year. All requests to freeze on a job must include a legitimate reason for the action and be discussed by the Union and the Company. When an employee elected to temporary freeze on a job, the advancement and training opportunities will be offered to the next senior employee in the category. No more than one (1) employee can freeze in a rotation at a time. After lower senior employee becomes certified on a job above the frozen employee, they will become department senior.

Freezing will require the employee to drop two (2) slots below their highest certification to allow for the full set-up capability in the category above when necessary. Downward movement related to freezing or de-certification will result in an adjustment of that employee's pay rate to the lower work assignment level.

Whenever the freezing of an employee would create excessive blocking of a line of progression as agreed above or would prevent the proper manning of positions, the Company and the Union will adopt mutually agreeable remedial measures which may include demotion, transfer or possibly termination depending on circumstances.

### **Section 11. Special Assignment**

In the event an employee performs a management pre-approved special assignment he/she shall be paid 10% above their regular rate excluding Crew Leader rate. For the purposes of this provision a special assignment shall be recognized as a management pre-approved temporary distinctive assignment within the bargaining unit which removes the employee from their regular position responsibilities and dedicates the employee to the assignment.

Mill Management will meet with the Union to discuss the reasons for a special assignment that is anticipated to extend beyond twenty-one (21) calendar days. The Company will give good faith consideration to any suggestion by the Union and to any alternate plan proposed by the Union for a special assignment anticipated to extend beyond twenty-one (21) calendar days.

## **ARTICLE X ABSENCES**

### **Section 1. Leaves of Absence.**

#### **A. International Union Leave**

If any employee desires a leave of absence without pay in order to engage regularly in union work, said leave will be granted by the Company not to exceed six (6) months, and this is limited to not more than one (1) employee at any one time. Such employees shall, in line with their seniority upon their return from services, be returned to their former position without the loss of accumulative seniority rights. The Union will give the Company two (2) weeks' notice of the need for the leave. This period may be extended with mutual agreement between the Company and the Union.

#### **B. Local Union Leave**

In addition, temporary leave without pay will be granted by the Company to employees for current union activities such as Union Conventions, Conferences, and other Union business. The privilege of such leave shall be limited to not more than four (4) employees at any one time and not more than two (2) from the same department. Employees desiring such leave of absence will provide one (1) week notice to the Company, and the Company will grant such leaves of absence. Leaves of absence granted under this Article shall not affect the employee's seniority status. If any Union Leave of Absence exceeds 30 days, such employee will not be eligible to remain on the Company's benefit plans beyond the current month plus one (1) month. Medical, dental, and vision plans would be made available per COBRA.

### **Section 2. Military Leave**

This Article is subject to the provisions of the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) and may be subject to change based upon changes in State or Federal Law in accordance with Article V of this agreement. Medical, dental, vision and life insurance benefits will be continued for the remainder of the month of a leave of absence plus one month, assuming employee pays the applicable cost of the benefits (same rate as active employees).

### **Section 3. Transfers out of the Bargaining Unit.**

In the event the need arises to potentially promote or transfer a bargaining unit employee into a non-bargaining unit job vacancy beyond covering vacations, holidays & daily sickness, such employee may be temporarily promoted to fill a non-bargaining unit supervisor or planner job vacancy and maintain their seniority up to four (4) separate instances not to exceed a cumulative total of four (4) months (80 working days) per calendar year. A maximum of four (4) bargaining



unit employees may temporarily promote into a non-bargaining position job vacancy at any one time with no more than one from any department.

In the event the company and a represented employee violate the first paragraph of this provision the employee's temporary promotion eligibility will be temporarily suspended and the maximum number of temporary promotions at any one time commensurately reduced for twelve (12) consecutive months following the violation.

In addition to the above maximum, bargaining unit employees may also be used to cover vacations, holidays & daily sickness subject to the following daily maximums:

Three (3) total set-ups amongst the Mechanical Maintenance, Electrical & Instrumentation and Reliability Departments

One (1) total set-up per shift amongst the Paper & Shipping Departments (Front Side)

One (1) total set-up per shift amongst the Pulp, Power & Recovery and Woodyard Departments (Back Side)

In the event the company and a represented employee violate an additional maximum for covering vacations, holidays & daily sickness the employee's temporary promotion eligibility for such future coverage will be temporarily suspended and the additional maximum number of temporary promotions at any one time commensurately reduced in the violating department for three (3) consecutive months following the violation.

For the purposes of this provision, non-bargaining unit positions will be recognized as supervisor and/or planner.

No employee setup outside the bargaining unit will be eligible for overtime in the bargaining unit on the same day/week they are setup outside of the unit.

When employees are set up on their days off or their week off, they will still be able to work their regular scheduled shift. Employees are not to be setup when they are on call. This pertains to short term (30 days or less) setups of days or weeks rather than long term setup.

#### **Section 4. Family Medical Leave**

The Company agrees to provide Family Medical Leave (FMLA) as required by law. When taking FMLA for family members, employees may be required to use accrued vacation time.

**Section 5. Funeral Leave**

Leave shall be granted to allow a regular full-time employee to attend the funeral or service of his/her family members. Bereavement leave pay is limited to a maximum of three (3) working days, one of which shall be the day of the funeral or service.

For purposes of this section a family member is the spouse, legal guardian, children, grandchildren, stepchildren, parents, brothers, sisters, brother and sister in laws, son and daughter in laws and grandparents of either the employee or the employee’s spouse.

An employee must advise his/her manager of the need for bereavement leave as soon as is practical and provide supporting funeral or service documentation to be eligible, if requested. This Company recognizes that there may be circumstances that require additional time. This also should be discussed as soon as practical with the employee’s manager.

**Section 6. Jury Duty**

Any regular employee who is called to serve on a jury by the courts shall, upon presentation of a statement signed by an officer of the court verifying the time he/she so served on jury duty be reimbursed at his or her regular hourly rate. This payment shall be paid based on the normal schedule. Notification of Jury Service shall be made to the employee’s supervisor and the HR department immediately upon notice. An employee scheduled the night shift the day prior to service shall be relieved and paid.

**ARTICLE XI  
HOURS OF WORK**

The hours of work represented below are agreed to by the parties as what is currently being worked in the Stevenson Mill at this time.

|                   |                               |  |
|-------------------|-------------------------------|--|
| <b>Section 1.</b> | <b><u>Shift Employees</u></b> | <b><u>Mill Operations, Woodyard and Maintenance</u></b>  |
|                   | A. Day Shift                  | 6:00am to 6:00pm.  |
|                   | B. Night Shift                | 6:00pm to 6:00am.  |
|                   | C. Shift Cycle                | 12 hour shifts on a 28-day rotation cycle.   |
|                   | D. Work Week                  | 6:00am Monday to 6:00am the following Monday.  |
| <br>              |                               |  |
| <b>Section 2.</b> | <b><u>Day Employees</u></b>   | <b><u>Maintenance</u></b>  |
|                   | A. First Shift                | 6:30am to 2:30pm.  |
|                   | B. Shift Cycle                | 6:00am Monday to 6:00am the following Monday.  |
|                   | C. Flexed Schedule            | In order to supplement weekend mill maintenance coverage, a flexed schedule has been established. During periods a maintenance Employee is working this flexed schedule, the work week normally will be from Wednesday through Sunday. |



### **Section 3. Changes in Work Schedule**

Employees are assigned to shift schedules or day schedules through bidding procedures, or for the purposes of balancing crews and/or to keep seniority in line. This change is normally made through a week's notice from the Department Superintendent to the affected manager/maintenance supervisor and Employees. The change will normally be made on a Monday or the start of a new shift rotation.

### **Section 4. Reporting to Workstations**

Employees are expected to be at their workstations at the start of shift time. All authorized work performed before or after the normal starting and stopping of an employee's shift shall be compensated at the overtime rate of time and one-half provided the employee has worked the entire shift and qualified for overtime pay consistent with other provisions of the Contract.

### **Section 5. Sixteen Consecutive Hours**

Employees will not be required to work more than sixteen (16) consecutive hours in a 24-hour period.

### **Section 6. Maintenance Same Day Work Schedule Change**

A Maintenance employee allowed to come to work and then asked to go home and return later that day upon returning, after his normal schedule, shall receive one- and one-half times his rate for all hours worked the remainder of that day.

## **ARTICLE XII OVERTIME**

### **Section 1. Daily and Weekly Overtime**

#### **A. Eight (8) hour Day Workers**

Time and one-half will be paid for all time in excess of eight (8) hours within a twenty-four (24) hour period beginning at the start of a designated shift, or for any hours worked consecutively in excess of eight (8) hours.

#### **B. Twelve (12) hour Shift Workers**

Time and one-half will be paid for all time in excess of twelve (12) hours within a twenty-four (24) hour period beginning at the start of a designated shift, or for any hours worked consecutively in excess of twelve (12) hours.

Time and one-half will be paid for all times in excess of forty (40) hours in any one week and all hours beyond an employee's normal scheduled shift.

### **C. Non-Pyramiding**

Overtime shall be paid on one basis only. There shall, under no circumstances, be pyramiding of any overtime hours.

### **Section 2. Extended Work Schedules**

No member will be required to work more than sixteen (16) straight hours. To guard against this, and to minimize working even as many as sixteen (16), we should not routinely schedule a member or permit them to volunteer for a schedule of more than twelve (12) hours unless an emergency arises (could result from work demands or an absence of qualified members for relief). Shift swaps should not involve sixteen (16) hour work schedules.

Following a sustained work assignment extending over a sixteen (16) hour period, that member will be given an eight (8) hour rest period prior to the start of their next scheduled shift.

If a member is called in during their time off, provisions will be made for at least an eight (8) hour break after the call-in.

Overtime resulting from shifts swaps shall not apply.

### **Section 3. Reporting Time**

Employees reporting for work on their regular shifts and finding no work available, shall be entitled to no less than two (2) hours' time, except in cases of storms, floods, accidents and power breakdowns, unless notified by messenger or telephone at least two (2) hours prior to the beginning of their regular shift, or by notice posted in the department or time office at least sixteen (16) hours before the start of such shift.

### **Section 4. Day Shift Maintenance Overtime**

#### **A. Hold Over or Scheduled in Early or General Overtime in a specified area.**

When employees are needed to stay over or come in early excluding job continuation, the Company will crew the jobs as follows:

1. Utilize area overtime list by rotating department seniority
2. Utilize area force overtime list by rotating reverse department seniority
3. Utilize department overtime list by rotating department seniority
4. Utilize department force list by rotating reverse department seniority

#### **B. Job Continuation**

Employees may be required to stay over due to job continuation. The job will be crewed as follows.

1. Employees on the job
2. Utilize area overtime list by rotating department seniority



3. Force employees on the job

In instances where an employee has prior obligations, a replacement may be secured.

#### **C. Maintenance Call In**

When it is necessary to call in employees who are not at the mill site, the following procedure will be used.

1. Call employees from area overtime list by rotating department seniority
2. Call remaining employees from department overtime list by rotating department seniority

#### **D. General Overtime Not Within a Specified Area**

When it is necessary to secure an employee to perform overtime not within a specified area it will do so as follows.

1. Utilize the department overtime list by rotating department seniority
2. Utilize the department force list by rotating reverse department seniority

### **Section 5. Call In's**

#### **A. Operations**

Every effort should be made by employees and managers to minimize unscheduled overtime. When unscheduled overtime is required, a list of available members will be provided by the off crew(s). The following guidelines are recommended for call-ins. Recognizing that different areas will have different needs, the foregoing may be modified to fit the needs of that area.

1. On Call Hours
  - a. 4:00 AM – 6:00 AM Day Shift
  - b. 4:00 PM – 6:00 PM Night Shift
2. Coverage
  - a. Long weekends will be responsible for call/job coverage.
    1. Friday AM
    2. Sunday PM
    3. Tuesday AM
    4. Thursday PM
  - b. Short-off crews will be responsible for all other call/job coverage.
3. The responsible crew will provide one (1) name per category per day for job coverage only. A volunteer list will be provided by the off crew(s) for any other unscheduled overtime.
4. Set-up and Overtime

- a. Vacancies created on shift shall first and foremost be filled by shift set-ups.
- b. If set-up cannot be made without creating overtime behind it (moving the overtime) overtime shall be worked in the classification where the vacancy exists.
- c. Only after 4a and 4b above have been exhausted then the vacancy will be filled any way possible.

**B. All Departments Call-In Time**

Any employee who is called in to work at a time other than his regular shift shall be paid three (3) hours' pay at his straight time hourly rate.

Call-In time does not apply to any employee within the limits of the Mill. In no case will call time apply to any employee who is held over at the end of their designated shifts.

An employee performing work under the Call-In provision will not be expected to do additional work of which he/she was not informed before he/she was called in except for an emergency (defined as work that can neither be anticipated or postponed) unless an additional call in is paid.

**ARTICLE XIII  
VACATION/HOLIDAYS**

**Section 1. Vacation**

The Company will provide regular employees with paid vacation and encourages them to use all of their vacation days each year. The length of vacation is determined by the amount of consecutive service from the employee's anniversary date on an "earn as you go" basis.

**Section 2. Length of Vacation**

|                          |   |                    |   |                      |
|--------------------------|---|--------------------|---|----------------------|
| 1 - 4 Years of Service   | = | 80 Hours Vacation  | = | 2 wks @ 40 hrs. each |
| 5 – 11 Years of Service  | = | 120 Hours Vacation | = | 3 wks @ 40 hrs. each |
| 12 – 20 Years of Service | = | 160 Hours Vacation | = | 4 wks @ 40 hrs. each |
| 21+ Years of Service     | = | 200 Hours Vacation | = | 5 wks @ 40 hrs. each |

**Section 3. 12 Hour Shift Provision**

The following chart will be used in converting vacations hours into 12-hour shift operations:

|           |   |           |   |                                   |
|-----------|---|-----------|---|-----------------------------------|
| 80 Hours  | = | 6.6 Days  | = | 6 Days' Vacation and 8 Hours Pay  |
| 120 Hours | = | 10 DAYS   | = | 10 Days' Vacation                 |
| 160 Hours | = | 13.3 Days | = | 13 Days' Vacation and 4 Hours Pay |
| 200 Hours | = | 16.6 Days | = | 16 Days' Vacation and 8 Hours Pay |



Twelve (12) hour shift employees who have earned less than a full day of vacation (fractional vacation) in accordance with the above will have the option of requesting this fractional vacation time in accordance with the stipulations set forth below or selling back this earned fractional vacation time.

#### Stipulations

- Fractional vacation must be taken in 4 or 8-hour increments
- Fractional vacation must be taken during the last 4 or 8 hours of a scheduled 12-hour shift
- Fractional vacation requests will not be considered for approval until after the start of the impacted 12-hour shift
- Fractional vacation request must not create overtime or otherwise adversely impact operations

Those twelve (12) hour shift employees with 5-11 years of service (10 days vacation) are not eligible to take a fractional vacation

#### **Section 4. Eight (8) Hour Day Employees**

Eight (8) hour day employees may elect to take-earned vacation in one-day (8-hour) increments subject to advance management approval during the calendar year.

Eight (8) hour day employees may elect to reserve one week (40-hours) of such earned vacation to be taken in 4-hour increments in accordance with the stipulations set forth below during the calendar year.

#### Stipulations

- Fractional vacation must be taken in 4-hour increments
- Fractional vacation must be taken during the first or last 4 hours of a scheduled 8-hour shift
- Fractional vacation request must be submitted to and approved by supervision a minimum of 16 hours in advance of the impacted 8-hour shift
- Fractional vacation request must not adversely impact operations

#### **Section 5. New Hires and Separations**

Vacation is earned during a calendar year. The following chart is used to determine earned vacation during an employee's first year of service or during the year in which an individual separates from the Company. In addition, the earned vacation table will be used to calculate eligible vacation for purposes of sell back.

**Number of full month's  
Worked in a calendar year**

**Cumulative number of hours earned  
based on eligible annual vacation**

|    | <b>80<br/>Hrs</b> | <b>120<br/>Hrs</b> | <b>160<br/>Hrs</b> | <b>200<br/>Hrs</b> |
|----|-------------------|--------------------|--------------------|--------------------|
| 1  | 12                | 12                 | 16                 | 16                 |
| 2  | 16                | 16                 | 24                 | 32                 |
| 3  | 16                | 32                 | 40                 | 48                 |
| 4  | 24                | 40                 | 56                 | 64                 |
| 5  | 32                | 48                 | 64                 | 80                 |
| 6  | 40                | 56                 | 80                 | 96                 |
| 7  | 48                | 72                 | 96                 | 120                |
| 8  | 56                | 80                 | 104                | 136                |
| 9  | 56                | 88                 | 120                | 152                |
| 10 | 64                | 96                 | 136                | 168                |
| 11 | 72                | 112                | 144                | 184                |
| 12 | 80                | 120                | 160                | 200                |

**Section 6. Vacation Use and Sell Back Option**

Vacation sell back can only be paid to an employee for vacation hours earned but not used utilizing the earned vacation table in Section 5 above (an Employee may only sell back what they have earned; Employees earn 1/12<sup>th</sup> of full entitlement each month beginning January 1<sup>st</sup> each year). Only hours identified in the sell back column will be eligible for sell back.

**Section 7. Special Provisions**

Vacation hours will not count in computing hours over forty (40) for overtime pay purposes.

**Section 8. Holidays**

On a twelve (12) hour shift schedule, employees will have eight (8) floating holidays (96 hours) each calendar year. All holidays must be taken in twelve (12) hour increments.

On an eight (8) hour shift schedule, employees will have twelve (12) floating holidays (96 hours) each calendar year. All holidays must be taken in eight (8) hour increments.

Request for floating holidays should be submitted at least two weeks in advance. Holiday requests made with less notice may be granted.

Holidays will be used to count toward the accumulation of forty (40) hours for purposes of overtime. However, overtime will be reserved only for hours worked. If a member schedules forty-eight (48) hours of holidays, they will be compensated for all hours at regular base rate.



Any hours “worked” during the week will be compensated at the overtime rate, provided the combined number of hours (holiday hours + worked hours) exceeds forty (40).

**Section 9. Holiday Sell Back Option**

Holiday sell back can only be paid to an employee for hours earned but not used utilizing the earned hours table below (an Employee may only sell back what they have earned; Employees earn 1/12<sup>th</sup> of full entitlement each month beginning January 1<sup>st</sup> each year). Only hours identified in the earned column will be eligible for sell back. Employees in their 1<sup>st</sup> year of employment shall earn holidays using the schedule below.

**Floating Holidays Earned (96)**

| <u>Months</u> | <u>Hrs</u> |
|---------------|------------|
| 1             | 8          |
| 2             | 16         |
| 3             | 24         |
| 4             | 32         |
| 5             | 40         |
| 6             | 48         |
| 7             | 56         |
| 8             | 64         |
| 9             | 72         |
| 10            | 80         |
| 11            | 88         |
| 12            | 96         |

**Section 10. Vacation and Holiday Scheduling**

As with floating Holidays, all vacation time must be requested at least two (2) weeks in advance of the requested time off. Less than two (2) weeks and the request to use vacation or holiday may not be granted by area management.

**A. Vacation and Holiday Scheduling**

Selection of holidays and vacation weeks will be done on a crew basis using departmental seniority. The senior crew member will elect one (1) week of vacation and other crew members will follow according to seniority. Selection of a second, third, and added weeks will be completed in the same manner.

**B. Scheduling Timeline**

Crew assignments will be made by December 1<sup>st</sup>.

Scheduling is to be completed in two (2) week intervals: the first round to be completed by December 14<sup>th</sup>, the second round to be completed by December 28<sup>th</sup>, the third round by January 11<sup>th</sup>, the fourth round by January 25<sup>th</sup>.

Those highest in seniority must make choices early in each period so as not to impede the selection process. On the first working day of a selection period for each particular crew, the most senior person would make a choice. On the second working day, the second most senior person would make a choice, etc.

Anyone not making their choice in turn for a particular round goes to last choice in that round. Anyone not making a choice by the last day of a round forfeits that choice and takes whatever is left after February 1<sup>st</sup>.

Anyone off on their selection day will be expected to have communicated their choice to be recorded or lose the turn.

### **C. Scheduling Sequence (12 Hour Shift Operations)**

The sequence of scheduling vacations and holidays will be as follows:

1st – Vacation taken in whole shift-rotation (48/36) increments followed by vacation hours combined with holiday hours to receive the entire shift-rotation off. Choices in this sequence will be limited to the employee's eligible number of whole vacation weeks as set forth in Article XIII, Section 2.

2nd– Holidays taken in whole shift-rotation increments.

3rd – Vacation and/or holidays taken in increments that are less than the entire shift rotation.

To the greatest extent possible vacations must be scheduled and taken in whole shift-rotation increments. However, an employee may elect to reserve no more than forty-eight (48) hours of vacations to be taken in one-day increments as long as the scheduling sequence above is followed. These days may be taken the same as holidays but will be compensated in the same manner as vacations.

### **D. Special Provisions**

Vacation may not be scheduled during annual shutdowns.

Any vacation or holiday placed on the Master Schedule before February 1<sup>st</sup> will have priority over either vacation or holiday time scheduled after that date.

Vacation weeks not placed upon the Master Schedule by February 1<sup>st</sup>, will not be assigned according to seniority. These weeks will have to be scheduled around those chosen by other crew members prior to the deadline on a first come basis.

Scheduled vacations that are cancelled after February 1<sup>st</sup> will be opened to the senior employees in the department/areas first.



Scheduling of vacation weeks after February 1<sup>st</sup>, will require a two (2) week written notice by member to his/her immediate manager in order to allow time for adequate replacement, and must be consistent with departmental vacation requirements.

**E. Year End Vacations**

Area Management approval is needed for all year-end vacations.

The vacation shift must start in the final week of December and extend to the first week of January. This defines the “flex” period for our December 31<sup>st</sup> date.

An employee may request that vacation for the coming year be given in this period consistent with these guidelines. If granted, no payment for that vacation will be made until the first pay period charged against the new year.

**F. Cancellation**

Operation of the mill takes precedence over off time. Every reasonable effort will be made to honor approved vacations and holidays, but everyone must be aware that unusual circumstances may cancel vacation or holidays. Approved vacations scheduled prior to an involuntary crew change will be honored subject to unusual circumstances.

**ARTICLE XIV  
CHANGE MODIFICATION OR  
TERMINATION OF AGREEMENT**

This agreement shall be in full force and effect from September 1, 2021 until September 1, 2025, and from year to year thereafter, unless terminated in accordance with the provisions below.

If either party shall desire to change any provision of this Agreement, it shall give written notice of such desire to the other party at least sixty (60) days prior to the anniversary date.

The giving of notice, as provided above shall obligate both parties to meet and negotiate in good faith all questions at issue prior to the anniversary date.

If no agreement has been reached on or before the anniversary date, then all of the provisions of this Agreement shall remain in full force and effect unless specifically terminated as provide below.

At any time after September 1, 2025 or September 1 of any year subsequent to 2025 during which notice to reopen has been given, if through negotiations no agreement has been reached, either party may give written notice to the other party of intent to terminate this Agreement. Termination may take place only after a lapse of at least ten (10) days from the date of notification to terminate. All provisions of this Agreement shall remain in effect until the specified time has elapsed. During this period, attempts to reach agreement shall be continued.

**Article XV**  
**HEALTH AND SAFETY**

**Section 1. Health and Safety**

The parties to this agreement jointly commit to a continuing partnership in the area of occupational health and safety.

The Company and the Union affirmatively commit to a process of education and awareness of health and safety issues and pledge to contribute to and promote cooperation between labor and management on health and safety issues.

- A. The Company will provide safe and healthful conditions of work for its employees and will, at a minimum, comply with all applicable laws and regulations concerning the health and safety of employees at work. The Company will install and maintain any equipment reasonably necessary to protect employees from hazards.
- B. The Company will make every reasonable effort to ensure that all equipment is maintained in a safe condition. Where faulty equipment creates an abnormal risk to employees, the Company will take necessary steps to eliminate the risk or provide suitable PPE to minimize the exposure.

**Section 2. Personal Protective Equipment (PPE)**

The Company will provide, without cost to the employee, customary protective equipment in good working order when required by law or regulation or when necessary to protect employees from injury or illness.

**Section 3. Local Safety and Health Committee**

A Central Safety Committee will be established to be comprised of the Local Union President and the Plant Manager or their designee and no less than one additional member designated by the Parties. This committee will meet monthly to discuss safety issues at the plant, review accidents and other incidents that warrant their attention and review change to safety policies and procedures.

The Central Safety Committee will not handle grievances; although it may discuss safety and health issues that have led to a grievance.

**ARTICLE XVI**  
**MISCELLANEOUS**

**Section 1. Crew Leader Selection**

Crew will review candidates in their crew first. If no candidates are available within their crew, the selecting crew will then review candidates on a department-wide basis. Candidates must be measured against the selection criteria. All crew members must have input and cast a vote (candidates will cast their vote as well); majority vote rules, one (1) vote will fill all available



positions. Shift coordinator will act as facilitator. The crew will select three (3) members in keeping with the selection criteria. They will designate primary, first backup and second backup.

The crew will elect a Crew Leader based on the following criteria:

1. Shows no favoritism – Operate with fairness – Treat all equally.
2. Self-Control – Controls own emotions especially under pressures.
3. Understanding – Sees both sides of the issue.
4. Consistently/Predictable – in own behavior – no mood swings.
5. Ability to convey written and oral information.
6. Passes information on to others in a timely basis.
7. Knowledge of Mill/Human Resource Policies and Procedures, and of the Union Contract.
8. Working and general knowledge of process of flows and related equipment.
9. Ability to read/understand communications that will flow through the crew leader position.
10. Is recognized as a dependable performer.
11. Can be counted on to be aware of what is happening in the area during shift.
12. Demonstrates problem solving and analytical thinking skills.

The crew will give their selection to the Company for final approval. If the final approval is denied, the Company will provide, in writing, the reason(s) for denial.

Either Party may remove the crew leader at any time if the above expectations are not maintained. The normal performance consultation will take place prior to the removal and the party removing the crew leader will provide, in writing, the reason(s) for removal.

## **Section 2. Crew Leader Pay**

Crew leader pay will be set at an additional \$2.25 per hour. There are twenty-two (22) permanent crew leaders in the mill. (Paper = 8, Pulp = 4, P&R = 4, Woodyard = 4 and Day Maintenance = 2). There are four (4) rail coordinators in shipping who also handle the crew leader functions in shipping. Their job is awarded by seniority and is not elected or appointed. Their current rate of pay is set forth in Article XVII. The Truck Coordinator is back up and will earn the Truck Coordinator rate except when they setup for the Rail Coordinator, then they receive the Rail Coordinator rate.

## **Section 3. Maintenance Shift Preference**

Shift preference for Maintenance (Mechanical/E&I) is hereby defined as that schedule of work hours preferred by employees working the same job classification, wherein the schedule includes both daytime and shift workers. Employees shall be given shift preference in accordance with their department seniority. The Company will not be obligated to consider a request for shift preference from an employee who has less than six (6) months of service on the job and not more often than once during any twelve (12) month period.

#### **Section 4. Maintenance Area Selection**

If a vacancy or opening is created in an area and the position is going to be filled, Maintenance Employees, by Department Seniority, shall be considered for the position. The Company will not consider a request for area preference from an employee with less than one year of department seniority and not more often than once during any twelve (12) month period. An employee not provided the opportunity shall be given a written explanation as to why. Management reserves the right to move employees within the Department based on needs and will honor seniority when all factors are equal. When a Journeyman must be forced to the opening, he/she shall have the opportunity for recall to their previous area for up to six (6) months if there is an opening in that area.

The Company may move Maintenance employees to different area on a temporary basis up to thirty (30) days. Special Projects are not limited by time.

#### **Section 5. Shift Swaps**

It is recognized that Employees occasionally need to request an alteration of their work schedule to handle personal emergencies and responsibilities. To accommodate these situations, we will allow "shift swapping" to occur. However, the shift swap must be documented, and certain basic considerations must be met.

- A. It must be agreeable to both Employees (Shift Swap form must be completed).
- B. It must be within the same skill level.
- C. It must be approved prior to the swap by the Production Supervisor from both crews involved along with the scheduled pay-back date. In an emergency situation, approval from one Production Supervisor is sufficient.
- D. All costs associated with a shift swap must be neutral.

#### **Section 6. Substance Abuse Testing**

The Substance Abuse Policy as updated in the 2019 Master Agreement shall be in effect.

#### **Section 7. Contracting Out (Maintenance)**

The Union recognizes, at times, there is a need for the use of outside contractors. Outside contractors will be utilized on major capital projects inclusive of new construction, major installation, modernization of existing equipment, significant maintenance work and overload of mill maintenance work.

At the Union's request, Mill Management will meet with the Union to discuss the reasons for any contracted maintenance projects at the conclusion of each fiscal quarter and/or the preceding twelve months. The Company will give good faith consideration to any suggestions by the Union and to any alternate plan proposed by the Union for the possible performance of the work by bargaining unit personnel.



The Company has no plans or intentions to enter into a Contract Maintenance Program and recognizes the sensitivity of contractors working while Mill Maintenance Employees may be on layoff. The Company agrees to not replace Mill Maintenance Employees with contractors or use contractors if and when there are Maintenance Employees on Layoff.

The Company will endeavor to select and direct contractor and mill maintenance work in a way which minimizes the requirement for Stevenson Mill and contractor personnel working together on the same task.

**Section 8. Direct Deposit**

All employees shall make necessary arrangements to allow for electronic funds transfer to a financial institution of their choice which accepts funds transfers. Pay advice notification shall be provided through electronic means made available by the Company.

**Section 9. Safety Shoes and Glasses**

ANSI Approved Shoes Reimbursed up to \$180.00 per calendar year beginning on 1/1/23 and \$200.00 on 1/1/25. Any monies left over after purchase may be used toward another pair of ANSI approved safety shoes within the same calendar year. A replacement pair may be reimbursed after approval by Superintendent verifying chemical damage.

Effective 1/1/23 ANSI Approved Safety Lenses, Frames and Side Shields shall be reimbursed up to \$250.00 every two (2) years.

**Section 10. Maintenance Tools**

The Company will continue to provide Maintenance Tools for employees that are required to perform maintenance work.

**Section 11. Maintenance Loan Out List**

When management determines a need to reassign an additional eight (8) hour day shift Journeyman to a given area for a given day, it will do so by selecting the area(s) for reassignment and each area utilizing a rotating day shift area reassignment list to execute the assignment.

**ARTICLE XVII  
WAGES**

**Paper**

|                             |    | 9/1/2021 | 9/1/2022 | 12/15/2022 | 4/15/2023 | 9/1/2023 | 9/1/2024 |
|-----------------------------|----|----------|----------|------------|-----------|----------|----------|
| <b>GW</b>                   |    | 2.25%    | 2.5%     | 1.0%       | 0.5%      | 2.25%    | 2.5%     |
| <b>Category</b>             |    |          |          |            |           |          |          |
| Wet End Operator CL         | 1D | \$43.69  | \$44.73  | \$45.66    | \$45.88   | \$46.86  | \$47.98  |
| Wet End Operator PM 1&2     | 1D | \$41.44  | \$42.48  | \$43.41    | \$43.63   | \$44.61  | \$45.73  |
| Monitor PM 1&2 CL           | 1C | \$43.56  | \$44.60  | \$45.02    | \$45.23   | \$46.20  | \$47.30  |
| Monitor PM 1&2              | 1C | \$41.31  | \$42.35  | \$42.77    | \$42.98   | \$43.95  | \$45.05  |
| Dry End Operator CL         | 1B | \$40.47  | \$41.43  | \$41.82    | \$42.02   | \$42.91  | \$43.93  |
| Dry End Operator (PM 1&2)   | 1B | \$38.22  | \$39.18  | \$39.57    | \$39.77   | \$40.66  | \$41.68  |
| <hr/>                       |    |          |          |            |           |          |          |
| Rough Maint CL              | 2C | \$37.58  | \$38.46  | \$38.82    | \$39.01   | \$39.83  | \$40.77  |
| Rough Maint                 | 2C | \$35.33  | \$36.21  | \$36.57    | \$36.76   | \$37.58  | \$38.52  |
| Lab Tester CL               | 2B | \$33.82  | \$34.61  | \$34.93    | \$35.09   | \$35.83  | \$36.67  |
| Lab Tester                  | 2B | \$31.57  | \$32.36  | \$32.68    | \$32.84   | \$33.58  | \$34.42  |
| Winder Operator CL          | 2A | \$33.10  | \$33.87  | \$34.19    | \$34.35   | \$35.07  | \$35.89  |
| Winder Operator PM 1&2      | 2A | \$30.85  | \$31.62  | \$31.94    | \$32.10   | \$32.82  | \$33.64  |
| <hr/>                       |    |          |          |            |           |          |          |
| Roll Line Operator PM 1&2   | 3D | \$26.79  | \$27.46  | \$27.73    | \$27.87   | \$28.50  | \$29.21  |
| Utility PM 1&2              | 3C | \$26.31  | \$26.97  | \$27.24    | \$27.38   | \$27.99  | \$28.69  |
| Winder Asst Operator PM 1&2 | 3B | \$23.60  | \$24.19  | \$24.43    | \$24.55   | \$25.10  | \$25.73  |
| Dry End Asst PM 1&2         | 3A | \$23.60  | \$24.19  | \$24.43    | \$24.55   | \$25.10  | \$25.73  |
| <hr/>                       |    |          |          |            |           |          |          |
| New Hires/Transfers         | 4  | \$19.36  | \$19.84  | \$20.04    | \$20.14   | \$20.59  | \$21.11  |



## Pulp

|                            |    | 9/1/2021 | 9/1/2022 | 12/15/2022 | 4/15/2023 | 9/1/2023 | 9/1/2024 |
|----------------------------|----|----------|----------|------------|-----------|----------|----------|
| <b>GWI</b>                 |    | 2.25%    | 2.5%     | 1.0%       | 0.5%      | 2.25%    | 2.5%     |
| <b>Category</b>            |    |          |          |            |           |          |          |
| Panel Operator Digester CL | 1D | \$43.69  | \$44.73  | \$45.66    | \$45.88   | \$46.86  | \$47.98  |
| Panel Operator Digester    | 1D | \$41.44  | \$42.48  | \$43.41    | \$43.63   | \$44.61  | \$45.73  |
| Outside Monitor CL         | 1C | \$43.56  | \$44.60  | \$45.02    | \$45.23   | \$46.20  | \$47.30  |
| Outside Monitor 1&2        | 1C | \$41.31  | \$42.35  | \$42.77    | \$42.98   | \$43.95  | \$45.05  |
| Panel Operator Digester CL | 1B | \$40.47  | \$41.43  | \$41.82    | \$42.02   | \$42.91  | \$43.93  |
| Panel Operator Digester    | 1B | \$38.22  | \$39.18  | \$39.57    | \$39.77   | \$40.66  | \$41.68  |
| <hr/>                      |    |          |          |            |           |          |          |
| Rough Maint CL             | 2C | \$37.58  | \$38.46  | \$38.82    | \$39.01   | \$39.83  | \$40.77  |
| Rough Maintenance          | 2C | \$35.33  | \$36.21  | \$36.57    | \$36.76   | \$37.58  | \$38.52  |
| IO Operator CL             | 2B | \$33.82  | \$34.61  | \$34.93    | \$35.09   | \$35.83  | \$36.67  |
| IO Operator                | 2B | \$31.57  | \$32.36  | \$32.68    | \$32.84   | \$33.58  | \$34.42  |
| Outside Monitor 2 CL       | 2A | \$33.10  | \$33.87  | \$34.19    | \$34.35   | \$35.07  | \$35.89  |
| Outside Monitor 2          | 2A | \$30.85  | \$31.62  | \$31.94    | \$32.10   | \$32.82  | \$33.64  |
| <hr/>                      |    |          |          |            |           |          |          |
| Unloader 2                 | 3D | \$26.79  | \$27.46  | \$27.73    | \$27.87   | \$28.50  | \$29.21  |
| Unloader 1                 | 3C | \$26.31  | \$26.97  | \$27.24    | \$27.38   | \$27.99  | \$28.69  |
| Utility                    | 3B | \$23.60  | \$24.19  | \$24.43    | \$24.55   | \$25.10  | \$25.73  |
| <hr/>                      |    |          |          |            |           |          |          |
| New Hires/Transfers        | 4  | \$19.36  | \$19.84  | \$20.04    | \$20.14   | \$20.59  | \$21.11  |

## Power & Recovery

|                        |    | 9/1/2021 | 9/1/2022 | 12/15/2022 | 4/15/2023 | 9/1/2023 | 9/1/2024 |
|------------------------|----|----------|----------|------------|-----------|----------|----------|
| <b>GWI</b>             |    | 2.25%    | 2.5%     | 1.0%       | 0.5%      | 2.25%    | 2.5%     |
| <b>Category</b>        |    |          |          |            |           |          |          |
| Panel Recovery CL      | 1D | \$43.69  | \$44.73  | \$45.66    | \$45.88   | \$46.86  | \$47.98  |
| Panel Recovery         | 1D | \$41.44  | \$42.48  | \$43.41    | \$43.63   | \$44.61  | \$45.73  |
| Panel Power CL         | 1C | \$43.56  | \$44.60  | \$45.02    | \$45.23   | \$46.20  | \$47.30  |
| Panel Power            | 1C | \$41.31  | \$42.35  | \$42.77    | \$42.98   | \$43.95  | \$45.05  |
| Evap Operator CL       | 1B | \$40.47  | \$41.43  | \$41.82    | \$42.02   | \$42.91  | \$43.93  |
| Evap Operator          | 1B | \$38.22  | \$39.18  | \$39.57    | \$39.77   | \$40.66  | \$41.68  |
| Recovery Operator CL   | 1A | \$40.47  | \$41.43  | \$41.82    | \$42.02   | \$42.91  | \$43.93  |
| Recovery Operator      | 1A | \$38.22  | \$39.18  | \$39.57    | \$39.77   | \$40.66  | \$41.68  |
| <hr/>                  |    |          |          |            |           |          |          |
| Rough Maint CL         | 2C | \$37.58  | \$38.46  | \$38.82    | \$39.01   | \$39.83  | \$40.77  |
| Rough Maint            | 2C | \$35.33  | \$36.21  | \$36.57    | \$36.76   | \$37.58  | \$38.52  |
| Water Tester CL        | 2B | \$33.82  | \$34.61  | \$34.93    | \$35.09   | \$35.83  | \$36.67  |
| Water Tester           | 2B | \$31.57  | \$32.36  | \$32.68    | \$32.84   | \$33.58  | \$34.42  |
| Waste Fuel Operator CL | 2A | \$33.10  | \$33.87  | \$34.19    | \$34.35   | \$35.07  | \$35.89  |
| Waste Fuel Operator    | 2A | \$30.85  | \$31.62  | \$31.94    | \$32.10   | \$32.82  | \$33.64  |
| <hr/>                  |    |          |          |            |           |          |          |
| Chemical Unloader CL   | 3D | \$29.04  | \$29.71  | \$30.01    | \$30.16   | \$30.75  | \$31.46  |
| Chemical Unloader      | 3D | \$26.79  | \$27.46  | \$27.73    | \$27.87   | \$28.50  | \$29.21  |
| Utility                | 3A | \$23.60  | \$24.19  | \$24.43    | \$24.55   | \$25.10  | \$25.73  |
| <hr/>                  |    |          |          |            |           |          |          |
| New Hires/Transfers    | 4  | \$19.36  | \$19.84  | \$20.04    | \$20.14   | \$20.59  | \$21.11  |



## Shipping

|                        |    | 9/1/2021 | 9/1/2022 | 12/15/2022 | 4/15/2023 | 9/1/2023 | 9/1/2024 |
|------------------------|----|----------|----------|------------|-----------|----------|----------|
| <b>GWI</b>             |    | 2.25%    | 2.5%     | 1%         | 0.5%      | 2.25%    | 2.5%     |
| <b>Category</b>        |    |          |          |            |           |          |          |
| Rail Truck Coordinator | 2B | \$36.89  | \$37.81  | \$38.19    | \$38.38   | \$39.25  | \$40.23  |
| Truck Coordinator      | 2A | \$30.85  | \$31.62  | \$31.94    | \$32.10   | \$32.82  | \$33.64  |
| <hr/>                  |    |          |          |            |           |          |          |
| Roll Line              | 3D | \$26.79  | \$27.46  | \$27.73    | \$27.87   | \$28.50  | \$29.21  |
| Loader                 | 3A | \$23.60  | \$24.19  | \$24.43    | \$24.55   | \$25.10  | \$25.73  |
| <hr/>                  |    |          |          |            |           |          |          |
| New Hires/Transfers    | 4  | \$19.36  | \$19.84  | \$20.04    | \$20.14   | \$20.59  | \$21.11  |

## Woodyard

|                       |    | 9/1/2021 | 9/1/2022 | 12/15/2022 | 4/15/2023 | 9/1/2023 | 9/1/2024 |
|-----------------------|----|----------|----------|------------|-----------|----------|----------|
| <b>GWI</b>            |    | 2.25%    | 2.5%     | 1.0%       | 0.5%      | 2.25%    | 2.5%     |
| <b>Category</b>       |    |          |          |            |           |          |          |
| Chipper Op CL         | 1B | \$40.47  | \$41.43  | \$41.82    | \$42.02   | \$42.91  | \$43.93  |
| Chipper Operator      | 1B | \$38.22  | \$39.18  | \$39.57    | \$39.77   | \$40.66  | \$41.68  |
| Asst Chipper Op CL    | 1A | \$40.47  | \$41.43  | \$41.82    | \$42.02   | \$42.91  | \$43.93  |
| Asst Chipper Operator | 1A | \$38.22  | \$39.18  | \$39.57    | \$39.77   | \$40.66  | \$41.68  |
| <hr/>                 |    |          |          |            |           |          |          |
| Rough Maint CL        | 2C | \$37.58  | \$38.46  | \$38.82    | \$39.01   | \$39.83  | \$40.77  |
| Rough Maint           | 2C | \$35.33  | \$36.21  | \$36.57    | \$36.76   | \$37.58  | \$38.52  |
| Crane Op CL           | 2B | \$33.82  | \$34.61  | \$34.93    | \$35.09   | \$35.83  | \$36.67  |
| Crane Operator        | 2B | \$31.57  | \$32.36  | \$32.68    | \$32.84   | \$33.58  | \$34.42  |
| Waste Fuel CL         | 2A | \$33.10  | \$33.87  | \$34.19    | \$34.35   | \$35.07  | \$35.89  |
| Waste Fuel            | 2A | \$30.85  | \$31.62  | \$31.94    | \$32.10   | \$32.82  | \$33.64  |
| <hr/>                 |    |          |          |            |           |          |          |
| 3C CL                 | 3C | \$28.56  | \$29.22  | \$29.49    | \$29.63   | \$30.24  | \$30.94  |
| Utility               | 3C | \$26.31  | \$26.97  | \$27.24    | \$27.38   | \$27.99  | \$28.69  |
| Wager Operator        | 3B | \$23.60  | \$24.19  | \$24.43    | \$24.55   | \$25.10  | \$25.73  |
| Truck Driver          | 3A | \$23.60  | \$24.19  | \$24.43    | \$24.55   | \$25.10  | \$25.73  |
| <hr/>                 |    |          |          |            |           |          |          |
| New Hires/Transfers   | 4  | \$19.36  | \$19.84  | \$20.04    | \$20.14   | \$20.59  | \$21.11  |



## Stores

|                     | 9/1/2021 | 9/1/2022 | 12/15/2022 | 4/15/2023 | 9/1/2023 | 9/1/2024 |
|---------------------|----------|----------|------------|-----------|----------|----------|
| <b>GWI</b>          | 2.25%    | 2.5%     | 1%         | 0.5%      | 2.25%    | 2.5%     |
| <b>Category</b>     |          |          |            |           |          |          |
| Stores Clerk II     | \$25.13  | \$25.75  | \$26.01    | \$26.14   | \$26.73  | \$27.40  |
| Stores Clerk        | \$22.56  | \$23.12  | \$23.36    | \$23.47   | \$24.00  | \$24.60  |
| New Hires/Transfers | \$19.36  | \$19.84  | \$20.04    | \$20.14   | \$20.59  | \$21.11  |

## Wastewater Treatment Operator

|                     | 9/1/2021 | 9/1/2022 | 12/15/2022 | 4/15/2023 | 9/1/2023 | 9/1/2024 |
|---------------------|----------|----------|------------|-----------|----------|----------|
| <b>GWI</b>          | 2.25%    | 2.5%     | 1.0%       | 0.5%      | 2.25%    | 2.5%     |
| <b>Category</b>     |          |          |            |           |          |          |
| WWT Op/RM           | \$28.82  | \$29.54  | \$29.84    | \$29.98   | \$30.66  | \$31.43  |
| WWT Op              | \$28.11  | \$28.82  | \$29.10    | \$29.25   | \$29.91  | \$30.66  |
| New Hires/Transfers | \$19.36  | \$19.84  | \$20.04    | \$20.14   | \$20.59  | \$21.11  |



## Mechanical Maintenance

|                  | 9/1/2021 | 9/1/2022 | 12/15/2022 | 4/15/2023 | 9/1/2023 | 9/1/2024 |
|------------------|----------|----------|------------|-----------|----------|----------|
| <b>GWI</b>       | 2.25%    | 2.5%     | 1.0%       | 0.5%      | 2.25%    | 2.5%     |
| <b>Category</b>  |          |          |            |           |          |          |
| Maint CL         | \$43.69  | \$44.73  | \$45.15    | \$45.36   | \$46.33  | \$47.44  |
| Shift Journeyman | \$41.44  | \$42.48  | \$42.90    | \$43.11   | \$44.08  | \$45.19  |
| Journeyman       | \$41.44  | \$42.48  | \$42.90    | \$43.11   | \$44.08  | \$45.19  |
| Step 7           | \$39.63  | \$40.62  | \$41.03    | \$41.23   | \$42.16  | \$43.22  |
| Step 6           | \$39.63  | \$40.62  | \$41.03    | \$41.23   | \$42.16  | \$43.22  |
| Step 5           | \$36.61  | \$37.52  | \$37.90    | \$38.09   | \$38.94  | \$39.92  |
| Step 4           | \$36.61  | \$37.52  | \$37.90    | \$38.09   | \$38.94  | \$39.92  |
| Step 3           | \$36.61  | \$37.52  | \$37.90    | \$38.09   | \$38.94  | \$39.92  |
| Step 2           | \$31.77  | \$32.56  | \$32.89    | \$33.05   | \$33.80  | \$34.64  |
| Step 1           | \$31.77  | \$32.56  | \$32.89    | \$33.05   | \$33.80  | \$34.64  |
| Trainee          | \$31.77  | \$32.56  | \$32.89    | \$33.05   | \$33.80  | \$34.64  |
| Mobile Equipment | \$36.61  | \$37.52  | \$37.90    | \$38.09   | \$38.94  | \$39.92  |

## Mechanical Maintenance

### Post Ratification (New Trainee Through Step 7 Apprenticeship)

|                  | 9/1/2021 | 9/1/2022 | 12/15/2022 | 4/15/2023 | 9/1/2023 | 9/1/2024 |
|------------------|----------|----------|------------|-----------|----------|----------|
| <b>GWI</b>       | 2.25%    | 2.5%     | 1.0%       | 0.5%      | 2.25%    | 2.5%     |
| <b>Category</b>  |          |          |            |           |          |          |
| Maint CL         | \$43.69  | \$44.73  | \$45.15    | \$45.36   | \$46.33  | \$47.44  |
| Shift Journeyman | \$41.44  | \$42.48  | \$42.90    | \$43.11   | \$44.08  | \$45.19  |
| Journeyman       | \$41.44  | \$42.48  | \$42.90    | \$43.11   | \$44.08  | \$45.19  |
| Step 7           | \$37.77  | \$38.71  | \$39.10    | \$39.30   | \$40.18  | \$41.19  |
| Step 6           | \$35.77  | \$36.66  | \$37.03    | \$37.22   | \$38.05  | \$39.00  |
| Step 5           | \$35.77  | \$36.66  | \$37.03    | \$37.22   | \$38.05  | \$39.00  |
| Step 4           | \$33.77  | \$34.61  | \$34.96    | \$35.14   | \$35.93  | \$36.82  |
| Step 3           | \$33.77  | \$34.61  | \$34.96    | \$35.14   | \$35.93  | \$36.82  |
| Step 2           | \$31.77  | \$32.56  | \$32.89    | \$33.05   | \$33.80  | \$34.64  |
| Step 1           | \$31.77  | \$32.56  | \$32.89    | \$33.05   | \$33.80  | \$34.64  |
| Trainee          | \$31.77  | \$32.56  | \$32.89    | \$33.05   | \$33.80  | \$34.64  |
| Mobile Equipment | \$36.61  | \$37.52  | \$37.90    | \$38.09   | \$38.94  | \$39.92  |



## Electrical & Instrumentation

|                  | 9/1/2021 | 9/1/2022 | 12/15/2022 | 4/15/2023 | 9/1/2023 | 9/1/2024 |
|------------------|----------|----------|------------|-----------|----------|----------|
| <b>GWI</b>       | 2.25%    | 2.5%     | 1.0%       | 0.5%      | 2.25%    | 2.5%     |
| <b>Category</b>  |          |          |            |           |          |          |
| Maint CL         | \$43.69  | \$44.73  | \$45.15    | \$45.36   | \$46.33  | \$47.44  |
| Shift Journeyman | \$41.44  | \$42.48  | \$42.90    | \$43.11   | \$44.08  | \$45.19  |
| Journeyman       | \$41.44  | \$42.48  | \$42.90    | \$43.11   | \$44.08  | \$45.19  |
| Step 7           | \$39.63  | \$40.62  | \$41.03    | \$41.23   | \$42.16  | \$43.22  |
| Step 6           | \$39.63  | \$40.62  | \$41.03    | \$41.23   | \$42.16  | \$43.22  |
| Step 5           | \$36.61  | \$37.52  | \$37.90    | \$38.09   | \$38.94  | \$39.92  |
| Step 4           | \$36.61  | \$37.52  | \$37.90    | \$38.09   | \$38.94  | \$39.92  |
| Step 3           | \$36.61  | \$37.52  | \$37.90    | \$38.09   | \$38.94  | \$39.92  |
| Step 2           | \$31.77  | \$32.56  | \$32.89    | \$33.05   | \$33.80  | \$34.64  |
| Step 1           | \$31.77  | \$32.56  | \$32.89    | \$33.05   | \$33.80  | \$34.64  |
| Trainee          | \$31.77  | \$32.56  | \$32.89    | \$33.05   | \$33.80  | \$34.64  |

## Electrical & Instrumentation

Post Ratification (New Trainee Through Step 7 Apprenticeship)

|                  | 9/1/2021 | 9/1/2022 | 12/15/2022 | 4/15/2023 | 9/1/2023 | 9/1/2024 |
|------------------|----------|----------|------------|-----------|----------|----------|
| <b>GWI</b>       | 2.25%    | 2.5%     | 1%         | 0.5%      | 2.25%    | 2.5%     |
| <b>Category</b>  |          |          |            |           |          |          |
| Maint CL         | \$43.69  | \$44.73  | \$45.15    | \$45.36   | \$46.33  | \$47.44  |
| Shift Journeyman | \$41.44  | \$42.48  | \$42.90    | \$43.11   | \$44.08  | \$45.19  |
| Journeyman       | \$41.44  | \$42.48  | \$42.90    | \$43.11   | \$44.08  | \$45.19  |
| Step 7           | \$37.77  | \$38.71  | \$39.10    | \$39.30   | \$40.18  | \$41.19  |
| Step 6           | \$35.77  | \$36.66  | \$37.03    | \$37.22   | \$38.05  | \$39.00  |
| Step 5           | \$35.77  | \$36.66  | \$37.03    | \$37.22   | \$38.05  | \$39.00  |
| Step 4           | \$33.77  | \$34.61  | \$34.96    | \$35.14   | \$35.93  | \$36.82  |
| Step 3           | \$33.77  | \$34.61  | \$34.96    | \$35.14   | \$35.93  | \$36.82  |
| Step 2           | \$31.77  | \$32.56  | \$32.89    | \$33.05   | \$33.80  | \$34.64  |
| Step 1           | \$31.77  | \$32.56  | \$32.89    | \$33.05   | \$33.80  | \$34.64  |
| Trainee          | \$31.77  | \$32.56  | \$32.89    | \$33.05   | \$33.80  | \$34.64  |

## Reliability Lubrication & Vibration

|                         | 9/1/2021 | 9/1/2022 | 12/15/2022 | 4/15/2023 | 9/1/2023 | 9/1/2024 |
|-------------------------|----------|----------|------------|-----------|----------|----------|
| <b>GWI</b>              | 2.25%    | 2.5%     | 1.0%       | 0.5%      | 2.25%    | 2.5%     |
| <b>Category</b>         |          |          |            |           |          |          |
| Lubricator Step 2       | \$36.61  | \$37.52  | \$37.90    | \$38.09   | \$38.94  | \$39.92  |
| Lubricator Step 1       | \$33.87  | \$34.72  | \$35.06    | \$35.24   | \$36.03  | \$36.93  |
| <u>Lubricator Entry</u> | \$29.96  | \$30.71  | \$31.02    | \$31.17   | \$31.87  | \$32.67  |
| Vibration Step 3        | \$41.44  | \$42.48  | \$42.90    | \$43.12   | \$44.09  | \$45.19  |
| Vibration Step 2        | \$39.63  | \$40.62  | \$41.03    | \$41.23   | \$42.16  | \$43.22  |
| Vibration Step 1        | \$36.61  | \$37.52  | \$37.90    | \$38.09   | \$38.94  | \$39.92  |
| Vibration Entry         | \$31.77  | \$32.56  | \$32.89    | \$33.05   | \$33.80  | \$34.64  |



**ARTICLE XVIII**  
**COMPLETE AGREEMENT**

This agreement constitutes the parties' entire understanding; and no past practice, side agreement, grievance settlement or other express or implied obligation shall be construed as an alteration of the expressed terms of this agreement. Any agreements made during a contract term must be incorporated into the next renewal or they are null and void.

**Exhibit A**  
**CLASSIFICATIONS**

**PAPER**

Wet End Op PM 1&2  
Monitor PM 1&2  
Dry End Op PM 1&2

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Rough Maintenance  
Lab Tester  
Winder Op PM2  
Winder Op PM1

---

Roll Line Op PM 1&2  
Winder Asst Op PM2  
Winder Asst Op PM1  
Dry End Asst PM2  
Dry End Asst PM1  
Utility PM2  
Utility PM1  
Utility PM 1&2

**SHIPPING**

Rail Coordinator  
Truck Coordinator

---

Roll Line  
Loader  
Utility/Car Prep

**PULP MILL**

Panel Op Digester 1  
Panel Op Digester 2  
Outside Monitor 1  
Outside Monitor 2

---

Rough Maintenance  
IO Op  
Outside Monitor 2

---

Unloader 1  
Unloader 2  
Utility

**POWER AND RECOVERY**

Panel Rec  
Panel Power  
Evap Op  
Recovery Op

---

Rough Maintenance  
Water Tester  
Waste Fuel Op

---

Chemical Unloader  
Utility

**WOODYARD**

Chipper Op  
Asst Chipper Op

---

Rough Maintenance  
Crane Op  
Waste Fuel Op

---

Utility  
Wagner Op  
Truck Driver

## **Appendix B Benefits**

The Company will provide an Insurance Plan, the terms of which are delineated in the USW Master Agreement 2019-2023 and the Summary Plan Descriptions. Employees become eligible for these benefits after sixty days (60) of employment.

### **Section 1. Dental Insurance**

The Company will provide an Insurance Plan, the terms of which are delineated in the USW Master Agreement 2019-2023 and the Summary Plan Descriptions.

### **Section 2. Miscellaneous Health and Welfare:**

- The period for benefit eligibility for health and welfare benefits shall be no less than two months.
- All locations shall be eligible for the standard Company Vision, EAP, Voluntary Life, and Flexible Spending Accounts.
- Medical, dental, vision and life insurance benefits will be continued for the remainder of the month of layoff plus up to one month if the employee is laid off, assuming employee pays the applicable cost of the benefits (same rate as active employees).
- If an employee is disabled they shall be able to continue medical, dental, life and vision for remainder of month disability begins plus 12 months at active employee rates.
- Payments for benefit continuation for any reason will be per Company administrative procedures and subject to change.
- Permit employees to convert or port their basic life insurance coverage to an individual policy via application to the insurance company and paying the costs, provided the carrier provides conversion and/or portability. Otherwise, the benefit ends the end of the month active employment concludes unless otherwise extended per provisions above.

### **Section 3. Retirement -Master Agreement Applies**

401K: New hires will be eligible for participation and match in 401K plan upon completion of ninety (90) day eligibility waiting period. The 401K plan currently in place at Stevenson mill with 100% of the first 4% Company match shall remain in place. Stevenson will not be subject to the forty (40) hour cap of regular pay per week.

Effective 01/01/2020, Stevenson employees shall receive an additional 0.50% automatic annual company contribution on all wages to their 401(k) balances (no caps or 40-hour limitations) with 3-year cliff vesting in addition to their current 401(k) match.

### **Section 4. Short Term Disability Insurance- Master Agreement Applies**

Increase weekly STD by \$10 per year to a maximum of 60% of the average of the location's base weekly wage each January 1 during the Agreement. The benefit level will be calculated and confirmed based on the prior July 1 wage rates. Locations with a benefit higher than the calculated amount will not be reduced.

### **Section 5. Life Insurance and AD & D-Master Agreement Applies**

Increase the life insurance policy amount by \$1,000 a year to a maximum of 100% of the location's annual base wage each January 1 during the Agreement. The benefit level will be calculated and confirmed based on the prior July 1 wage rates. Locations with a benefit higher than the calculated amount will not be reduced.



**Section 6- Severance**

The Company’s formula for severance will be one week for each year of service up to twenty weeks maximum, with unemployment offset, for all locations covered by this Agreement, effective 1-1-15.

**MISCELLANEOUS CBA CHANGES**

The Company agrees to provide dental and healthcare benefits submitted as part of the Company’s Benefit Proposal negotiated for the term of this labor agreement. This shall not affect the rights of the Company to make administrative or carrier changes. The Company reserves the right to substitute health care plans as long as benefits are substantially similar.

IN WITNESS WHEREOF, the parties hereto, have caused their names to be subscribed below by their duly authorized officers and representatives as of this 1st day of December 2022.

United Steel, Paper, and Forestry, Rubber,  
Manufacturing, Energy Allied Industrial and Service  
Workers International Union

Local Union 9542 Negotiating Committee:

By: \_\_\_\_\_

Thomas Conway  
International President

\_\_\_\_\_

John E. Shinn  
International Secretary-Treasurer

\_\_\_\_\_

David R. McCall  
International Vice President  
Administration

\_\_\_\_\_

Kevin Mapp  
International Vice President  
Human Affairs

\_\_\_\_\_

Daniel Flippo  
Director District 9

\_\_\_\_\_

Wesley Thompson  
Sub-District Director

\_\_\_\_\_

James Phillips, President

\_\_\_\_\_

Roger (Bo) Culpepper, Vice-President

\_\_\_\_\_

Tim Turner, Recording Secretary

\_\_\_\_\_

Dakoda Crabtree, Financial Secretary

\_\_\_\_\_

Casey Pruett, Treasurer

\_\_\_\_\_

Rudy Henry, Maintenance Dept Chair

\_\_\_\_\_

Rodney Fielder

WestRock Services LLC  
1611 County Road 85  
Stevenson, AL 35772

By: \_\_\_\_\_  
Jeff Wolf  
Corporate Labor Relations Manager

\_\_\_\_\_  
Darrell Daubert  
Stevenson Mill General Manager

\_\_\_\_\_  
Michael Forbes  
Stevenson Mill Operations Manager

\_\_\_\_\_  
Steve Atkins  
Pulp, Power & Woodyard Manager

\_\_\_\_\_  
David Schnuelle  
Maintenance & Engineering Manager

\_\_\_\_\_  
Steven Clark  
Mechanical Maintenance Superintendent

\_\_\_\_\_  
Karon Patrick  
Sr. Human Resources Representative

\_\_\_\_\_  
Jeff Comer  
Human Resources Manager

\_\_\_\_\_  
Thomas Stigers  
President, Mill Operations

\_\_\_\_\_  
Vicki Lostetter  
Chief Human Resource Officer

\_\_\_\_\_  
Denise Singleton  
VP General Counsel & Secretary