

# **LABOR AGREEMENT**

**Between**

**WESTROCK SERVICES, INC.**

**BLUE SPRINGS, MISSOURI**

**And**

**UNITED STEELWORKERS NO. 348-18**



**January 1, 2017 through December 31, 2022**

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## **ARTICLE 1**

**THE GENERAL PURPOSE OF THIS AGREEMENT IN THE MUTUAL INTEREST OF THE COMPANY, THE UNION AND THE EMPLOYEES IS TO PROVIDE AND PROMOTE HARMONIOUS RELATIONSHIPS, COOPERATION UNDER METHODS WHICH WILL PROVIDE FOR THE ECONOMIC WELFARE OF THE COMPANY AND QUALITY OF OUTPUT; PEACEFUL ADJUSTMENT OF DIFFERENCES, ECONOMY OF OPERATION; REDUCTION OF WASTE; CLEANLINESS OF PLANT, AND PROTECTION OF PROPERTY.**

**IT IS RECOGNIZED BY THE PARTIES TO THIS AGREEMENT THAT IT IS THE DUTY OF THE COMPANY, THE UNION AND THE EMPLOYEES TO COOPERATE FULLY, INDIVIDUALLY AND COLLECTIVELY, FOR THE ADVANCEMENT OF SAID CONDITIONS.**

## **ARTICLE 2 RECOGNITION**

**The Company recognizes the United Steelworkers (and its USW Local 348-18), as the sole and exclusive bargaining agency for all production and maintenance employees of the Company's plant located in Blue Springs, Missouri excluding all office clerical employees, salespersons, professional employees, confidential employees, watch persons-guards, and all supervisory employees as defined in the Act.**

### **VISITATION**

**Upon application to and permission from the Production Manager, the International Representative or some other duly authorized union representative may visit the plant during working hours for purposes consistent with the agreement provided however there is no disruption in the plant operations.**

## **ARTICLE 3**

### **PAYROLL DEDUCTION OF UNION DUES AND INITIATION FEES**

1. The Company agrees to deduct from each member's earnings the union dues for the current month and the initiation fees, if any upon receipt of a lawful check-off authorization of wages signed by the individual employee.
2. The Union will provide the necessary "check-off authorization" form and will secure the signatures of its members on the form and deliver the same to the Company. Such authorization will become effective in the month in which it is delivered to the Company provided such delivery is on or before the 7<sup>th</sup> day of the month. If after the 7<sup>th</sup> day, then the check-off will become effective in the following month.
3. Authorized deductions will be made each pay period. If any employee has insufficient earnings in the first two pay periods, the deductions shall be made from a subsequent pay that same month. If the employee has insufficient net earnings in any of these paychecks, the amount of the dues shall not be carried into the succeeding month, but the Company shall report to the Union that the employee had no dues deducted for that month, having received insufficient earnings in any of the paychecks. Initiation fees shall be carried until collected. Each month a total of deductions shall be sent to the Secretary Treasurer of the International Union, along with a list showing the names of employees and the month such dues were deducted.
4. The Union shall indemnify and hold the Company harmless against any and all claims, demands, suits, or forms of liability that may arise out of or by reason of action taken by the Company under the provisions of this article.

## **ARTICLE 4**

### **MAINTENANCE OF MEMBERSHIP**

All present and future employees covered by this agreement as set forth in Article 2, recognition shall, as a condition of employment, become members of the Union at the end of sixty days and shall remain members in good standing during the term of this agreement.

## **ARTICLE 5**

### **TEMPORARY EMPLOYEES**

It is agreed and understood that the Company may continue to assign bargaining unit work to non-unit employees, including employees from temporary help agencies, when, in management's opinion, such work cannot competitively be performed by bargaining unit employees or during peak periods or periods of absenteeism or vacation. The Company will utilize no more than one temporary employee for every three (3) permanent employees in the Specialty Department, unless being considered for regular employment.

After sixty (60) days, as utilized in Article 4, temporary employees will be covered by Article 4, Maintenance of Membership.

## **ARTICLE 6**

### **MANAGEMENT RIGHTS**

The Management and operation of the Corrugating Container Plant, the direction of the working forces, including the right to hire, discipline, suspend or discharge for just cause, transfer, and the right to relieve employees from duty because of lack of work and the determination of crew manning and assignment of employees to such work, the establishment of new jobs, abolishment, combining and/or changing of existing jobs, increasing or decreasing the number of jobs, departments and/or shifts; the control and regulation of all equipment and other property of the Company, the establishment of reasonable work rules and regulations, the determination of the quality and quantity of work to be performed, the determining of what products or portions thereof will be manufactured at Blue Springs or purchased elsewhere, the right to relocate, restructure, or transfer operations, including the methods and processes of manufacture, engineering and designing products, the right of contraction and/or subcontracting work as may be necessary, are vested exclusively in the Company except insofar as they are specifically surrendered or abridged by express provisions of the agreement. It is further agreed and understood that this enumeration of management prerogatives shall not be deemed to exclude the prerogatives, practices and/or authority which are not so enumerated and are retained by the Company in entirety.

The Company shall notify the Union Committee of any changes or modifications in plant rules, attendance rules, and safety rules; and such new or changed rules will be posted on the bulletin board and will remain in effect unless otherwise changed.

## **ARTICLE 7**

### **NO STRIKE -NO LOCKOUT**

1. The Company agrees that during the term of the Agreement, there shall be no lockout of the employees.
2. The Union agrees that it will not authorize, sanction, cause or permit its members to cause, nor will they take part in any strike, sit-down, staying, slow down, or other work stoppage, total or partial, or other interference with production by one or more employees.
3. An employee or employees participating in or encouraging such violation shall, at the discretion of the Company, be subject to immediate discharge or disciplinary action. Such action on the part of the Company shall not be construed as a violation of the Agreement, except to the extent that they have participated in such action.

## **ARTICLE 8 SENIORITY**

1. An employee shall be considered probationary for the first sixty (60) days of employment and will have no seniority rights until after the probationary period. Plant seniority will start after the probationary period beginning at the first worked day.
2. An employee transferred to a position with the employer outside the bargaining unit, shall retain his/her length of service for a period of up to six (6) months. After six (6) months the employee shall lose all seniority.

If an employee should return to the bargaining unit within the six (6) month period, he/she will be allowed to return to their previous position.

3. Seniority shall be broken for the following reasons:
  - A. Employee quits.
  - B. Discharge for just cause.
  - C. Failure of laid-off employee to report for work within five (5) working days.
  - D. When employee is laid-off for more than twelve (12) months.
  - E. If an employee fails to return to work within three (3) days after a leave of absence.
  - F. If an employee works at other employment while on a leave of absence.
  - G. Absence from work for more than twelve (12) months.

## **ARTICLE 9 PROMOTIONS, LAYOFF & RECALL**

- A. Line of progression - Entry level jobs in line of progression shall be posted for the information of employees who shall have the right to request transfer to such jobs. Such jobs and vacancies shall be posted within seven (7) working days and shall be posted for a period of seventy-two (72) hours and all requests must be made in writing. Employee on excused leave not to exceed five (5) days will have up to forty-eight (48) hours upon return to bid on any job posted in their absence. Employees will be selected on basis of qualifications and if qualifications are equal plant seniority will be used.

Employees in the following job classifications shall be selected on a basis of plant seniority:

1<sup>st</sup> Helper Gluer  
1<sup>st</sup> Helper Die Cut

Employees awarded job bids at entry level in a line of progression may be required to stay on their present job at their present pay until someone is trained to fill that position, but such employees will be paid the rate of the newly bid job no later than fifteen (15) calendar days following bid selection or placement in the new position, whichever occurs earlier.

Employees in a line of progression will be required to move to the next job in the line based on job seniority. Employees who fail to qualify will be returned to their former job classification. If an employee fails to qualify a second time in the same classification the employee will be required to leave the line of progression and go back to the General classification based upon the employee's plant seniority. Based upon prevailing operating requirements, the Company may not post a particular vacancy, but will advise the Union Vice President within ten (10) days of such vacancy. In certain circumstances employees may not be required to move up, if a less senior qualified employee in the line of progression desires to move up to that position. However, any such move-ups must be approved by management.

- B. Non-Line of Progression – permanent vacancies in non line of progression jobs shall be posted within seven (7) working days. The jobs will be awarded and posted as in part "A" above. Employees transferred as a result of job bid shall be on trial basis for up to sixty (60) working days. In the event employee is unable to qualify, he or she will be returned to former job classification. Employees who bid into a lower paying position shall be disqualified from bidding for a period of twelve (12) months from the date the job is awarded. The Company will provide a secure lock box for employees to submit their bids for such jobs.”
- C. Layoff Progression - The principles of job seniority for layoffs which are to exceed one (1) week duration and recalls for progression jobs shall be as follows:
1. Junior employee by job seniority shall be affected.
  2. Affected employee shall take job in next lower classification in line of progression.
  3. If unable to remain in line of progression employee exercises plant seniority to bump least senior employee in an entry level position if qualified. If unable to remain in line of progression an employee can exercise plant seniority to bump least senior employee in the General Job Classification.
- If unable to place his/her self in an entry level position he/she shall be laid off.
- D. Non Line of Progression – Junior employee by job seniority shall be affected. Employee uses plant wide seniority to bump least senior employee in entry level position if qualified.
- E. In the event an employee's daily hours are reduced, or work week is reduced less than five (5) work days, he/she may displace, by plant seniority, a less senior employee (on the same shift) on a non-bid position or an employee on a temporary assignment if the employee is qualified to perform the work without training. In no way is this to be

construed as a guaranteed eight (8) hour day or forty (40) hour work week to any employee.

Layoffs for a period of less than six (6) days shall be accomplished without regard to seniority.

Layoffs shall be by shift. If extra work is needed after the layoff in the affected department the work will be assigned by department seniority and qualifications. If extra work is needed in the plant after the layoff, it will be assigned by plant seniority.

- F. Recalls from Layoff – When the Company decides it is necessary to increase the work force and there are employees then on layoff with recall rights, those employees on layoff who are fully qualified to perform the work to be done shall be recalled to their prior position before new employees being hired. The order of recall will be the reverse order of the layoff.

Employees shall have recall rights for a period equal to their seniority or twelve (12) months for the date of layoff whichever is less.

Any employee who refuses recall will be terminated. Recall will be made in accordance with the following procedure:

The Company will notify the laid off employee of recall by telephone and/or certified mail, to the employees last known address and phone number as verified by the employee's records.

G. Job Abolishment

If a classification is eliminated, a machine is physically removed from the plant, or a machine is not operated for a continuous period of one (1) year, this will constitute Job Abolishment.

When a Job Abolishment occurs, the following procedures shall be applicable.

1. Affected employee may exercise their plant seniority by: 1<sup>st</sup> bumping the least senior employee in an entry level position; 2<sup>nd</sup> bumping the least senior employee in the General Job Classification; 3<sup>rd</sup> may bid on an open job or will be assigned to a job by the Company.
2. Employees who bump into the entry level position as a result of a job abolishment shall be on a trial basis for up to sixty (60) calendar days.
3. In the event the employee is unable to qualify, he or she will be placed in the General Classification. The displaced employee will have the option to return to his or her previous job before they were bumped.



## **ARTICLE 10**

### **LEADER**

When necessary, a bargaining unit employee may be designated by the Company to act as a working leader or as a non-working leader. In either case, the leader will be a member of the bargaining unit and will have none of the authority vested in supervision as defined by the National Labor Relations Act. The leader's job may be discontinued at any time by the Company. Effective January 1, 2009, upon discontinuance of a non-working leader position within six (6) months, the leader shall be returned to his/her prior job classification. If discontinuance of a non-working leader position occurs after six (6) months, the leader shall be returned to a non-filled bid position.

Upon discontinuance of a working leader position, the leader shall be returned to his prior job classification

Employees filling the leader job will be paid \$.50 per hour, effective 3/3/13 \$.75 per hour and effective 12/29/14 \$1.00 per hour over the highest hourly rate paid to the classification over which they are performing a leader's duties, or their own rate, whichever is greater. A leader will act under the direction of a supervisor.

In addition, employees occupying non-working lead positions will not be granted overtime opportunities which cause other employees to lose overtime opportunities for which they would otherwise be eligible.

## **ARTICLE 11**

### **TEMPORARY TRANSFER**

1. When an employee is temporarily transferred to a higher paying position for one (1) hour or more, he/she shall receive the rate of pay for such jobs.
2. When an employee is temporarily transferred to a lower paying position for the convenience of the Company, there shall be no change in pay rates.
3. The Company shall have the right to temporarily transfer or retain an employee on any shift or department in order to keep required skills on various operations not to exceed sixty (60) days, (90 days for maintenance). Qualified employees who are temporarily assigned to or retained on a different shift or department in order to maintain operations will be assigned on the basis of job seniority. No employee shall be assigned or retained on a different shift or department for more than one-hundred twenty (120) days in a calendar year.

# **ARTICLE 12**

## **HOURS OF WORK AND OVERTIME**

### **SECTION 1 – PURPOSE**

This Article is intended only to provide a basis for the calculation of overtime and none of its provisions shall be construed as guarantee of minimum or maximum hours of work or weeks of work to any employee or to any group of employees.

### **SECTION 2 – GENERAL**

- A. An employee's normal work week shall be that number of hours which are not subject as specified by law to premium compensation.
- B. A workday shall be defined as the twenty-four (24) hour period commencing at 7:00 AM. The basic work day shall consist of eight (8) consecutive hours of such twenty-four (24) hour period.
- C. The regular work week for the third shift shall begin on Sunday evening at 11:00 PM.
- D. Employees shall be at their respective jobs ready to begin work at the time their pay starts and shall not quit work in advance of being relieved.
- E. The right to establish the weekly work schedule of an employee is the sole and exclusive prerogative of Management.

### **SECTION 3 – OVERTIME**

Overtime shall be paid at a rate and one half for the following:

- A. For all time worked in excess of forty (40) hours in any one (1) week.
- B. For all time worked in excess of eight (8) hours in any one day.
- C. For all work performed on the contractual holiday.
- D. For all hours worked on Saturday provided the employee works all the scheduled hours in the work week. Hours worked shall include paid time off under the provisions of the labor agreement.

### **SECTION 4 – EARLY WORK**

If an employee is scheduled to report prior to the regular starting time of his/her shift, it is understood that employee will not be paid on a daily overtime basis for his/her hours worked prior to his/her regular starting time.

## **SECTION 5**

Overtime and /or premium payments shall not be duplicated or pyramided for hours worked under any of the terms of the Agreement, and, to the extent that hours are compensated at overtime or premium rates under one provision, they shall not be counted as hours worked in determining overtime or premium pay under the same or any other provision.

## **SECTION 6 – BREAKS**

- A. The Company will allow two (2) paid ten (10) minute relief per shift. One (1) ten (10) minute rest period will be allowed before unpaid 30 minute lunch and one (1) ten (10) minute rest period allowed after lunch. The relief periods will be scheduled consistent with operating requirements.
- B. Employees employed on operations or departments that cannot be shut down are entitled to the same rest periods and a twenty (20) minute paid lunch as afforded other employees, but such rest periods must be taken so as not to cause shutdown of machine or department.
- C. If an employee is required to work ten (10) consecutive hours, he/she will be given an additional ten (10) minute relief period after completing eight (8) hours work. If an employee is required to work twelve (12) consecutive hours, he/she will be given an additional ten (10) minute relief period after completing ten (10) hours worked.

## **SECTION 7 – ASSIGNMENT OF OVERTIME**

- A. The senior qualified employee(s) by job seniority in the job classification on the shift will be given the first opportunity to work the overtime. If the senior qualified employee in the classification on the shift is unable to work the overtime, the junior qualified employee in the classification on the shift will be required to work the overtime. Should there be no one available within the specific job classification on the shift, the overtime will be offered to the most senior qualified employee in any classification on the shift with the junior employee being required to work the overtime.

## **B. WEEKEND SCHEDULED OVERTIME**

Weekend overtime work will be posted prior to the end of the day shift on Thursday.

## **SECTION 8 – DAILY OVERTIME**

No employee will be required to work more than twelve (12) hours in a twenty-four (24) hour period. No employee will be required to return to work less than ten (10) hours from the end of previous shift.

## **SECTION 9 – OVERTIME FOR NON-BID JOBS**

Overtime opportunities for non-bid jobs will be offered to employees (except for Maintenance) based on plant seniority.

## **ARTICLE 13 PENSION PLAN**

Current active participants in the Company DB pension plan to have their multiplier improved by \$1.50 effective 1-1-15 and \$1.50 effective 1-1-17. Pension improvements that have been negotiated and settled by local contracts will be applied without change and will be in addition to the improvements described in the first sentence of this paragraph.

### **401k Savings Plan**

Former SSCC plants that have an annual cap on match shall change their match to 50% match on the first 6% of regular pay contributed effective 1-1-15 with no match cap other than those required by the regulations. Matching will occur on up to forty (40) hours of regular pay per week. Effective 1-1-15 new hires will be eligible for participation and match in 401K plan upon completion of ninety (90) day eligibility waiting period. Effective 1-1-15

## **ARTICLE 14 VACATIONS**

Vacations are intended to provide employees with a period of rest and relaxation. The company will grant a vacation in accordance with the following policy.

### **SECTION 1 – ELIGIBILITY**

All employees who have been continuously employed for one (1) or more years and who have worked 1000 hours in the preceding calendar year shall be entitled to a vacation with pay allowance subject to the rules and regulations set forth.

### **SECTION 2 - LENGTH OF VACATIONS**

A. Length of vacations shall be determined on the basis of an employee's continuous Company service.

Continuous service shall be computed as of January 1 of each year.

1. For employees with one (1) year but less than two (2) years continuous service - 1 week.
2. For employees with two (2) years but less than eight (8) years continuous service - 2 weeks.
3. For employees with eight (8) years but less than fifteen (15) years continuous service - 3 weeks.

4. For employees with fifteen (15) years but less than twenty-five (25) years - 4 weeks.
5. For employees with twenty-five (25) years continuous service or more - 5 weeks.

### **SECTION 3 - VACATION PAY ALLOWANCE**

- A. Effective January 1, 2006 the calculation for one week's vacation pay shall be based on 2% of the employee's prior year's gross earnings or forty (40) hours straight time weekly pay, whichever is greater.
- B. Employees whose first (1st), second (2nd) eighth (8th), fifteenth (15th) or twenty-fifth (25th) anniversary date of employment falls after January 1 of the current year will be entitled to the additional vacation provided by this plan after the actual anniversary date is reached.

### **SECTION 4 – NON -ACCUMULATION OF VACATIONS**

Vacations must be taken in the year they are earned and cannot be carried over into the following calendar year.

### **SECTION 5 - SCHEDULING OF VACATIONS**

- A. The vacation period shall be established by the Company each year. Vacations will, insofar as practicable, be granted at those times most desired by the individual employees. Should more than one employee in the same job classification desire their vacation at the same time, plant seniority shall govern. The Company will post a vacation roster each year by February 1. Employees will then exercise their seniority by March 1. Vacation requests after March 1 shall be granted on a first come first served basis. By March 15 the Company will post the approved vacation schedule. Employees must provide the Company with two (2) weeks notice of vacation preference. Management, however, reserves the right to:
  1. Rearrange vacation schedules at any time when necessary due to operating schedules or other conditions. Fifteen (15) days notice will be provided to the affected employee.
  2. Designate any periods of time during the year for the shutting down of plant operations for the taking of vacations. The Company will endeavor to give employees a minimum of fifteen (15) days notice as to the shutting down of plant operations, both in regard to the original scheduling and in regard to any change therein.
  3. All eligible employees must take at least one (1) week's vacation with vacation pay allowance.
  4. Employees can request vacation pay excluding the mandatory week off at any time during the calendar year. Of this vacation pay that is "sold" employees will

retain the time off benefit for up to five (5) days. The balance of the vacation pay will be in lieu of time off.

5. Employees who have earned one (1) week of vacation or more may take two (2) weeks of vacation a day at a time, provided forty-eight (48) hours of notice is provided and the superintendent approves. Vacations of a full week or more take preference over a single day of vacation for scheduling purposes. Employees who have earned three (3) weeks of vacation or more may take a second week of vacation a day at a time.
- B. Holidays, legal or otherwise, which may occur during the time an employee is off on vacation shall not extend the vacation period.

## **ARTICLE 15 PAID HOLIDAYS**

Hourly employees shall be paid eight (8) hours pay at their regular straight time rate for the following holidays:

NEW YEARS DAY  
GOOD FRIDAY  
MEMORIAL DAY  
JULY 4TH  
LABOR DAY  
THANKSGIVING DAY  
THE DAY AFTER THANKSGIVING  
CHRISTMAS EVE  
CHRISTMAS DAY  
NEW YEARS EVE DAY  
FLOATING HOLIDAY

Provided the following conditions have been fulfilled:

1. Employees shall have worked all hours for which they have been regularly scheduled or required to work on their last scheduled work day before the holiday, during the holiday, and their first (1st) scheduled work day following the holiday, unless excused by his supervisor for a legitimate reason. Tardiness of two (2) hours or less on an employee's last scheduled workday before or first scheduled workday after the holiday will not disqualify the employee for his/her holiday pay.
2. Employees shall have completed their probationary period and be actively at work to receive holiday pay.
3. Employees shall receive holiday pay for any of the above mentioned holidays which occur during their vacation period.
4. Employees who are on leave of absence at the time such holiday(s) occur shall not be eligible to receive pay for the holiday.

5. When a contractual holiday falls on a Saturday or Sunday either the following Monday or preceding Friday will be designated as the holiday depending upon customer requirements. The designated holiday will be posted prior to the end of the shift on the Monday preceding the holiday. Holidays excluding the Saturday and Sunday holidays may be changed by mutual agreement.

## **ARTICLE 16 REPRESENTATION**

The Union Committee shall consist of not more than three (3) employees. The Union shall have the right to have up to three stewards on each shift. The steward may represent more than one department. The local union shall advise the Production Manager in writing of the name of such union representatives.

Employees involved in grievance processing will not receive pay for time spent outside their regularly scheduled hours. Meetings will be scheduled at mutually agreed upon times. Committee members shall not receive pay for time spent in negotiations.

Except as specifically provided for in the agreement, no employee and no union representative shall engage in any union business during working hours, not including lunch and break time.

## **ARTICLE 17 GRIEVANCE PROCEDURE**

1. A "grievance" for all purposes of the agreement shall mean any dispute or controversy between the Company and one (1) or more of its employees covered hereunder concerning the application or interpretation of the provisions thereof. Should grievances arise between the Company and the employees, both parties agree to make an earnest effort to settle these grievances using the following steps, except that no grievance shall be considered unless it is presented within five (5) working days of the incident giving rise to the grievance.

**STEP 1** - The grieving party and department steward shall attempt to adjust this complaint with his/her supervisor. If no satisfactory settlement is reached within five (5) working days the grievance shall be reduced to writing and submitted by department steward to the Superintendent.

**STEP 2** - The Superintendent shall meet with a steward, and Superintendent shall answer the grievance within five (5) working days. If no satisfactory settlement is reached, the grievance may be submitted within five (5) working days of the Superintendent's answer to the Plant Manager.

**STEP 3** - The Plant Manager or his designated representative shall meet with three (3) members of the union including an international representative as soon as possible to discuss the grievance. The Company shall submit its written fourth (4<sup>th</sup>) step answer within ten (10) working days of such meeting. If such answer is unsatisfactory the matter may be referred to arbitration within thirty (30) days of receipt of the fourth (4<sup>th</sup>) step answer.

2. When an employee is suspended or discharged, he or the appropriate union representative will be given the reason in writing within twenty-four (24) hours, exclusive of Saturday, Sunday or holidays.
3. A grievance that is not presented in accordance with the procedures set forth in this and the following Article shall be deemed null and void, unless otherwise expressly waived by mutual consent in writing between the Production Manager and the chief steward or his designated representative. No other individuals may waive the provisions of this Article.
4. In the event the Company fails to answer within the time limits specified, the grievance shall be immediately referred to the next step, unless an extension is mutually agreed upon.
5. Upon request of the aggrieved employee and the union the employee may attend the above grievance meetings.

## **ARTICLE 18**

### **ARBITRATION**

If the grievance is still not settled after proper processing in accordance with Article 17 above, then the grievance shall be submitted to arbitration as follows:

- A. The Company and Union may mutually select an impartial party who shall act as arbitrator. In absence of mutual agreement on an arbitrator the parties shall jointly request the Federal Mediation and Conciliation Service to submit the names of seven (7) arbitrators who are members of the National Academy of Arbitrators.
- B. The impartial arbitrator will be selected from the list by alternate elimination until one (1) arbitrator remains. The Federal Mediation and Conciliation Service will be notified by joint letter to the arbiter so selected.
- C. The arbitration proceeding shall be conducted under the arbitration policies and procedures of the Federal Mediation and Conciliation Service, and the impartial arbitrator shall hear, decide, and render his decision within thirty (30) days of the hearing.



- D. The Company and the Union shall each bear the expense of their respective representatives and witnesses, and share equally the expenses and fees, if any, of the impartial arbitrator. The impartial arbitrator shall be selected on an individual basis for each separate grievance to be arbitrated, unless mutually agreed to the contrary.
- E. The jurisdiction and authority of the impartial arbitrator and his opinion and award, shall be confined to the interpretation of the provision or provisions of this Agreement at issue between the Company and the Union.

The impartial arbitrator shall have no authority to add to, detract from, alter, amend, or modify any provision of this Agreement or impose on any party hereto a limitation or obligation not explicitly provided for in this Agreement.

The award in writing of the impartial arbitrator on the merits of any grievance adjudicated within his jurisdiction and authority, as provided in this Agreement, shall be final and binding on the Union and the Company.

## **ARTICLE 19 CALL IN**

Any employee called to work at a time other than his regular shift shall receive a minimum of four (4) hours work or four (4) hours straight time pay in lieu thereof. However, if the call to work is at premium rates the employee shall be paid the premium rate or four (4) hours guarantee whichever is greater, but not both. This guaranteed minimum of four (4) hours shall not apply in the event the employee is called in prior to his/her regularly scheduled shift and works such shift. A call to report to work thus before the regular starting time shall be deemed an early start and not a call in.

## **ARTICLE 20 REPORT IN**

Any employee who reports for work provided he/she has not been notified that no work is available shall be guaranteed four (4) hours work or four (4) hours straight time pay for reporting.

If no work is available on the employee's regular job, the Company may assign the employee to another job.

The Company shall not be liable for reporting pay if work is unavailable due to factors beyond its control, such as fires, floods, power or water failure or other Acts of God. In the event of any such emergency, the Company may, within reason, assign any employee to other than his/her regular task, when the latter is not available.

## **ARTICLE 21**

### **SHIFT DIFFERENTIAL**

The company agrees effective January 1, 2012, to pay a differential of \$.31 per hour over and above the regular rates of pay to employees working on the second shift and \$.35 per hour over and above the regular rates of pay to employees working on the third shift.

Effective April 1, 2013, the differential shall be increased to \$.32/\$.36 per hour.  
Effective December 30, 2013, the differential shall be increased to \$.33/\$.37 per hour.  
Effective December 29, 2014, the differential shall be increased to \$.34/\$.38 per hour.  
Effective December 28, 2015, the differential shall be increased to \$.35/\$.39 per hour.

## **ARTICLE 22**

### **LEAVE OF ABSENCE**

Any employee desiring leave of absence from his employment shall secure written permission from the Employer. The maximum leave of absence shall be thirty (30) days and may be extended for like periods. Permission of extension must be secured from the Employer. During the period of absence, the employee shall not engage in gainful employment. Failure to comply with this provision shall result in the complete loss of seniority rights for employees involved. Such leaves of absence and extensions of such leaves shall not be granted for a period in excess of six (6) months (not to exceed twelve months for medical leaves). The Union shall be given written notice of employees granted leaves and extensions of such leaves.

## **ARTICLE 23**

### **UNION LEAVE OF ABSENCE**

Employees desiring leave of absence for the demands of business connected with the union, shall make application to the Company in writing. Provided the Company's production requirements will permit granting the leave of absence, without causing undue hardship with respect to lacking the availability of suitable and necessary replacements, the leave shall be granted. Leave of absence shall not exceed fifteen (15) days and the Company shall have no obligation to pay for such time.

An employee limited to one who accepts full time employment with the union and submits a written request ten (10) working days in advance shall be granted a leave of absence for up to three (3) years. Seniority will accrue during their leave. If any Union Leave of Absence exceeds 30 days, such employee(s) will not be eligible to remain on the Company's benefit plans. Medical, dental and vision plans would continue to be available per COBRA regulations.

## **ARTICLE 24**

### **FUNERAL LEAVE**

In the event an employee is required to be absent on a regularly scheduled work day as a result of death in the immediate family (i.e. the employee's wife, husband, children, father, mother, brother, sister, grandchildren, stepchildren (current marriage) mother-in-law, or father-in-law, grandparent) he/she shall be paid a maximum of three (3) days pay but no more than eight (8) hours per day at his regular straight time rate for such days lost. The employee shall be granted one (1) days pay for the death of his/her spouses grandparents, brother-in-law, or sister-in-law. An employee shall be granted an excused absence for one (1) day off without pay to attend the funeral of an Aunt or Uncle. The Company may require proof of death before making such payment and attendance at the funeral is required to qualify for payment.

## **ARTICLE 25**

### **JURY DUTY**

An employee required by law to serve on a jury shall be excused from work for those hours in which he/she is required to be absent from work for such purposes, provided he/she produces satisfactory evidence in advance of the absence for such jury call. For each day that an employee actually serves on the jury and receives jury pay, the Company will pay the employee his/her regular straight time hourly rate for eight (8) hours. Before receiving such pay an employee must present an affidavit or other acceptable document showing the days he/she served on jury duty and the pay he/she received for such days. When a employee is released from jury service he/she shall immediately call his/her supervisor for instructions on when he/she should report to work.

In no event will an employee be paid in excess of the wages he/she would have received at straight time because of such jury service.

## **ARTICLE 26**

### **BULLETIN BOARDS**

The Company agrees to furnish a bulletin board for the exclusive use of the union. Such bulletin board shall be confined to notices of union meetings, notice of union elections and results of such elections, and notices for other official business of the union. Such bulletin board shall not be used for political reasons or for advertising, which is not connected directly with union affairs. Such notices must be signed by an official of the union.

## **ARTICLE 27**

### **EMPLOYEE RECORDS**

It is the duty of each employee to keep the Company advised of his/her proper address and phone number. To prevent misunderstandings, the Company will maintain an address file and each employee is responsible for his/her own record and shall personally see to its correctness. The Company shall be entitled to rely on the address and phone numbers shown on its records.

## **ARTICLE 28 MILITARY CLAUSE**

Employees enlisting or entering the military or naval service of the United States, pursuant to the provisions of the Military Selective Service Act of 1967, as amended, shall be granted all rights privileges provided by the Act.

## **ARTICLE 29 SUPERVISORS WORKING**

Due to the nature of the work, a supervisor or technical employee may, at any time, perform work that is normally performed by the employees, either to check the accuracy or results obtained, or to speed up the obtaining of results in order to prevent any undue delays. Supervisors may perform work that is normally performed by the employees in emergencies, when instructing employees, and when starting and testing new equipment or processes.

Supervisors or technical persons will not be used to displace bargaining unit employees for overtime purposes.

## **ARTICLE 30 INSURANCE**

### **Medical:**

- Continue to offer Consumer Choice – USW Plan in four (4) enrollment tiers.
- Spousal surcharge will be increased effective 1/1/2017 as follows.
  - 1/1/2017 - \$100 per month
- Implement the following employee cost share for the Consumer Choice Plan - USW.
  - 2017 – 19.5% + wellness
  - 2018 – 20% + wellness
  - 2019 – 20% + wellness
  - The employee contributions for years 2018 and 2019 will be capped at 20%, however, if the trend at renewal for 2018 (determined the summer of 2017) or 2019 (determined the summer of 2018) exceeds 6.5% in either year, the parties agree to modify the plan so that the employer contribution does not exceed 80% of the Company's salaried and non-union hourly standard Consumer Choice Plan and allows the Union's contribution to not exceed 20% of the Consumer Choice Plan – USW.
  - For years beyond 2019, employee cost share is subject to the USW negotiated cost share.
- Company's annual HSA contribution for the Consumer Choice Plan – USW shall be the higher of (1) \$500/\$1,000 or (2) 38% of the deductible.

- The same Company Wellness Program that exists for salaried/non-union locations will begin effective 9/16/2017. Beginning January 1, 2018, in connection with the Wellness Program, then existing employee contributions to the Consumer Choice Plan - USW will increase by \$600 annually (or the amount of the annual wellness incentive which shall not exceed \$1,000 during the course of the contract and would only be changed if changed for the Company's standard program as well). Effective 10-1-17 employees who are not in the Company health insurance plan will be incented with an opportunity to earn \$150 per year through wellness participation.
- The Company and the Union have agreed that under no circumstances will the Company be placed in a position that would require payment of excise taxes, or a similar fee or penalty, under the Affordable Care Act provisions and the parties agree to implement changes necessary to ensure that such cost is not triggered. If provisions of the Affordable Care Act are amended or repealed, the Company shall have the right to modify the benefit plan design and costs to enable the Company to obtain the benefit of or to comply with, such changes.

### **DENTAL**

Traditional and Traditional Plus 2 plans implemented for all employees (Traditional Plus 2 plan design changed 1-1-15 to change the coinsurance for major services to 80%, with both options effective 1-1-15. The benefit levels can be adjusted annually as long as the adjustments are identical to salaried/non-union plans. (The Company pays 50% of the Traditional Plan premium to either option).

### **LIFE AND DISABILITY BENEFITS**

#### Life Insurance

Increases based upon a maximum of 100% of the weighted average base wage using the prior July 1 wage rates. (Master Agreement Formula)

\$28,500 effective 1/1/16  
 +\$1000 effective 1/1/17 to \$29,500  
 +TBD effective 1/1/18 to TBD  
 +TBD effective 1/1/19 to TBD  
 +TBD effective 1/1/20 to TBD  
 +TBD effective 1/1/21 to TBD  
 +TBD effective 1/1/22 to TBD

#### Accident & Sickness

Increases based upon a maximum of 50% of the weighted average weekly base wage using the prior July 1 wage rates. (Master Agreement Formula)

\$340 effective 1/1/16  
 +\$10 effective 1/1/17 to \$350  
 +TBD effective 1/1/18 to TBD  
 +TBD effective 1/1/19 to TBD  
 +TBD effective 1/1/20 to TBD  
 +TBD effective 1/1/21 to TBD

+TBD effective 1/1/22 to TBD

## **ANCILLARY PROGRAMS**

### **Ancillary Programs:**

- The Company vision plan will continue to be available and employees pay the full cost. Costs are subject to change annually, but will be known during Open Enrollment each year. The plan will be offered in four enrollment tiers. If the vision carrier offers a free discount program for those in our self-funded medical plans, it will be available to employees.
- Employees will be automatically enrolled in the Company employee assistance program at no cost to the employee.
- The Company voluntary life benefit will be offered. Employees may choose to purchase, at their sole cost, additional insurance on themselves, their spouse and/or children. Costs are subject to change annually, but will be known during Open Enrollment each year.
- Employees may choose to enroll in any of the Company flexible spending account programs.

## **BENEFIT ELIGIBILITY PERIOD**

Two (2) months.

## **RETIREMENT** (Revisions to Article 13 – Pension Plan)

### Pension

Per the USW Master Agreement:  
+\$1.50 effective 1/1/17 to \$35.50.

### 401(k):

The 401(k) match will be 50% on the first 6% of regular pay contributed effective 1-1-15 with no match cap other than those required by the regulations. Matching will occur on up to forty (40) hours of regular pay per week. Effective 1-1-15 new hires eligible for participation and match in 401K plan upon completion of ninety (90) day eligibility waiting period. Except for the Company's match percentage and maximum annual match amount, the Company reserves the right to amend the plan during the term of the contract.

## **BENEFIT TERMINATION PROVISIONS**

- Medical, dental, vision and life insurance benefits will be continued for the remainder of the month of disability plus up to 12 months if employee becomes disabled (work related or not), assuming employee pays the applicable cost of the benefits (same rate as active employees).
- Medical, dental, vision and life insurance benefits will be continued to the end of the month following the month an employee goes on active military leave.

- Medical, dental, vision and life insurance benefits will be continued for the remainder of the month of an approved personal leave of absence plus up to one month, assuming employee pays the applicable cost of the benefits (same rate as active employees).
- Payments for benefit continuation for any reason will be per Company administrative procedures and subject to change.
- 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 any Union Leave of Absence exceeds 30 days, such employee will not be eligible to remain on the Company's benefit plans. 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).
- 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.

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."

## **ARTICLE 31 SUBSTANCE ABUSE**

"The Company's Substance Abuse Policy as set forth by the Company is made part of this Agreement by reference. Substance Abuse Policy per document presented during the 2016 negotiations."

## **ARTICLE 32 PROVISIONS IN CONTRAVENTION OF LAW**

If any Article or Provision of this Agreement is in contravention of the laws of the United States, the State of Missouri or any legal rules promulgated in connection with such laws, such Article or Provisions shall be of no force and effort, but all other Articles or Provisions of this Agreement shall continue in full force and effort.

### **ARTICLE 33 EXTRA CONTRACT AGREEMENTS**

The Employer agrees not to enter into any agreement or contract with his employees, individually or collectively, which in any way conflicts with the terms and provisions of the Agreement. Any such agreement shall be null and void.

### **ARTICLE 34 NON-DISCRIMINATION**

There shall be no discrimination against any employee because of race, creed, color, age, sex, national origin, handicap, or veteran status.

The parties acknowledge their obligation under the American with Disabilities Act including the obligation to provide reasonable accommodations to otherwise qualified employees who become disabled.

### **ARTICLE 35 AMENDMENT**

The Agreement is complete in writing and cancels and supersedes any and all previous practices, procedures, or agreements whether written or oral. There are no other Agreements practices procedures which shall apply unless they have been reduced to writing and signed by both parties during the 2016 negotiations or thereafter.

### **ARTICLE 36 SUCCESSORSHIP CLAUSE**

1. “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, lesses, 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.”

2. “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 require by this Agreement provided that the benefits in all event continue to be substantially equivalent in the aggregate to those provided under the applicable CBA.”
3. “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 Services, Inc.’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 37**

### **DURATION OF AGREEMENT**

**SECTION 1** - This agreement shall remain in effect through 12/31/2022 inclusive, and shall be self-renewing from year to year unless terminated, modified, or amended in accordance with the following sections of this article.

**SECTION 2** - If either party desires to change any provision of this agreement, it shall serve written notice of such desire to the other party by certified mail delivery at least sixty (60) days in advance of 12/31/2022 or any anniversary date thereafter. The giving of notice, as herein provided, shall constitute an obligation upon both parties to bargain in good faith with the intent of reaching a written agreement prior to the anniversary date.

**SECTION 3** - If the parties have not reached agreement on or before the anniversary date, all provisions of the agreement shall remain in effect until specifically terminated in accordance with Sections 4 and 5 listed below.

**SECTION 4** - At any time after the anniversary date, if no agreement has been reached, either party may give written notice to the other party of intent to terminate the agreement on a specific date which should not be less than ten (10) days from receipt of the notice of intent to terminate. All provisions of the agreement shall remain in full force and effect until the specified date and time have elapsed. During this period, good faith attempts to reach an agreement shall be continued.

**SECTION 5** - If the parties have failed to resolve their differences before the specific date and time have elapsed, absent any other extensions, all obligations under this agreement shall be terminated.

#### **GENERAL MATTERS OF UNDERSTANDING**

- A. Steel Toed Shoes: Effective first calendar day of the first month following ratification, the Company will provide a \$145 (effective 1/1/17) safety shoe allowance. This allowance can be carried over to the next calendar year if it is not used in its entirety. This amount will be provided each year of the Contract.
- B. General classification overtime: Overtime for the General Classification will be assigned by Department, rather than by Classification, and plant seniority would determine the order in which the overtime would be offered and/or assigned, rather than Classification or Department seniority.
- C. Employees Outside of the Bargaining Unit: Employees transferred outside of the bargaining unit shall continue to pay their union dues during the six (6) months they maintain their seniority as outlined in Article 8.
- D. When changes are made in the plant which create new jobs or substantially change the duties of exiting jobs, the Company will meet and confer with the Union to negotiate rates of pay for the new or changed jobs. If no agreement is reached, the company may place into effect the new or changed rates which the Company believes to be justified, if any; and the Union may raise the subject of such rates at the next round of contract renewal bargaining. If the parties reach agreement on such new or changed rates during such renewal bargaining, such new or changed rates will be retroactive to the date of the implementation of the new or substantially changed job.

## WAGE SCHEDULE

	2%	2%	2%	2.50%	2.50%	2%
<b>Converting</b>	<b>1/1/2017</b>	<b>1/1/2018</b>	<b>1/1/2019</b>	<b>1/1/2020</b>	<b>1/1/2021</b>	<b>1/1/2022</b>
Print RDC Operator	\$ 18.67	\$ 19.26	\$ 19.65	\$ 20.14	\$ 20.64	\$ 21.06
Print RDC 1 <sup>st</sup> Helper	\$ 17.73	\$ 18.21	\$ 18.58	\$ 19.04	\$ 19.52	\$ 19.91
Print RDC 2 <sup>nd</sup> Helper	\$ 16.83	\$ 17.17	\$ 17.51	\$ 17.95	\$ 18.40	\$ 18.76
FFG Operator	\$ 18.89	\$ 19.27	\$ 19.65	\$ 20.14	\$ 20.65	\$ 21.06
FFG 1st Helper	\$ 17.91	\$ 18.27	\$ 18.63	\$ 19.10	\$ 19.58	\$ 19.97
FFG 2nd Helper	\$ 16.83	\$ 17.17	\$ 17.51	\$ 17.95	\$ 18.40	\$ 18.76
Taper Operator	\$ 14.83	\$ 15.28	\$ 15.74	\$ 16.29	\$ 16.85	\$ 17.34
Taper Helper	\$ 13.90	\$ 14.33	\$ 14.77	\$ 15.30	\$ 15.83	\$ 16.30
Case Packing Operator	\$ 18.57	\$ 18.95	\$ 19.32	\$ 19.81	\$ 20.30	\$ 20.71
1st Case Packing Helper	\$ 17.57	\$ 17.93	\$ 18.28	\$ 18.74	\$ 19.21	\$ 19.59
2nd Case Packing Helper	\$ 16.87	\$ 17.21	\$ 17.55	\$ 17.99	\$ 18.44	\$ 18.81
Case Packing Floater	\$ 16.40	\$ 16.73	\$ 17.06	\$ 17.49	\$ 17.93	\$ 18.29
Cutting Die Repair/Util.	\$ 17.15	\$ 17.49	\$ 17.84	\$ 18.28	\$ 18.74	\$ 19.12
815 Post Operator	\$ 17.16	\$ 17.50	\$ 17.85	\$ 18.30	\$ 18.75	\$ 19.13
815 Post 1st Helper	\$ 16.24	\$ 16.56	\$ 16.89	\$ 17.32	\$ 17.75	\$ 18.10
815 Post 2nd Helper	\$ 15.64	\$ 15.95	\$ 16.27	\$ 16.68	\$ 17.09	\$ 17.43
812 Post Operator	\$ 17.06	\$ 17.41	\$ 17.75	\$ 18.20	\$ 18.65	\$ 19.03
812 Post 1st Helper	\$ 16.24	\$ 16.56	\$ 16.89	\$ 17.32	\$ 17.75	\$ 18.10
812 Post 2nd Helper	\$ 15.64	\$ 15.95	\$ 16.27	\$ 16.68	\$ 17.09	\$ 17.43
812 Post 3 <sup>rd</sup> Helper	\$ 15.32	\$ 15.78	\$ 16.10	\$ 16.50	\$ 16.91	\$ 17.25
Baysek Flatbed DC	\$ 17.87	\$ 18.23	\$ 18.59	\$ 19.06	\$ 19.53	\$ 19.92
Window Machine Operator	\$ 17.75	\$ 18.10	\$ 18.47	\$ 18.93	\$ 19.40	\$ 19.79
Window Machine Helper	\$ 16.78	\$ 17.11	\$ 17.46	\$ 17.89	\$ 18.34	\$ 18.71
Shrink Tunnel Operator	\$ 15.91	\$ 16.23	\$ 16.55	\$ 16.97	\$ 17.39	\$ 17.74
Shrink Tunnel Helper	\$ 15.36	\$ 15.67	\$ 15.98	\$ 16.38	\$ 16.79	\$ 17.13
Kiwi Machine Operator	\$ 17.80	\$ 18.15	\$ 18.52	\$ 18.98	\$ 19.46	\$ 19.84
Kiwi Machine Helper	\$ 16.93	\$ 17.27	\$ 17.62	\$ 18.06	\$ 18.51	\$ 18.88
Unitizer Operator	\$ 16.40	\$ 16.73	\$ 17.06	\$ 17.49	\$ 17.93	\$ 18.29
Baler Operator	\$ 15.46	\$ 15.77	\$ 16.09	\$ 16.49	\$ 16.90	\$ 17.24
Utility	\$ 15.30	\$ 15.61	\$ 15.92	\$ 16.32	\$ 16.72	\$ 17.06
General	\$ 13.62	\$ 13.89	\$ 14.17	\$ 14.52	\$ 14.88	\$ 15.18
Utility Forklift Operator	\$ 16.48	\$ 16.81	\$ 17.15	\$ 17.58	\$ 18.02	\$ 18.38
<b>Shipping</b>						
Checker Loader	\$ 18.35	\$ 18.72	\$ 19.09	\$ 19.57	\$ 20.06	\$ 20.46
Checker Lead	\$ 18.97	\$ 19.35	\$ 19.74	\$ 20.23	\$ 20.74	\$ 21.15
<b>Maintenance</b>						
Electromechanical Maint Tech	\$ 30.60	\$ 31.21	\$ 31.84	\$ 32.63	\$ 33.45	\$ 34.12

Maintenance I	\$ 25.50	\$ 26.01	\$ 26.53	\$ 27.19	\$ 27.87	\$ 28.43
Maintenance II	\$ 22.55	\$ 23.00	\$ 23.46	\$ 24.05	\$ 24.65	\$ 25.14
Maintenance III	\$ 21.14	\$ 21.57	\$ 22.00	\$ 22.55	\$ 23.11	\$ 23.57
Maintenance IV	\$ 20.44	\$ 20.85	\$ 21.27	\$ 21.80	\$ 22.34	\$ 22.79
Maintenance Trainer	\$ 17.78	\$ 18.13	\$ 18.50	\$ 18.96	\$ 19.43	\$ 19.82

Adjust the following positions prior to the GWI's as follows:

Taper Operator + \$0.15 effective 1/1/17; 1/1/18; 1/1/19; 1/1/20; 1/1/21 and 1/1/22

Taper Helper + \$0.15 effective 1/1/17; 1/1/18; 1/1/19; 1/1/20; 1/1/21 and 1/1/22

812 Post 3<sup>rd</sup> Helper + \$0.15 effective 1/1/17; 1/1/18

Print RDC Operator + \$0.25 effective 1/1/17 and \$0.22 effective 1/1/18

Print RDC 1<sup>st</sup> Helper + \$0.12 effective 1/1/17 and \$0.13 effective 1/1/18

Electromechanical Maint. Tech. to \$30.00 effective 1/1/17

Maintenance I to \$25.00 effective 1/1/17

*IN WITNESS WHEREOF*, the Union and the Company have caused this Agreement to be executed in their names by their duly authorized representatives this \_\_\_\_\_ day of \_\_\_\_\_,.

For the Union:

For the Company

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Leo W. Gerard  
International President

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Tim Barry  
Business Unit General Manager

---

Stanley W. Johnson  
International Secretary-Treasurer

---

Rodney Johnson  
Production Manager

---

Tom Conway  
International Vice President

---

Tim Goeke  
BU HR Manager

---

Fred Redmond  
International VP – Human Affairs

---

Ewing Minor  
HR Clerk

---

Emil Ramirez  
District Director

---

Stuart Smith  
Labor Relations Manager

---

Gregory Tate  
Staff Representative

---

Robert McIntosh  
EVP, Gen Counsel & Secy

---

Terry Schnakenberg  
Local #765 President

---

Vincent (Rocky) Britton  
Committee Person

---

Joseph Webster  
Committee Person