

UNITED STEELWORKERS
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2016 Expirations Bargaining Meeting

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2016 Bargaining Policy

2016 Bargaining Policy Foundational Mandatory Goals

- Maintain 3 year contract terms unless master, pattern or otherwise strategic. Work towards common expiration dates in master agreements and “status-quo” masters. **
- Maintain quality, affordable health care plans with no waiver of the right to bargain over health care and hold our ground and maintain 80/20 premium split unless plan is superior to industry standard.**
- ***“Otherwise strategic” or “superior to industry standard” must be approved by USW Paper Sector as met before a contract can be ratified. Contact Vice President, Jon Geenen: jgeenen@usw.org, or Leeann Foster: lfoster@usw.org to facilitate such approval.

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Key Goals

- FIRST AND FOREMOST develop a bargaining agenda around “Making and Converting Paper Safely”
 1. Focus will be on Right to Act mechanism and Union Paper Safety Representative (Union preference is key to selection – will develop best practices and guidelines)
 2. Continue hazard mapping efforts.
- Staffing – this includes hiring, turnover, and staffing numbers.

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Key Goals (cont’d)

- Achieve rational overtime restrictions – staffing must, at minimum, accommodate vacations, S&A and training without overtime.
- Protect our Core Work from Outsourcing
 1. Maintenance – end permanent presence contractors for core work
 2. Operations – no subcontracting of core work
- Bargain improved training programs that insure our workplaces have the skills necessary to operate effectively and with minimal amount of overtime.

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Primary Goals


- Successorship language – for those that don’t have it, achieve it and for those that do have it, work to improve it.
- Retirement benefits – fight to maintain defined benefit plans or alternative pensions that provide secure retirement and account for disability and replace a significant amount of an employee’s income based on company contribution. Alternative pensions require pre-approval for bargaining by International and coordinated effort. Improve 401k matches.
- Maintain and improve vacation time including moving towards industry standard on all weeks’ vacation, improving vacation time for new hires, and under no circumstances allow two-tier vacations.
- Negotiate innovative retiree health care funding such as HRAs, HSAs (where applicable) and 401k options.

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Aims and Objectives


- Achieve Political Action Contribution language in contracts to confront corporate money in politics.
- Achieve, maintain or improve union leave language.
- Address adequate staffing to eliminate mandatory overtime, resist outsourcing and actively work to have companies in-source work.
- Expand funeral leave to at least five (5) days and address changing family dynamics (step-parents and step-children).
- Secure neutrality or code of conduct agreements and new employee orientation language.
- Improve severance packages including training dollars.
- Improve S&A to at least 50% of base pay.
- Achieve at least 4 hours of company paid time for New Employee Orientation.

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 BARGAINING LANDSCAPE

- Basic economic pattern:
 - Wages -- 2%-2.5%, varies across years of contracts, in some sectors less, converters a bit more
 - Retirement
 - Defined benefit plan -- was \$1 multiplier increase, now seeing less
 - Enhanced 401k -- must be bargained with assistance from Pgh
 - Health care -- 80/20 premium split, \$500 to \$1000 family deductible, \$3000 to \$5000 out of pocket maximum, \$250 to \$350 monthly premium for family, introduction of CDHPs -- effective deductible is key
- Trends
 - Vacation limitations
- Security Provisions
 - Contract protection in event of sale (successorship)
 - Eliminate permanent Presence Contractors
 - Wage rate retention in layoff situations


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 COORDINATED BARGAINING IN THE PAPER INDUSTRY

- Master Agreements:
 - 3rd Generation IP Mills, IP Converters, Domtar, Evergreen, SCA
 - 2nd Generation PCA Mills, PCA Converters, Resolute
 - 1st Generation WestRock, NewPage (now Verso)
 - Integration Agreements -- Weyco, TI, Boise, MWV
- Frameworks
 - 3rd Generation GP Mills, GP Converters
- Local union leadership involvement in the bargaining process and membership engagement key.
- How reach master:
 - Dialogue with company (IP, GP, PCA, SCA)
 - Developing bargaining leverage through a chain of locals (Stora Enso, Domtar) -- hard bargaining
 - Using company proposals or situation (like Bankruptcy) to build a campaign against the company (Evergreen, Boise, Resolute).
- Key is you already have master -- just no input -- company dominated agenda implemented site-by-site.

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 KNOWING YOUR OPPONENT 1.0


In 2016, the Paper Industry continues to feel the impact of long-term changes in behavior:

- Decline in Newsprint and Printing & Writing grades due to electronic substitutions
 - On-line shopping vs. catalog shopping.
- Tablets, smartphones and PCs vs. newspapers, magazines and books.
 - E-billing and e-statements vs. paper bills and statements
 - Businesses relying upon electronic documents vs. paper.
- Grades not directly impacted by these trends face challenges of their own.
 - Tissue -- "You can't blow your nose with an iPad", but market facing raft of new entrants and machine conversions.
 - Corrugated -- Manufacturing decline offset by growth in home delivery, but market trying to absorb significant new/converted capacity.
- Consolidation continues.
- Verso


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 KNOWING YOUR OPPONENT 2.0

- If you wait to know the employer's issues until you get to the bargaining table you have already lost.

WHY?


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 KNOWING YOUR OPPONENT 2.0

- Why does it matter if you know the employer's issues?
 - Strategy
 - Timing
 - Preparation
- Determine what kind of bargaining you need to execute
 - Strategic hard bargaining -- control the timing, tone and tempo
 - Problem Solving bargaining

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 KNOWING YOUR OPPONENT 2.0

- How many of you know the issues that will be on the table?
- How did you learn the issues?
- What issues are out there -- discussion.

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Bargaining as Problem Solving

- When is problem solving appropriate?
- Local Bargaining Under a Master
 - Evolution of local bargaining under masters
 - Be aware, need to reset members' expectations
 - What issues make sense
- Difficult Issues – creativity is key and problem solving can help
- Problem Solving 101