



LABOR AGREEMENT

By and Between

Graphic Packaging International

AUGUSTA MILL

Augusta, Georgia

and

United Steelworkers International

(AFL-CIO)

On behalf of

Locals No. 983 and 1803

International Brotherhood of Electrical Workers

(AFL-CIO)

On behalf of

Local No. 1588

August 15, 2023

to

August 14, 2027

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THIS AGREEMENT is made and entered into this 15th day of August, 2023, by and between GRAPHIC PACKAGING INTERNATIONAL Augusta Mill, Augusta, Georgia, hereinafter referred to as "the Company," and its successors and assigns, party of the first part, and the UNITED STEELWORKERS INTERNATIONAL UNION (AFL-CIO), on behalf of Augusta LOCAL UNIONS NO. 983 AND 1803 and INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (AFL-CIO) NO. 1588, parties of the second part, which are hereinafter referred to as "the Union".

WITNESSETH

WHEREAS the Graphic Packaging International recognizes the United Steelworkers International Union and International Brotherhood of Electrical workers as the exclusive representatives for the purpose of collective bargaining of all production and maintenance employees employed in classifications appearing on Exhibit "A", Schedule of Wages. The Labor Agreement between Graphic Packaging International for the Rates, attached hereto, but excluding office clerical employees, professional employees, executives, watchmen, guards, wood scalers, custodians, groundskeepers, superintendents and foremen, and all other supervisors, including any employee represented by another International Union, and

Subject to the provisions of the foregoing paragraph, each permanent employee in the unit(s) as described, except as specifically excluded, shall become a member of the International Union which is a party to this Agreement not earlier than the 121st day following the beginning of their employment, or the effective date of this Agreement, whichever comes later, and shall maintain such membership as a condition of employment by the Company. It is understood that good standing of membership in the Union for the purpose of this Agreement shall mean the tendering of dues and initiation fees as required by law.

The foregoing shall not be applicable in those states where such provisions are prohibited by law, and

WHEREAS the purpose of this Agreement is, in the mutual interest of the Company and its employees, to provide for operation of the plant under methods that will further to the fullest extent possible the safety and welfare of the employees, the economy of the operations, quality and quantity of production, cleanliness of plant and protection of property; and

WHEREAS it is recognized by this Agreement to be the duty of the company, the Union, and its employees to cooperate to the fullest extent, individually as well as collectively, for the advancement of said conditions; and

WHEREAS the parties hereto, having bargained collectively and reached an agreement, wish to reduce the terms of their collective agreement to writing; and

WHEREAS this agreement is the sole agreement between the parties and is intended to satisfy all of the demands of the union with respect to hours of work, rates of pay and working conditions for its term;

NOW, THEREFORE, in consideration of these premises and of the mutual promises and agreements hereinafter set forth, it is hereby agreed as follows:

ARTICLE I – DEFINITIONS

SECTION 1. Unless the context otherwise requires, the following words as used in this Agreement shall have the meaning hereinafter set forth:

Tour Workers: A Tour Worker is an employee engaged in an occupation normally operating rotating shifts: either three (3) eight-hour (8-hour) shifts per day or two (2) twelve-hour (12-hour) shifts per day.

Day Workers: A Day worker is an employee not engaged in a tour of continuous process operation.

Temporary Tour Worker and Temporary Day Worker: A Tour Worker may temporarily become a Day worker, and vice-versa, when either is employed for a period of time under conditions stipulated herein as determining the status of each. In this event, the terms and conditions of this Agreement will apply on the basis of the employee's actual status in his temporary occupation.

Shift: The term "shift" means the designated period of work of any employee and may be used with reference to both Tour Workers and Day Workers, without altering the status of either class of worker as defined herein.

Emergency Work: Work that cannot be postponed without endangering health or life or causing destruction of Company equipment or other property or loss of production.

ARTICLE II – RECOGNITION

SECTION 1. During an employee's probationary period the Union will not represent them, except upon a claim that the company discriminated against them for Union membership or activity or failed to comply with Articles IX, X, XI, XV, XVI.

SECTION 2. At the request of the union, the Company will furnish to the Local Union a list showing names, addresses, telephone numbers, and job classifications of all employees within the bargaining unit who are hired, laid off, recalled, promoted, transferred, and terminated during the preceding calendar month.

The Company agrees that all meetings held between the Union and the Company will consist of as many union representatives needed.

SECTION 3. Foreman and other employees of the Company not covered by this Agreement shall not, under normal operating and/or shutdown conditions, do work assigned to employees covered by this Agreement. The foregoing shall not apply to the training of employees or in cases of emergency, or if an employee or employees refuse or are unable to do particular work.

There will be no jurisdictional restrictions between any classifications in the plant, including production vs. production, maintenance vs. maintenance, and production vs. maintenance. Any employee may be assigned to perform any work which they are qualified to safely perform. The Company agrees that no employee will be laid off, terminated, or suffer a reduction in wage as a result of the implementation of this provision.

The Company recognizes that maintenance employees are generally expected to perform routine maintenance (i.e., operating maintenance, preventive maintenance, and day-to-day equipment repairs). However, it remains the exclusive right of management to assign such work to outside forces. When that occurs, the only obligations of the Company are those of communications as outlined below.

The Company will meet with the Union before making a final decision on contracting out routine maintenance work as described above, to discuss alternatives and hear the Union's position. The Company will communicate with the Union about jobs which have been contracted out other than routine maintenance work. Work will not be contracted out that causes a layoff of maintenance employees.

ARTICLE III – OPERATING CONTROL

SECTION 1. The right of the Company to manage its business operations and affairs, to determine and direct the work force, to schedule and assign work, to demote, promote, and suspend or discharge for just cause, to introduce new or improved production methods of facilities, to determine work crews and to prescribe terms and conditions of

employment shall be unimpaired, provided that this will not be used for purposes of discrimination against any employee, or in conflict with any provision of this Agreement.

SECTION 2. It is understood that the Company's basic rules and practices, which may not be all inclusive, will be posted on the bulletin boards or posted on the mill website (*SharePoint*). An employee will be conclusively presumed to have complete knowledge of a rule only if it is posted. The employees shall abide by the company's rules and practices. However, the employees or the Union may exercise their right under Article IV regarding a rule as posted.

SECTION 3. The foregoing enumeration of management's rights shall not be deemed to exclude other rights of management not so specifically set forth.

ARTICLE IV – GRIEVANCE PROCEDURE

SECTION 1. The Union shall furnish to the Company a written list of stewards, who shall be employees and who, except as hereinafter set forth, shall represent employees within the Union's jurisdiction as set forth in Exhibit "A" annexed hereto. The Company will recognize a steward as such within twenty-four (24) hours after it has received written notice of their appointment. Except by mutual agreement, the same steward will handle a grievance at each of the first three steps of the grievance procedure.

SECTION 2. When an employee, or employees, or the Union, have a complaint or grievance against the Company, the Union and the Company shall make an earnest effort to adjust the same as follows:

FIRST STEP: The employee shall present the grievance to their Supervisor in the presence of their steward within **ten (10)** days after cause for complaint arose, or, if an excused absence prevents an employee from presenting a grievance within said period, within **ten (10)** days after they return to work. The Supervisor shall give their answer to the steward and the employee within **ten (10)** days. Any grievance settlement at this step of the grievance procedure will be considered strictly non-precedent setting upon the Company or the Union.

SECOND STEP: If the Supervisor does not adjust the grievance to the satisfaction of the employee, within **ten (10)** days, the employee's steward may reduce it to writing and present it to the employee's department manager or manager's designee and will send copies to appropriate persons designated by the Local Union and a copy to Human Resources.

In reducing a grievance to writing, the steward shall state with reasonable clearness the exact nature of the CBA grievance, the acts of the Company that the employee complains of and when they occurred, and the employee or employees who claim to be aggrieved.

As promptly as is practicable after a steward presents a grievance, and in any event within ten (10) days, the department manager or manager's designee and the appropriate Company representatives will meet with the grievant(s) and the Union grievance Committee, which committee shall consist of not more than three (3) members at a time, and will answer the grievance, in writing, at that time or within ten (10) days thereafter.

THIRD STEP: If the answer of the department manager or manager's designee is not satisfactory, the steward who presented the grievance in the second step or the Union president may present it to the mill manager or mill manager's designated representative which may be a member of the Human Resources Department and/or someone above the level of the department manager within ten (10) days.

As promptly as practical thereafter, and in any event within thirty (30) days, the mill manager or their aforementioned representative will meet with the grievant and the Union Grievance Committee which presented the grievance in the second step and will answer the grievance in writing at that time or within ten (10) days and will send copies to appropriate persons designated by the Local Union.

SECTION 3. In the foregoing procedure, the following rules shall apply:

- A Except by mutual agreement with the Union presenting a grievance, the Company will not schedule meetings to discuss grievance later than one hour prior to day shift end, it being understood that the Company will not call-in replacements in order to accomplish this.
- B Employees will not leave their work to investigate, present, or discuss grievances without first obtaining each time leave from their supervisor, nor will employees interfere with efficiency of their operations in order to discuss grievances.
- C It is understood that the times within which representative(s) will meet, and within which the Company will answer grievances, as set forth in the foregoing procedure, are maximum times and that in the interest of expediting the adjustment of grievances, the parties will, when practicable, discuss grievances and answer them more promptly than this Agreement requires.

The time at any step may be extended by mutual consent of the representatives in that step.

- D In order to discuss a pending grievance with an employee involved in the grievance or with such an employee's Supervisor or superintendent, a steward and/or the appropriate Local President may, with the permission of such Supervisor or superintendent, visit the plant outside of their working hours. When requested and approved by the plant manager or his authorized representative, the appropriate International Union representative may visit the plant.
- E Except as in the Agreement otherwise expressly provided, no grievance shall be valid if presented at the first step more than **ten (10)** days after cause for complaint arose, nor appeal from one step to another more than **ten (10)** days after it was answered in the last preceding step or after the time for answering it expired.
- F At the third or any subsequent step of the foregoing procedure, the parties may, by mutual consent, employ a secretary to take notes of the meeting, sharing the cost thereof equally. There may be an international representative of the Union present at the third step of the grievance procedure.
- G No claim for back pay due to layoff or discharge shall be valid for more than five (5) days prior to the date when the grievance was first filed in writing, and such grievance may start at the second step of the grievance procedure.
- H If a grievance involves a discharge, it may be filed in writing in the first instance at the **third** step of the grievance procedure. The International Representative will be present for all discharge and disciplinary cases heard in the third step.

SECTION 4. Any employee electing to present a grievance to the Company in person without the aid of the Union shall do so at the various steps and within the time limits herein before set forth and shall observe all other applicable rules and regulations concerning grievances. The appropriate Union representative shall be notified and shall have the right to be present at the second or any subsequent step of the grievance procedure at which the grievance is discussed.

ARTICLE V - ARBITRATION

If the representative of the Company and the Union are unable to adjust a grievance within **ten (10)** days after they meet to discuss it at the third step, and if either party wishes to further review the grievance, it shall, not more than **thirty (30)** days after such meeting notify the other party of its desire to refer the grievance to impartial arbitration.

The Company and the Union shall agree upon an impartial arbitrator whose decision shall be binding upon both parties. In case of failure to select an impartial arbitrator mutually agreeable to both parties, either party may request the Federal Mediation and Conciliation Service to appoint the arbitrator. Hearings before the arbitrator shall be pursuant to the rules of said Service, except as herein otherwise provided.

Unless otherwise mutually agreed, the submission to the arbitrator shall consist of the original written grievance. The authority of the arbitrator shall be limited to applying and interpreting the express terms and conditions of this Agreement specifically set forth. The arbitrator shall have no authority over rates of pay or to add to, subtract from, or otherwise change or modify said terms and conditions. The decision of the arbitrator shall be final and binding upon all matters as to which they shall have authority. The parties to the arbitration proceeding shall share equally the expense of the procedure, including the cost of the arbitrator's copy of the transcript, if any, but neither party shall be responsible for liabilities of the other party under this section.

ARTICLE VI – CHECK OFF

SECTION 1. The Company will deduct from the pay of any Union member covered by this Agreement, upon said member's written assignment, monthly union dues. All monies deducted by the Company in accordance with this Section will be remitted monthly to the International Secretary/Treasurer of USW with an itemized statement in duplicate of the deductions covered by such remittance.

SECTION 2. Such assignments shall be in the following form:

"I, the undersigned employee of Graphic Packaging International, Augusta Mill, Augusta, Georgia, hereby authorize and request the Company to deduct from my pay current monthly union dues of, Local No. _____, to be deducted from my first pay in _____(month) and each succeeding month thereafter." and remit same to the International Secretary/Treasurer of USW or IBEW.

Date

Clock No.

Name

SECTION 3. It is understood and agreed that such authorization may be cancelled by the employee or the appropriate Union by serving 30-day written notice by registered mail upon the Company, if the employee serves the notice, or upon the Company and the employee if the Union serves the notice. The Company shall be required to deduct dues payable to only one Union by any employee. The Union receiving any dues deducted as aforesaid shall indemnify the Company against any loss or liability by reason of the deduction.

ARTICLE VII – SENIORITY

SECTION 1. The Company acknowledges the principles of seniority with respect to promotions, reductions, transfers, and rehires, provided that the employee possesses the required qualifications to perform the work.

Any employee hired into production or maintenance shall be considered a probationary employee for 120 calendar days following their date of hire unless an extension is requested and mutually agreed on by both the Union and Management. At any time during the on-boarding period or probationary period, the employee may be released from employment and such action will not be subject to the grievance procedure. Upon successful completion of the probationary period, the employee's seniority date will be back dated to their initial date of hire.

During the on-boarding process the Union(s) shall be granted an eight (8) hour workday to meet with the new hires for which they will represent. during

Employees discharged during their probationary period shall have no recourse under this Agreement.

SECTION 2. For the purpose of this Agreement there shall be three types of seniority- job seniority, department seniority, and plant seniority.

1. Job seniority is defined as the length of service within a classification.
2. Department seniority is defined as the length of service in a department in the plant.
3. Plant seniority is defined as the length of service in the facilities of the mill.

In filling vacancies in the line of progression, the senior qualified employee will be promoted. Should a question arise as to whether or not the senior employee is qualified,

and it cannot be resolved by agreement between the Local Union and the Company, the senior employee will be given a reasonable trial period not to exceed sixty (30) days on the job in question.

Any dispute concerning the provisions of this Article shall be adjusted in accordance with the grievance procedures.

SECTION 3. In the consideration of seniority in promotions of more than three (3) weeks' duration, preference shall be given to job seniority. Where job seniority is equal, department seniority shall prevail. If job and department seniority are both equal, then plant seniority shall determine the promotion.

In cases of vacancies of not more than three (3) weeks' duration, such vacancies shall be filled by promotion from within the shift.

When an employee is promoted around a job and /or job level in a line of progression, they shall begin the accumulation of job seniority on all by-passed classifications at the time they begin to accumulate seniority in the job to which they are promoted. Job seniority for purposes of permanent promotions shall not be accumulated on jobs to which an employee is temporarily promoted.

When an employee refuses a promotion, either temporary (more than three (3) weeks) or permanent, they shall sign a form that they refuse the promotion and forfeit their rights to all future promotions and any available training for a permanent promotion(s). Anyone waiving promotion (signing out) will still be expected to take shift set-ups, when needed. In the event a junior employee signs a waiver of promotion form, any senior employee, in the same job slot, would then have a period of sixty (60) days in which they could complete and submit a waiver of promotion form. Should the more senior employee sign a waiver of promotion form, within the sixty (60) day limit, the more senior employee's waiver of promotion would override the junior employee's request and his form would then become null and void. Once the sixty (60) day period passes, the junior employee's waiver would be recognized and granted. Upon written request, copy to the Local Union, they will be reinstated in the line of progression, following the first permanent promotion after receipt of their request for reinstatement. In the case of a split line of progression having more than one branch, each branch thereof must be separately waived in writing.

No step in a line of progression, the training in which is necessary for advancement to the next and/or succeeding steps, will be completely blocked by employees who are unable or unwilling to progress further. Following adequate time to train and qualify into

a higher job slot, if an individual cannot or will not advance, they will be demoted back one (1) job to avoid blocking the line of progression. The employee who cannot or will not qualify for the next job slot, may continue to train on their regular shift and at their own initiative without incurring overtime until qualification to advance can be achieved. The Company will not allow more than 25% of the employees in any job slot to waive (*sign a waiver of promotion form -sign out*) temporary or permanent promotions. No more than 50% of the employees in any job slot will be allowed to block the line of progression for any reason. There will be no waving within a job slot.

SECTION 4. If, in order to reduce the force, the Company lays off employees, it shall do so as follows: The employee in the classification to be reduced who has the least job seniority shall be demoted to the next lower classification in the line of progression in which there is an employee with less job seniority, provided they can satisfactorily perform the work of the classification. If there is not in any lower classification in the line of progression an employee with less job seniority than that of the junior employee in the classification to be reduced, then such junior employee shall be laid off. If there is an excess of employees in a classification to which an employee in a higher classification is demoted, as aforesaid, then the employee in the lower classification who has the least job seniority shall, in the same way, and subject to the same conditions, be demoted or laid off, and so on. If there is not in the line of progression a classification lower than the one to be reduced, then employees in this classification will be laid off according to job seniority, provided the remaining employees in the classification are qualified and able to do the work of the classification. In recalling employees who have been laid off as set forth in this Section, the company shall do so in accordance with Section 3 of this Article, and in the reverse of the order in which they were laid off; and in promoting employees who have been demoted as set forth in this Section, it shall do so in the reverse of the order in which they were demoted.

When conditions require a reduction in force, the Company will consider on a case-by-case basis allowing maintenance employees to take a layoff rather than being forced in the labor pool.

Employees promoted outside the bargaining unit shall accrue continuous service as though they had remained in their department and/or line of progression for a period of one (1) year after such move. Within the first year only, the employee may be returned for any reason to their previous department and/or job that their qualifications, ability, and seniority may entitle them.

If as the result of a reduction in force an employee is reassigned from one department and/or line of progression to another department and/or line of progression (and accrues seniority in the latter), they must, if subsequently recalled to a permanent

position in his original department, exercise their recall within fifteen (15) working days or forfeit them entirely.

SECTION 5. When conditions of unknown duration require a temporary roll back, the following guidelines will apply:

1. For the remainder of the first day during which full crews are not needed, and for the day immediately following, senior employees will have the option to go home or to roll back to needed positions within the department at their regular rate of pay for the job they are actually performing.
2. Any temporary roll backs will be by crew on the basis of seniority and junior employees who are displaced from the department will compete for jobs on the basis of plant seniority beginning at 7:00 a.m. on the third day of the outage.
3. When it is known or anticipated in advance that such conditions will exist for longer than seven days, each crew will roll back by seniority beginning on the first day, and laborers will be filled by employees with the greatest plant seniority.
4. If it is known or anticipated in advance that the temporary roll back will be for three weeks or longer, at the beginning of the next pay period displaced employees will compete with persons actually performing as laborers at that time in all department laborer classifications on the basis of their plant seniority.
5. Employees temporarily demoted to laborer positions under the foregoing provision may, during such time, waive temporary set ups if there is a less senior laborer in that department who is capable of performing the set-up functions. If the junior laborer fills the set-up position, it will be for the duration of the vacancy.
6. If, when any temporary roll back occurs, another employee has already been temporarily laid off for less than 3 months, displaced employees with the greatest plant seniority will fill any needed laborer positions to which they may be entitled under the foregoing provisions of this section.

SECTION 6. Effective the first Monday in January 1975, and each year thereafter, or when permanent vacancies occur, employees with most applicable seniority shall have the

preference of day work or shift work, provided they are qualified to perform the work. The number of personnel on each shift is determined by management.

SECTION 7. Employees who are laid off because of lack of work and who have been classified as full time employees for four (4) months or longer shall have the right to reinstatement without loss of seniority, as hereinafter set forth, provided they report to the Company's Human Resources office once every 90 calendar days during such layoff in person or by registered letter, giving their current address and saying they wish to return to work for the Company.

Employees who have been so classified for more than four (4) months but less than one (1) year and who are laid off shall have such right to reinstatement for one (1) year after the layoff began. Employees who have been so classified for one (1) or more years and who are laid off shall have such right for a number of years equal to the number of full years they have been so classified, up to six (6) years.

The Human Resources office shall notify an employee laid off as above of any vacancy in a job to which their seniority entitles them, provided they have the qualifications and ability to do the work. Notice may be given either in person, or registered letter sent to their last known address. If the employee wishes to return to work, they must so advise the Human Resources office immediately, and in any event within ten (10) days after they receive such notice, and actually report for work within fourteen (14) days after they receive such notice, unless this period is extended with the express permission of the Company. The failure of such an employee to comply with any of the above conditions within the time limits specified shall void all reinstatement rights. The Company and Union may mutually agree in writing that the employee's rights shall be unabridged if the recall was for temporary work and if the employee had good reason such as loss of another permanent job for not reporting. Until an employee entitled to reinstatement as herein set forth reports to work, the vacancy may be filled regardless of seniority. If a registered letter is returned to the Company, this shall be proof that the employee has failed to keep the Company advised of their address and they shall forfeit their right to reinstatement.

The local Union President will be notified in writing when recall letters are sent out and supplied with names, addresses, and phone numbers of employees to be recalled.

SECTION 8. Any employee shall lose all seniority upon discharge for cause or other termination unless reinstated.

SECTION 9. In all cases of permanent promotion from one classification in a line of progression to the next higher classification in such line of progression, length of continuous service in the classification next under the one in which the vacancy exists shall govern as between individual employees in the lower classification when they are on substantially the same basis as to ability and efficiency.

SECTION 10. Nothing in this Article shall require the Company to continue any operation or classification listed in Exhibit "A," Schedule of Hourly Rates, or to have employees in all such classifications or forbid it to establish other operations or classifications or to transfer an operation and the employee performing it from one department or sub-department to another.

SECTION 11. Employees entering the armed forces of the United States shall be reemployed in accordance with applicable federal and state laws and regulations.

ARTICLE VIII – TRANSFERS

Employees desiring transfer from one line of progression to another shall apply in duplicate to the Human Resources department, one copy of the application being retained by the Company and the other by the employee. If the qualifications of employees are, in the opinion of the Company, substantially equal, plant seniority shall govern the transfer. Applications will be accepted for bottom jobs in other lines of progression only and must be on file no earlier than twelve (12) months or later than thirty (30) days before the vacancy occurs.

All employees will be eligible to apply for transfer upon completing twelve (12) months of continuous service with the Augusta Mill. The Company acknowledges the principles of seniority with respect to transfers provided the employee possesses the ability, including the prior year's work record, to perform the work required. Once a vacancy becomes available, the company shall have ninety (90) days to transfer the employee. The company may request a 1 time (per bid), a 30-day extension that shall be granted by the union. Following the 30-day extension (120 days in total), the employee shall be transferred. Before a transfer is denied, the Union President will be consulted. If an employee is denied transfer, they may request another transfer after ninety (90) days.

In addition, the Company will allow up to four (4) employees to transfer from PS&D per calendar year to any other area of the mill.

When new classified jobs are created in a branched line of progression or when such a line is expanded or restructured to include substantial upgrading of rates of pay of one

branch, employees in the unchanged branch of that line may exercise transfer rights to demote to the department laborer position according to their seniority.

If the Company transfers an employee at their request, they will be deemed the junior employee in the classification to which they have transferred but may return or be returned to their former line of progression within **forty-five (45)** calendar days without loss of job seniority.

★ If the Company requests an employee to transfer from one line of progression to another, the employee shall retain their job seniority in their previous line of progression for three (3) months and shall accumulate seniority in their new line of progression from the date of transfer, unless the Union(s) and the Company agree otherwise in writing.

As openings occur in the Maintenance Department for an Associate, Journeyman I or Journeyman I or Journeyman III (Mechanical or E&I), employees must submit an application and meet all requirements, etc...as external applicants and consistent with the Manufacturing Training Initiatives.

The Company may refuse to transfer an employee more than once in two (2) years.

ARTICLE IX – PAY RULES AND PRACTICES

SECTION 1. An employee temporarily transferred to a lower rated job for the convenience of the Company shall continue to receive their regular rate of pay in conformity with the Company's current Schedule of Wage Rates. An employee transferred to a higher rated job shall be paid the higher rate except as previously agreed.

SECTION 2. The Company will pay one and one-half (1-1/2) times the regular rate of pay for all hours worked in excess of forty (40) hours within one work week.

Time and one half (1-1/2) will be paid for all time worked in excess of eight (8) hours within a twenty-four (24) hour period, beginning at the start of the employee's designated shift, except:

- (a) As provided in Article X, Section 4.
- (b) For all hours worked under the provisions of Section 4 of this article.

SECTION 3. Except in the instance of overtime caused by quick change, and in the instance of overtime on the first eight (8) hours worked under the provision of Section 4 of this Article, there shall be no duplication of overtime or premium pay. Daily overtime shall be credited against statutory (weekly) overtime payable in any one work week.

All hours worked under the provisions of Section 4 of this Article and Section 2 of Article XIV shall be included in calculating the forty (40) hour weekly work period.

*Quick change is a schedule which requires an employee to work in excess of eight (8) hours in a twenty-four (24) hour period, the result of being rescheduled from their regularly assigned shift to another schedule. The foregoing does not apply to work scheduled on a plant shutdown. A plant shutdown shall be considered any major curtailment of the manufacturing operation which requires the rescheduling of an employee to work on a shutdown as distinct from their normal duties. In no case shall an employee receive less than two hours premium pay for quick change. (See Exhibit "F")

SECTION 4. Any employee required, and approved to work in excess of sixteen (16) hours within a twenty-four (24) hour period shall be paid time and one half (1-1/2) their regular rate for such hours worked starting from the first hour. They shall be paid time and one half (1-1/2) for all hours worked after the first hour until they have had a least eight (8) consecutive hours off. Call-in hours and hours in voluntary training shall not apply.

SECTION 5. Employees who work overtime on one day will not be laid off or sent home on another day to avoid weekly overtime.

SECTION 6. Effective following ratification and no sooner than sixty (60) days' notice, employees will clock in and out at the time clock then closest to where they start/finish their shift. Employees will be paid based on actual timeclock punches and will be required to obtain pre-approval for time worked outside of their scheduled shift. Employees who work and/or clock in or clock out outside of their scheduled shift times (either before or after the shift) without prior approval will be paid for any time worked but may be subject to discipline.

ARTICLE X – HOURS OF WORK

SECTION 1. Under the present operation schedule:

- (a) Tour workers are organized into four (4) shifts:
Entitled 1, 2, 3, and 4, and normally work twelve (12) consecutive hours upon each shift as follows:
 - Tour 1 – 6:00 a.m. to 6:00 p.m.
 - Tour 2 – 6:00 p.m. to 6:00 a.m.

- (b) Day workers normally work five (5) consecutive days of eight (8) consecutive hours (except for lunch period) as follows:

7:00 a.m. to 12 noon and

12:30 p.m. to 3:30 p.m.

Day maintenance work to be scheduled Saturday or Sunday of any week will be posted no later than Thursday 3:00 p.m. of that week.

When day maintenance work is required on specific holidays, day workers will be selected for such work on the basis of seniority rather than the normal overtime procedures before shift workers are contacted. If supervision determines that a shift vacancy must be filled on one of the specified holidays, seniority of the shift workers will be used in the normal procedures for filling a shift vacancy.

SECTION 2. It is the duty of each employee to report for their designated shift unless they have arranged for a leave of absence. If unavoidably prevented from reporting, they shall notify the Company at least three (3) hours before their designated starting time unless it is impossible to give such notice. When an employee has been absent from work more than one (1) day but less than three (3) days, they shall give the Company notice of their intention to return to work at least ten (10) hours prior to the beginning of the shift on which they intend to report. If they have been absent from work three (3) days, or more, they shall give the Company at least fifteen (15) hour's notice. In cases of illness or injury, employees shall return to work in accordance with mutually agreed-upon procedure.

SECTION 3. No tour worker shall leave their place to wash up and dress until their shift has ended unless their mate has reported to take on the responsibility of the position. If a tour worker does not report for their regular shift, their mate shall notify the department superintendent or Supervisor. They shall then remain at their post until a substitute is secured, and, if necessary, they shall work an extra shift, and they shall be entitled to do the work on the extra shift if another employee would receive overtime pay for working it. If the employee does not wish to work the extra shift, the Company will diligently attempt to obtain a substitute. If an employee is called in before their regular shift, then works their regular shift and is held over on the following shift, they shall be entitled to work all of the shift following their regular shift if they so desire and if work is available.

SECTION 4. Tour workers may, with the consent of the tour foremen over them, exchange shifts or any part of a shift of at least one hour within the same pay period, if doing so does not increase the hours for which overtime is payable.

SECTION 5. The following procedure will be used when it is necessary to fill a shift vacancy in production departments:

1. The foreman should first determine whether the job needs to be filled. If the job can be left vacant with no adverse effects, and if another employee does not have to do the work normally done in the vacant job, then the job can be left vacant.
2. If the vacancy must be filled, the first choice always is to fill it by shift set-up. Shift set-up may be used for three weeks.

In a branched line of progression, where two simultaneously occurring vacancies exist, the practice will be to set up the lower vacancy and pay the overtime in the higher classification if the following circumstances exist:

- The two vacancies are on the same shift on different branches of the same line of progression;
- if capabilities allow for the set up to be accomplished on either leg of the branch.

3. Vacancy of more than three weeks:

A vacancy of more than three weeks should be filled by a seniority set-up. All seniority set-ups begin at the beginning of a pay period.

When filling a known vacancy of more than three weeks, a seniority set-up will be affected at the beginning of the next pay period when the qualified employees within the department are available.

If it is known that a vacancy will last more than three weeks, and the vacancy begins on a day other than the first day of pay period, take these steps:

- (a) Double the first day of the vacancy.
- (b) Schedule the off employee to fill the vacancy for the remaining days of that week pay period.
- (c) Begin a seniority set-up at the beginning of the next pay period.

If a vacancy is first considered to be for less than three weeks and is filled accordingly (see Section 5.4), and information is obtained that the vacancy will last for longer than three weeks, a seniority set-up should be initiated at the beginning of the next pay period after the information is obtained.

Definition of Pay Period

A pay period begins for a Day worker on Monday at 7:00 a.m. and ends at 7:00 a.m. on the following Monday. A pay period for a Tour worker begins on Monday at 10:00 a.m. and ends at 10:00 a.m. on the following Monday. It includes all days within that period on which an employee is scheduled to work. For purposes of deciding how to fill a vacancy, a pay period includes only those on which an employee is normally scheduled to work.

4. Vacancy of less than three weeks – *(shift set-up cannot be made)*.

(a) If the vacancy is for a complete pay period and will not exceed three weeks, the off employee should be scheduled for all days of the vacancy *(such as vacation)*.

(b) If the vacancy is for less than a pay period, regardless of which days within the pay period it occurs and regardless of whether it was known about in advance, double the first day of the vacancy.

If an employee calls in for a one-day absence, double that day. If the employee calls in for the next day, call in the off employee unless you receive notice of absence less than three (3) hours before shift change or no notice at all, in which the employee will double again. If one-day vacancies occur on two consecutive days, First Aid will make every effort to ascertain if the absence will continue. If it will continue, effect (1) and (2) which follow below.

(1) If an employee on the shift preceding the shift on which the vacancy occurs cannot double the first day, then the off employee is called. If the off employee cannot work, the incoming shift employee is called.

(2) If the vacancy cannot be filled by any of the above options, it may be filled by anyone who can perform the job.

If the employee calls in and says he will be out for more than one day, double the first day and schedule the off employee for the additional days.

5. Vacancy occurring during a shift – (*shift set-up cannot be made*).

When a vacancy occurs during the first half of a shift, call the off employee. If he/she cannot be reached or cannot come in, call the incoming employee. If the incoming employee cannot be reached or cannot come in, call the off-going employee.

When a vacancy occurs during the second half of a shift, call the incoming employee. If the incoming employee cannot be reached or cannot come in, call the off employee. If the off employee cannot come in, call the employee who was relieved at the beginning of the shift.

When a vacancy cannot be filled after following the procedure in the above two paragraphs, fill it with any employee who can perform the job.

6. Set-up employee not properly relieved.

When a shift set-up is made, the employee set up is the incumbent in that classification and will be relieved by his mate on the incoming shift. If the set-up employee is not properly relieved and shift set-up cannot be made on the relieving shift to fill the vacancy, the set-up employee will be the employee who will double. This practice is also valid at 7:00 a.m. Monday when the set-up employee is being relieved from the Sunday 11:00 p.m. to 7:00 a.m. shift.

7. Vacancy occurring when a shift set up for training and augmentation purposes

When a shift is set up for training purposes the shift is set back down at the end of the shift. If a vacancy occurs at the end of a shift and that crew that is working is set up for training purposes, the employee entitled to work is the one who under normal operations holds the classification not being properly relieved.

The above will also apply if an employee is set up to augment the classification above his regular classification.

If, in the opinion of supervision, a classification or classifications requires augmentation, supervision will, consistent with the "How to Fill a Vacancy" procedure, augment the affected classification(s) as follows:

- If shift set-up can be affected, shift set-up will be used. If shift set-up is not possible, and if the augmenting requirements is not known about well in advance, supervision will:

- Double the incumbent in the classification to be augmented if the augmenting requirement develops on the preceding shift to be augmented.
- Call in the off employee in the affected classification if the augmenting requirement develops during the first 4 hr. of the shift.

NOTE: When the off employee is called in to augment and the classification or classifications must be augmented beyond the end of the affected shift, the incumbent (*employee working involved shift*) will be offered overtime.

- Call in the incoming employee if the augmenting requirement develops during the last four hours of the shift.
- If supervision is unable to affect the foregoing steps, augmenting may be accomplished in the most practical manner.

When augmenting is required and a vacancy occurs on the same day, shift set up may be used to fill the vacancy, and the augmenting will be handled by overtime within the classification where the augmenting is required.

If augmentation requirements are known well in advance (*Thursday, the preceding week*), off employees will be scheduled to fulfill augmenting requirements.

SECTION 6. The following procedure will be used when it is necessary to fill a shift vacancy in the Maintenance department:

- (A) On the second shift (3 p.m. to 11 p.m.) or on the third shift (11 p.m. to 7 a.m.):

When a vacancy is for less than a pay period, but more than one day,

1. On the first day, the off-going employee in the same classification and area of the vacancy is asked to double over. If the off-going employee does not want to fill the vacancy, the rest of the off-going crew employees are asked starting with the lowest overtime employee. If unable to fill the vacancy, the unrelieved off-going employee in that classification is obligated to double over.

Part shift vacancy does not count as a first-day vacancy.

2. For successive days of the vacancy, assign the off employee (see Section E.3 for definition of off employee).

Example: Employee reports absence on Tuesday that he/she is going into the hospital and will be there for more than one day but less than a pay period. Follow Step 1 above for Tuesday. Follow Step 2 above for the rest of the week.

(B) On the second shift (3 p.m. to 11 p.m.) or on the third shift (11 p.m. to 7 a.m.):

1. For single day absences reported one day at a time, follow Step A.1 above.

In (A) and (B) if employees who are obligated to double cannot fill the vacancies, the off employees will be called; and if the off employees cannot fill the vacancies, the incoming shift employees will be called; and if the incoming shift employees cannot fill the vacancies, the low overtime list of day mechanics will be called.

(C) Partial shift vacancies: When a vacancy occurs on the second shift (3 p.m. to 11 p.m.) or third shift (11 p.m. to 7 a.m.):

1. During the first (1st) half of the shift, the off employee in the same classification and area will be called first. If the off employee cannot fill the vacancy, then the rest of the off crew employees are asked starting with the lowest overtime employee. If the vacancy is not filled, the incoming employee in the same classification and area will be called. If the incoming employee cannot fill the vacancy, then the rest of incoming crew employees are asked starting with the low overtime employee. If the vacancy is not filled, the previous shift employee in the same classification and area will be called to fill the vacancy. If the previous shift employee cannot fill the vacancy, the rest of the previous shift employees are asked starting with the lowest overtime employee.
2. During the second (2nd) half of the shift, the incoming employee in the same classification and area will be called. If the incoming employee cannot fill the vacancy, the rest of the incoming crew employees are asked starting with the low overtime employee. If the vacancy is not filled, the off employee in the same classification and area will be called. If the off employee cannot fill the vacancy, the rest of the off employees are asked starting with the lowest overtime employee. If the vacancy is not filled, the previous shift employee in the same classification and area will be called. If the previous shift employee cannot fill the vacancy, the rest of the previous shift employees are asked starting with the lowest overtime employee.

In all instances above, when a vacancy cannot be covered by shift mechanics, the low overtime day mechanics by mill wide overtime list will be called.

(D) When a vacancy is for a full pay period:

1. On the second shift (3 p.m. to 11 p.m.) or on the third shift (11 p.m. to 7 a.m.), a day mechanic will be assigned.

(a) Fill the vacancy at the beginning of the next full pay period with a Crew 5 mechanic(s) by polling Crew 5 by the Crew 5 seniority list. This will be done as soon as it is known the vacancy will be for one week or more.

(b) In the event polling does not fill the vacancy, the junior Crew 5 employee(s) will be forced to fill the vacancy.

(c) Any vacancy for a full pay period not polled and scheduled before 3:30 on the Friday before the vacancy will be filled as a partial shift vacancy.

2. If the vacancy on the first shift (7a.m. to 3 p.m.) is for a full pay period a day mechanic will fill the vacancy.

(E) In filling vacancies, the following considerations will be used in applying paragraph (A) above:

1. The basis for the procedure will be a crew assignment schedule for shift maintenance coverage. For these purposes, employees will be identified by their radio number.
2. "Double over" for the purpose of this procedure will mean that the first employee obligated to double will be the "on" employee with the same classification (Radio call number) as the one whose vacancy is being filled and that should he/she be unable to fill the vacancy, the obligation to double would fall upon the others in the "on" crew in the order of lowest overtime. It is understood that if someone in the "on" crew has left his/her job before he/she is able to be contacted, he/she has no rights whatsoever concerning the vacancy.
3. "Off" employees for the purpose of this procedure will mean that the first off employee called will be the one with the same classification (Radio call number) as the one whose vacancy is being filled and that should he/she be unable to fill

the vacancy, the remaining employees in the off crew would be called on a low overtime basis.

4. "Incoming" employees for the purposes of this procedure will mean that the first incoming employee called will be the one with the same classification (Radio call number) as the one whose vacancy is being filled and that should he/she be unable to fill the vacancy, the remaining employees in the incoming crew would be called on a low overtime basis.

"Off-going" employees for the purpose of this procedure will mean that the first off-going employee called will be the one with the same classification (Radio call number) as the one whose vacancy is being filled and that should he/she be unable to fill the vacancy, the remaining employees in the off-going crew would be called on a low overtime basis.

SECTION 7. As regards the filling of salaried vacancies, no hourly employee will be required to take a set-up to fill such a vacancy. When employees voluntarily take such set-ups, the Company will make all reasonable efforts to minimize the inconvenience which may result to other hourly employees on that shift.

ARTICLE XI – CALL-IN AND REPORTING PAY

SECTION 1. If an employee reports for work at the start of their regular shift and no work is available for them, they shall receive four (4) hours pay, or if they are put to work, they shall receive pay for at least four (4) hours. The foregoing shall not apply (a) in case work is not available for any reason beyond the control of the Company, or (b) if the Company notifies the employee not to report by messenger, telephone, or sending a telegram at least three (3) hours prior to the beginning of their assigned or regular shift, or notified in person or by notice posted on department bulletin boards and at the office at least one (1) hour before the end of their last regularly scheduled or assigned shift.

If having left the mill at the end of their previous shift, an employee is ordered to return to work at a time other than their regular reporting time, they shall receive at least four (4) hours straight time pay or time and one-half (1-1/2) for the call-in hours worked, whichever is greater, but not both. Day workers will be considered covered by the call-in provisions if they are called back to work after their designated shift period ends.

Call-in pay shall not apply in cases wherein sixteen (16) hours or more notice has been given to report, or where work has been made available on a voluntary basis to employees outside their classifications.

SECTION 2. Paper machine employees called in or held over at the end of their shift to change paper machine wires and/or clothing or to perform work on the paper machine that can only be done during a wire change at any time other than their regular shift will be paid no less than five (5) hours at straight-time rate. Only one payment will be made regardless of the number of wires or clothing changed. Any maintenance employee who is called in or held over to work directly with paper machine employees in changing wire or clothing itself at any time other than their regular shift will also qualify if they work as much as one hour beyond the end of their regular shift. This payment will stand alone and not be used in calculating overtime or other premium allowances. In the event the machine is down on a scheduled repair shutdown, employees who have been notified to report prior to the end of their last regularly scheduled shift will not receive premium pay.

SECTION 3. Under normal operating conditions, maintenance employees will operate the house crane for the removal of all machine rolls except those specifically identified with wire change.

ARTICLE XII – LEAVE OF ABSENCE

SECTION 1. If the Company grants to an employee a leave of absence for a period of more than two (2) weeks, it shall so advise the Union having jurisdiction of the employee's job in writing.

SECTION 2. An employee on leave of absence shall give the Company at least twenty-four (24) hours advance notice of their intention to return to work.

SECTION 3. An employee with 30 days of employment will be granted an excused funeral leave from scheduled work for three (3) consecutive days, including the day of the funeral for death of an immediate family member. Immediate family member is defined as the following, regardless of whether the relationship is biological, adoptive, foster or step: the employee's legal spouse or domestic partner, parent, parent-in-law, legal guardian, child, child-in-law, legal ward, sibling, sibling-in-law, grandparent, grandparent-in-law, grandchild, and grandchild-in-law of the employee. The employee may receive time off without loss of pay, at their regular straight time hourly rate if they were scheduled to work on those days mentioned above, in order to attend the funeral.

SECTION 4. When an employee with 30 days of employment is required to perform jury duty, they shall be compensated the difference between pay received for jury duty and their pay for regularly scheduled hours of work.

Employees shall notify the Company immediately upon their receipt of notification of their selection as jurors. When an employee becomes aware of the date and time they are to report for duty, the employee will call Mill Security the prior evening to report their upcoming absence. This process should be repeated each day the employee has to report for duty. Employees performing jury duty must provide the Company with notice of their intended return to work in accordance with Section 2 of Article X of this Agreement.

Reimbursement for jury duty shall be given only for scheduled work time lost and will not be counted in computing overtime.

SECTION 5. An employee covered by the provision of this Agreement who is disabled will be eligible for a leave of absence for the period of disability provided the employee:

(a) States it is their intention to return to work at the end of disability and makes an application for a leave of absence and

(b) agrees that when requested by the Company, they will consult the Company's physician when the nature of their job assignment or physical condition or other circumstances indicate that consultation is advisable.

An employee who returns to the Company immediately following the termination of the actual disability will be reinstated to their original job or to a position of like status and pay without loss of seniority provided that:

(a) the employee would have been in that position had the leave not occurred or

(b) reasons of business necessity have not required the permanent placement of another employee in their position during the leave period.

Nothing in the foregoing provisions changes in any way the disability benefits as described in the Group Insurance Plan.

SECTION 6. FMLA is available as a leave of absence. Refer to Human Resources for eligibility.

ARTICLE XIII – VACATIONS

SECTION 1. The vacation period shall be from January 1st through December 31st of each calendar year.

The eligibility date for employees with two (2) years or more continuous service shall be January 1st of each year.

The eligibility date for employees with less than two (2) years continuous service shall be the anniversary date of their employment.

SECTION 2. Vacation chart

<u>YEARS OF SERVICE</u>	<u>VACATION</u>
Following Probation	1 week
1<3 years	2 weeks
3<8 years	3 weeks
8<12 years	4 weeks
12<18 years	5 weeks
18<25 years	6 weeks
25+ years	7 weeks

For the purpose of the foregoing, employees who work thirteen hundred and fifty (1350) hours or more during a calendar year after the first year shall be considered as having been continuously employed in that year.

Vacations must be taken during the twelve-month period following the anniversary date and are not cumulative from one period to another.

SECTION 3. The Company shall have the right to schedule all vacations. To the extent that operating the plant at the highest possible level of efficiency permits, it is the policy of the Company to give consideration to each employee's wishes, and where there is a conflict of wishes as between two or more employees, to give preference to those of the senior employees.

The Company will make reasonable efforts not to work a maintenance employee on the weekend before their scheduled vacation.

If it becomes necessary, in the judgment of the Company, to temporarily discontinue some or all of its operations, employees, with the consent of the Company, may schedule

vacations during shutdown. In such cases, employees will have their vacations scheduled in accordance with the preceding paragraph.

SECTION 4. The Company shall grant vacation pay to employees whose employment is terminated after qualifying for vacations but before taking them.

Any employee who has completed three (3) or more years of continuous service and who is permanently laid off or who retires shall receive at their departure pro rata vacation pay based on full months of service since their vacation eligibility date, one-twelfth (1/12) of eligible vacation pay for each full month of service.

In the event an eligible employee dies, their surviving spouse shall receive the unused portion of that employee's vacation entitlement for that year plus one-twelfth (1/12) of the amount of vacation pay to which the employee would have been entitled for each full month worked by such employee since their vacation eligibility date.

SECTION 5. Employees shall receive for each week of paid vacation two percent (2%) of their previous calendar year's gross earnings, provided, however, that in no event shall employees who worked more than thirteen hundred and fifty (1350) hours receive less than forty-three (43) hours' pay at their straight time rate for each week of paid vacation. Time lost as a result of an accident as recognized by the Workers' Compensation Board, time away from the facility for official union business, and approved vacation days shall be counted as time worked for the purpose of computing vacation entitlement. If the time lost exceeds six (6) months during the vacation year, affected employees may elect, upon return to work during that vacation year, to receive their entire vacation allowance in lieu of time off.

Employees may, at their option, request vacation pay in lieu of vacation for entitlements exceeding two (2) weeks.

SECTION 6. For employees who have one (1) or more weeks of earned vacation, the company agrees to the following:

- 12-hour shift workers may take four (4) days (*one day at a time*).
- Day workers may take one (2) weeks of their vacation as ten incremental days (*one day at a time*) – with a week's vacation equally five (5) days.
- All current vacation scheduling and pay practices will apply.
 - The day(s) must be requested and approved no later than 12 p.m.(noon) the Wednesday of the preceding week.

- Management reserves the right to determine the number of employees allowed off on a given shift or in a department.
- Such days will be scheduled after the scheduling is complete for full weeks of vacation.
- Individual days leftover at the end of a calendar year may not be carried over to the next year. However, an employee may receive pay for the days not used.
- No individual day of vacation will be allowed on December 24, 25, or 26.

ARTICLE XIV – HOLIDAYS

SECTION 1. The following will be recognized as holidays:

- New Year's Day
- Memorial Day
- Fourth of July
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day

Holidays, as determined solely by management, day workers will observe contractual holidays that occur on a Saturday on the preceding Friday and shall observe contractual holiday on a Sunday on the immediate following Monday.

SECTION 2. A holiday allowance will be given for the above-mentioned holidays to all employees who qualify therefore under both the following provisions:

- (a) Continuous employment by the Company for at least forty-five (45) days prior to the holiday, and
- (b) The employee shall have worked on the last scheduled workday before the holiday, the first scheduled workday after the holiday, and the holiday, if he has agreed or is required to work on that day, unless his absence on these respective days has been occasioned by the justifiable causes listed below:
 - (1) the day of absence was his regularly scheduled day off.

- (2) the day of absence was during his annual vacation;
- (3) sickness of such nature that the employee was unable to report for work, which must be proved by evidence satisfactory to the Company;
or
- (4) sickness of a member of the employee's immediate family requiring his presence, which must be similarly proved.

Qualified employees who do not work on the eight (8) specified holidays shall receive a holiday allowance for each of said days equal to eight (8) times their basic hourly rate.

Holiday hours not worked which occur on an employee's scheduled workday shall be counted toward the computation of weekly overtime as computed under Article IX of this Agreement.

SECTION 3. If a holiday occurs during a period when an employee who otherwise is eligible for holiday pay is laid off because of lack of work, they will receive pay for such holiday when they return to work provided the entire duration of their layoff has not exceeded sixty (60) days. The exercise of this clause may be used only once by an employee during the term of this Agreement.

ARTICLE XV – MEALS

When the Company holds or schedules an employee more than three (3) hours beyond the end of their normal shift (7-3, 3-11, 11-7) and for every four (4) hour interval thereafter until relieved, the employee shall be allowed to eat a meal on the job. When the Company requires an employee to double over from the 11 p.m. to 7 a.m. shift onto the 7 a.m. to 3 p.m. shift, the employee shall be allowed to eat breakfast on the job.

When the Company calls in an employee, the employee shall be allowed to eat on the job after the first four (4) hours and at each four (4) hour interval thereafter.

ARTICLE XVI – WAGES

SECTION 1. It is agreed that the negotiated rates are minimum job classification rates as set forth in Exhibit "A" attached hereto and made a part hereof and shall be effective as of 6:00am on the anniversary date of the contract.

The Lines of Progression set forth in Exhibit "B" are recognized as the only lines of progression and the Schedule of Wage Rates set forth in Exhibit "A" is for the sole purpose of setting forth rates of pay.

SECTION 2. When new job classifications are instituted or substantial changes are made in the duties of existing job classifications, the Company will evaluate the situation and inform the Union(s) of new rate(s) of pay within a reasonable time. The Union(s) shall have the right at that time to enter into negotiations with the Company concerning such rates. If the parties cannot agree during negotiations upon the new rate(s) of pay established by the Company, such rate(s) shall become established by the Company. Such rate(s) shall become established but may be the subject of collective bargaining at the next contract expiration time. Wage rate adjustments agreed upon by the parties at the contract expiration date shall become effective as of the date of job change or institution.

SECTION 3. Day workers shall receive a shift differential for all hours worked outside of their standard 7:00a.m. to 3:30p.m. Shift differential will be twenty-five (25) cents per hour for the hours worked between 3:30 pm to 11:00 pm and forty (40) cents per hour for hours worked 11:00 pm to 7:00 am.

SECTION 4. Safety Shoes: In lieu of an annual safety shoe allowance, as soon as it is administratively feasible following the 1% general wage increase set to go into effect on August 15, 2013, \$0.06/hr (6 cents per hour) will be added to all current hourly wage rates.

SECTION 5. Tool Allowance: Effective April 1 of each year of the contract, maintenance employees will receive an annual lump sum of \$225.

ARTICLE XVII - BULLETIN BOARDS

The Company shall provide bulletin boards, one at the main gate accessible to all locals and one in each separate shop area, which may be used by the Union for posting official notices of Union meetings, Union elections and the results thereof, notices of recreational and social events, and other Union business, not including matters of a controversial nature.

ARTICLE XVIII - UNION STEWARDS

The Company shall be provided with a complete list of Union stewards and shall be given written notice of any change therein within forty-eight (48) hours.

ARTICLE XIX - BENEFITS

SECTION 1.

The company will maintain for the duration of this Labor Agreement a Group Insurance program with agreements set forth in separate documents known as "Summary Plans".

SECTION 2.

Effective January 1, 2024, the Company will offer the following four medical plans CDH Basic Medical, CDH Plus Medical, Health Savings Account Medical, and Advantage Medical on the same terms and conditions as such coverage was offered during calendar year 2023.

Effective January 1, 2025, CDH Basic Medical, CDH Plus Medical, and Health Savings Account Medical will cease to be offered to employees.

Effective January 1, 2025, the Company will offer:

- The Advantage plan (Advantage Medical Plan). Employees who elect this coverage shall pay 20% of the premium cost of that coverage and the Company shall pay 80% of the premium cost of that coverage.
- Effective January 1, 2025, Graphic Packaging International, LLC (*Graphic Packaging or the Company*) will offer the same medical, prescription, dental, and vision to eligible employees covered by the CBA (*Benefits Eligible Employees*) under the same terms, conditions, and contribution levels, including any modifications during the term of the CBA, as such benefits are offered to non-bargaining employees of Graphic Packaging under the Graphic Packaging International Health and Welfare Benefits Plan (Plan).

Coverage under the medical, dental, vision and life insurance benefits will end on the last day of the month in which employment is terminated (*unless coverage ends earlier, for example due to nonpayment of premiums, under the terms of the plan*).

SECTION 3. Employee Retirement/Pension Plan

The Company sponsors the 2018 US Graphic Packaging International Pension Plan ("DB Plan"). This plan is described in the Summary Plan Description and is available to all Employees who qualify under the terms and conditions contained in the Plan provisions.

New Hires:

The parties agree that the DB Plan will close to all new employees effective as soon as determined feasible by the Company, in its sole discretion, following ratification of this agreement, but no sooner than 30 days after ratification (*the "effective date"*). The DB Plan will be closed to any employee hired or rehired on or after the effective date. Employees hired or rehired on or after the effective date will not be eligible to participate in the DB plan, but they will be eligible to receive Automatic Company Contributions (ACC) based on the "ACC Schedule" and details below.

Effective April 1, 2024, active employees hired or rehired on or after the effective date will be eligible to begin earning ACC into the DC Plan.

Non-Grandfathered Employees: As of March 31, 2024, a Defined Benefit (DB) plan participant whose age plus years of continuous service total less than 65 will be a “Non-Grandfathered Employee.”

- A Non-Grandfathered Employee’s DB plan benefit accrual will be frozen effective end of day on March 31, 2024, but will continue to accrue age and service for all purposes of eligibility and vesting.
- Effective April 1, 2024, Non-Grandfathered employees will be eligible to begin earning ACC into the DC Plan based on the “ACC Schedule” and details below.

ACC Schedule – Contributions for New Hires and Non-Grandfathered Employees

Contributions will be made as a % of a participant’s 401(k) eligible earnings, based on the eligible employee’s years of vesting service as of each January 1st of the year in which the ACC is earned, as per the following:

< 12 Years =	2.5%
12 but < 18 Years =	4.0%
18 but < 24 Years =	5.0%
24 or more Years =	6.5%

The ACC will be contributed to an eligible employee’s DC plan as soon as administratively possible following the close of the Plan Year for which it is earned, but no later than the last day of January. For example, ACC made for the 2024 Plan Year will be based on an eligible employee’s years of vesting service as of January 1, 2024, and 401(k) eligible earnings earned from April 1, 2024, through December 31, 2024. The contribution will be made no later than January 31, 2025.

Certain service requirements described in the SPD must be met to receive the ACC. New hires and rehires shall only become eligible for accruals on January 1 following their year of hire. The ACC will be 100% vested once the participant has completed three (3) years of service with the Company. The ACC will not be eligible for withdrawals or loans.

Grandfathered Employees:

- Employees who are participants in the DB Plan will be “Grandfathered” and continue to accrue benefits under the DB Plan provided their age + benefit service equals 65 or more as of March 31, 2024.
- On a one-time basis, eligible employees may elect to irrevocably “opt out” of “Grandfathered” status as follows:

Employees who meet the definition of "Grandfathered" will have a one (1) time non-revocable option between ratification of this agreement and not later than March 31, 2024, to "Opt Out" of this "Grandfathered" category and become "Non-Grandfathered." Employees must submit their request in writing on a form provided to Human Resources not later than March 31, 2024, stating their desire to "Opt Out" and, as a result waive all "Grandfathered" rights described herein and become "Non-Grandfathered" effective April 1, 2024.

SECTION 4. GPI HOURLY SAVINGS PLAN (401(k))

The Company shall match Bargaining Unit Employee contributions \$0.50 for every dollar up to 6% of eligible earnings contributed to the Plan per payroll period.

Benefits under the Savings Plan are contained in a Summary Plan Description (SPD) and administered according to the SPD.

- Membership is available to all employees who qualify under the terms and conditions contained in the Savings Plan provisions.
- A copy of the SPD is available in Human Resources.

SECTION 5. Sickness and Accident

The minimum weekly Sickness and Accident (S&A) benefit will be \$350.

SECTION 6. Life and AD&D

The basic life and AD&D benefit will be \$55,000.

ARTICLE XX - CONTRACTUAL RELATIONSHIP

SECTION 1. The Union agrees not to intimidate or coerce employees to join the Union. The Company agrees not to interfere in any way with the exercise by employees of their legitimate right to join and be active in the Union.

The parties' signatory to this agreement shall not discriminate against any employee because of race, color, sex, age, religion, or national origin. The parties also agree to comply with the provisions of the "Americans with Disabilities Act" (ADA) and the "Family Medical Leave Act" (FMLA). Where "he" is used in this contract, "she" is also applicable.

SECTION 2. It is agreed that the Company will not be asked to act upon any questions concerning jurisdiction in the signatory Union or Unions and that any such dispute will be settled by the Union or Unions without interference with plant operations and without recourse to arbitration procedures as set forth in Article V of this Agreement.

ARTICLE XXI - STRIKES AND LOCKOUTS

During the life of this Agreement, the following rules shall apply:

SECTION 1. The Union agrees that it will not take part in any strike, slow-down, stay-in, or other interference with or obstructions of the operations of the Company, or picketing of Company property, all of which are, for the purpose of this Agreement, included in the term "strike" and that it will not cause or authorize any strike.

In the event of a strike that the Union neither causes, authorizes nor takes part in, neither the Union nor its officers or agents shall be subject to any suit or liability if they are earnestly and in good faith take all reasonable steps to prevent the strike (*when they know about it in advance*) and to bring it to an immediate end. The Union shall also, upon request, deliver to the Company a statement in writing, signed by a least two officers or representatives of the Union having jurisdiction of employees engaging in any strike, saying the strike is unauthorized and in violation of this Agreement and directing the employees to return to work.

The Union will not boycott the Company, directly or indirectly, or attempt to influence any other union to do so.

The Company shall be under no obligation to bargain with the Union concerning employees who are on strike or concerning the subject of any strike as long as the strike continues.

The Company may discipline or discharge any employee or employees who engage in a strike, and such action shall not be subject to review upon any ground other than that the employee did not take part in the strike.

SECTION 2. There shall be no lockout of employees by the Company.

ARTICLE XXII – TERMINATION

SECTION 1. This agreement shall be in effect from August 15, 2023, until midnight August 14, 2027, and from year to year thereafter, unless terminated in accordance with the provisions of Section 2. If either party desires to change any provisions of this Agreement, it shall give written notice of such desire to the other party at least 60 days prior to August 14, 2027, or a subsequent anniversary date thereafter.

SECTION 2. If the parties have not reached an agreement on the proposed changes or modifications on or before the anniversary date, this Agreement shall remain in effect unless terminated in accordance with Section 3 as follows:

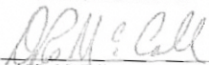
SECTION 3. On or after any anniversary date, if no agreement has been reached on the provisions of a new Agreement or on the proposed changes or modifications of this Agreement, then either party may give written notice to the other party of intent to terminate this Agreement in ten (10) days from the date of notification at which time all obligations under this Agreement shall terminate.

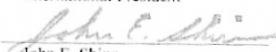
SECTION 4. Each of the parties hereto agrees that during the life of this Agreement, except as expressly provided herein, neither party will require that the other party add to, subtract from, or modify the terms of this Agreement.

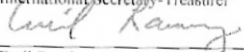
IN WITNESS WHEREOF, the parties hereto, have caused their names to be subscribed below by their duly authorized officers and representatives as of this 15th day of August, 2023.

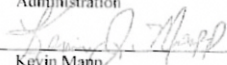
United Steelworkers, AFL-CIO/CLC

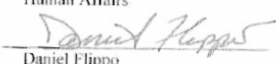
By:

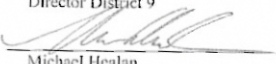

David R. McCall
International President


John E. Shinn
International Secretary-Treasurer


Emil Ramirez
International Vice President
Administration

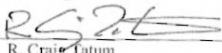

Kevin Mapp
International Vice President
Human Affairs

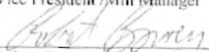

Daniel Flippo
Director District 9

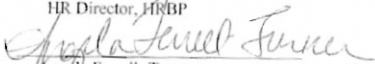

Michael Healan
Staff Representative

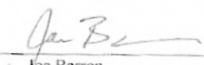
**Graphic Packaging International
Augusta, Georgia Mill**

By:

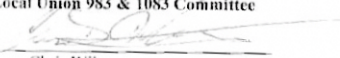

R. Craig Tatum
Vice President / Mill Manager

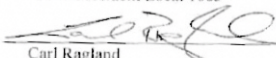

Robert Bowen
HR Director, HRBP


Angela Ferrell-Turner
HR Manager, HRBP

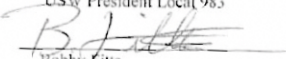

Joe Barron
Director Labor Relations

Local Union 983 & 1083 Committee

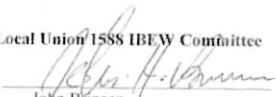

Chris Wilson
USW President Local 1083


Carl Ragland
USW Chief Steward Local 1083


Lloyd Allen
USW President Local 983


Bobby Pitts
USW Vice President Local 983

Local Union 1588 IBEW Committee


John Brinson
IBEW President Local 1588

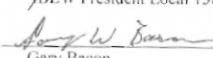

Gary Bacon
IBEW Vice President Local 1588

EXHIBIT "A" SCHEDULE OF HOURLY RATES (GRANDFATHERED PRIOR TO 1/1/08)

Augusta Dept	Classification	CURRENT	8/15/2023 (3.0%)	8/15/2024 (3.0%)	8/15/2025 (3.0%)	8/15/2026 (3.0%)
	TIER 1	12 HR Rate	12 HR Rate	12 HR Rate	12 HR Rate	12 HR Rate
Woodyard	Operator	\$ 35.20	\$ 36.26	\$ 37.35	\$ 38.47	\$ 39.62
	Purchased Chip Handler	\$ 34.75	\$ 35.79	\$ 36.86	\$ 37.97	\$ 39.11
	Screenroom Operator	\$ 34.50	\$ 35.54	\$ 36.61	\$ 37.71	\$ 38.84
	Log Handler / P&H Crane	\$ 34.46	\$ 35.49	\$ 36.55	\$ 37.63	\$ 38.78
	Cutting Room Operator	\$ 31.13	\$ 32.06	\$ 33.02	\$ 34.01	\$ 35.03
	Chip Handler	\$ 29.25	\$ 30.13	\$ 31.03	\$ 31.96	\$ 32.92
	Bark Handler	\$ 28.89	\$ 29.76	\$ 30.65	\$ 31.57	\$ 32.52
	Woodyard Asst.	\$ 28.05	\$ 28.89	\$ 29.76	\$ 30.65	\$ 31.57
	Laborer (Grandfather)	\$ 23.06	\$ 23.75	\$ 24.46	\$ 25.19	\$ 25.95
	Laborer	\$ 17.65	\$ 18.18	\$ 18.73	\$ 19.29	\$ 19.87
Pulp	Lead operator		\$ 43.14	\$ 44.39	\$ 45.68	\$ 47.01
	Stock & Chemical Operator	\$ 40.43	\$ 41.64	\$ 42.89	\$ 44.18	\$ 45.51
	Stock Assistant Operator	\$ 38.42	\$ 39.57	\$ 40.76	\$ 41.98	\$ 43.24
	Chemical Assistant Operator	\$ 35.77	\$ 36.84	\$ 37.95	\$ 39.09	\$ 40.26
	Stock Side Helper/ Service Oper	\$ 33.32	\$ 34.32	\$ 35.35	\$ 36.41	\$ 37.50
	Pulp Mill Helper	\$ 25.56	\$ 26.33	\$ 27.12	\$ 27.93	\$ 28.77
	Laborer (Grandfather)	\$ 21.46	\$ 22.10	\$ 22.76	\$ 23.44	\$ 24.14
	Laborer	\$ 17.65	\$ 18.18	\$ 18.73	\$ 19.29	\$ 19.87
Power	Control Room Operator "A"	\$ 40.43	\$ 41.64	\$ 42.89	\$ 44.18	\$ 45.51
	Control Room Operator "B"	\$ 37.49	\$ 38.61	\$ 39.77	\$ 40.96	\$ 42.19
	Control Room Operator "C"	\$ 35.86	\$ 36.94	\$ 38.05	\$ 39.19	\$ 40.37
	Operator "C"	\$ 34.83	\$ 35.87	\$ 36.95	\$ 38.06	\$ 39.20
	Operator "D"	\$ 33.68	\$ 34.69	\$ 35.73	\$ 36.80	\$ 37.91
	Operator No. 1	\$ 32.72	\$ 33.70	\$ 34.71	\$ 35.75	\$ 36.83
	Operator No. 2	\$ 30.27	\$ 31.19	\$ 32.12	\$ 33.08	\$ 34.07
	Filter Plant Operator	\$ 30.50	\$ 31.42	\$ 32.36	\$ 33.33	\$ 34.33
	Utility A	\$ 28.67	\$ 29.53	\$ 30.42	\$ 31.33	\$ 32.27
	Auxiliary	\$ 27.74	\$ 28.57	\$ 29.43	\$ 30.31	\$ 31.22
	Utility B / Sludge	\$ 25.92	\$ 26.72	\$ 27.55	\$ 28.40	\$ 29.28
	Laborer (Grandfather)	\$ 23.88	\$ 24.60	\$ 25.34	\$ 26.10	\$ 26.88
	Laborer	\$ 17.65	\$ 18.18	\$ 18.73	\$ 19.29	\$ 19.87
Paper Machine	Lead operator		\$ 43.14	\$ 44.39	\$ 45.68	\$ 47.01
	Wet end tech / Dry end tech / Outside Wet end tech	\$ 40.43	\$ 41.64	\$ 42.89	\$ 44.18	\$ 45.51
	3rd hand Winder tech	\$ 36.94	\$ 38.05	\$ 39.19	\$ 40.37	\$ 41.58
	4th hand Winder Asst tech	\$ 35.72	\$ 36.79	\$ 37.89	\$ 39.03	\$ 40.20
	Machine helper	\$ 33.98	\$ 35.00	\$ 36.05	\$ 37.13	\$ 38.24
	Quality Tester	\$ 33.50	\$ 34.51	\$ 35.55	\$ 36.62	\$ 37.72
	5th hand A	\$ 33.10	\$ 34.09	\$ 35.11	\$ 36.16	\$ 37.25
	5th hand B	\$ 31.06	\$ 31.99	\$ 32.95	\$ 33.94	\$ 34.96
	Paper Tester	\$ 29.50	\$ 30.39	\$ 31.30	\$ 32.24	\$ 33.21
	6th hand	\$ 28.56	\$ 29.42	\$ 30.30	\$ 31.21	\$ 32.15
	7th hand / Outside Pulper oper	\$ 27.69	\$ 28.52	\$ 29.38	\$ 30.26	\$ 31.17
	Laborer (Grandfather)	\$ 23.88	\$ 24.60	\$ 25.34	\$ 26.10	\$ 26.88
	Laborer	\$ 17.65	\$ 18.18	\$ 18.73	\$ 19.29	\$ 19.87
Coating & Additives	Coating & Additives Operator	\$ 37.91	\$ 39.05	\$ 40.22	\$ 41.43	\$ 42.67
	Assistant Coating & Additives Oper	\$ 35.56	\$ 36.63	\$ 37.73	\$ 38.86	\$ 40.03
	Auxiliary	\$ 27.68	\$ 28.51	\$ 29.37	\$ 30.25	\$ 31.16
	Laborer (Grandfather)	\$ 23.88	\$ 24.60	\$ 25.34	\$ 26.10	\$ 26.88
	Laborer	\$ 17.65	\$ 18.18	\$ 18.73	\$ 19.29	\$ 19.87
PS&D	Operator	\$ 33.03	\$ 33.03	\$ 33.03	\$ 33.03	\$ 33.03
	Scale Man	\$ 32.13	\$ 32.13	\$ 32.13	\$ 32.13	\$ 32.13
	Rewinder Man	\$ 28.98	\$ 28.98	\$ 28.98	\$ 28.98	\$ 28.98
	Operator/Finisher	\$ 27.89	\$ 27.89	\$ 27.89	\$ 27.89	\$ 27.89
	Finisher	\$ 26.70	\$ 26.70	\$ 26.70	\$ 26.70	\$ 26.70
	Checker	\$ 23.02	\$ 23.02	\$ 23.02	\$ 23.02	\$ 23.02
	Assistant Checker	\$ 21.12	\$ 21.12	\$ 21.12	\$ 21.12	\$ 21.12
	Lift Truck Operator/Checker	\$ 30.61	\$ 30.61	\$ 30.61	\$ 30.61	\$ 30.61
	Lift Truck Operator/Driver	\$ 27.89	\$ 27.89	\$ 27.89	\$ 27.89	\$ 27.89
	Laborer (Grandfather)	\$ 23.88	\$ 23.88	\$ 23.88	\$ 23.88	\$ 23.88
	Laborer	\$ 17.65	\$ 18.18	\$ 18.73	\$ 19.29	\$ 19.87
Stores	Storeroom Attendant	\$ 30.18	\$ 30.18	\$ 30.18	\$ 30.18	\$ 30.18
	Laborer (Grandfather)	\$ 24.08	\$ 24.08	\$ 24.08	\$ 24.08	\$ 24.08
	Laborer	\$ 17.15	\$ 18.18	\$ 18.73	\$ 19.29	\$ 19.87

EXHIBIT "A" SCHEDULE OF HOURLY RATES (1/1/08 NEW WAGE STRUCTURE)

Augusta Dept	Classification	8/15/2023 (3.0%+)	8/15/2024 (3.0%+)	8/15/2025 (3.0%+)	8/15/2026 (3.0%+)
	TIER 2	12 HR Rate	12 HR Rate	12 HR Rate	12 HR Rate
Woodyard	Operator	\$ 31.95	\$ 34.06	\$ 36.23	\$ 39.62
	Purchased Chip Handler	\$ 29.76	\$ 32.70	\$ 35.73	\$ 39.11
	Screenroom Operator	\$ 29.68	\$ 32.54	\$ 35.48	\$ 38.84
	Log Handler / P&H Crane	\$ 29.66	\$ 32.50	\$ 35.42	\$ 38.78
	Cutting Room Operator	\$ 28.77	\$ 30.69	\$ 32.67	\$ 35.03
	Chip Handler	\$ 28.32	\$ 29.78	\$ 31.28	\$ 32.92
	Bark Handler	\$ 25.25	\$ 27.51	\$ 29.83	\$ 32.52
	Woodyard Asst. Laborer	\$ 25.01 \$ 18.18	\$ 27.02 \$ 18.73	\$ 29.09 \$ 19.29	\$ 31.57 \$ 19.87
Pulp	Stock & Chemical Operator	\$ 38.46	\$ 40.67	\$ 42.95	\$ 45.51
	Stock Assistant Operator	\$ 35.61	\$ 37.99	\$ 40.44	\$ 43.24
	Chemical Assistant Operator	\$ 31.64	\$ 34.31	\$ 37.06	\$ 40.26
	Stock Side Helper/ Service Oper	\$ 28.30	\$ 31.05	\$ 33.88	\$ 37.50
	Pulp Mill Helper	\$ 22.10	\$ 24.21	\$ 26.39	\$ 28.77
	Laborer	\$ 18.18	\$ 18.73	\$ 19.29	\$ 19.87
Power	Control Room Operator "A"	\$ 38.46	\$ 40.67	\$ 42.95	\$ 45.51
	Control Room Operator "B"	\$ 35.72	\$ 37.75	\$ 39.85	\$ 42.19
	Control Room Operator "C+"	\$ 33.32	\$ 35.51	\$ 37.76	\$ 40.37
	Operator "C"	\$ 31.07	\$ 33.60	\$ 36.21	\$ 39.20
	Operator "D"	\$ 29.79	\$ 32.30	\$ 34.89	\$ 37.91
	Operator No. 1	\$ 28.45	\$ 30.93	\$ 33.47	\$ 36.83
	Operator No. 2	\$ 26.92	\$ 29.13	\$ 31.45	\$ 34.07
	Filter Plant Operator	\$ 26.24	\$ 28.62	\$ 31.08	\$ 34.33
	Utility A	\$ 24.88	\$ 27.18	\$ 29.54	\$ 32.27
	Auxiliary	\$ 23.99	\$ 26.27	\$ 28.62	\$ 31.22
	Utility B / Sludge	\$ 20.66	\$ 22.61	\$ 25.50	\$ 27.50
	Laborer	\$ 18.18	\$ 18.73	\$ 19.29	\$ 19.87
Paper Machine 1 & 3	Wet end tech / Dry end tech / Outside Wet end Operator	\$ 38.46	\$ 40.67	\$ 42.95	\$ 45.51
	3rd hand Winder tech	\$ 35.52	\$ 37.37	\$ 39.23	\$ 41.58
	4th hand Winder Asst tech	\$ 34.60	\$ 36.37	\$ 38.21	\$ 40.20
	Machine helper	\$ 31.48	\$ 33.59	\$ 35.76	\$ 38.24
	Quality Tester	\$ 27.42	\$ 33.00	\$ 35.25	\$ 37.72
	5th hand A	\$ 30.63	\$ 32.73	\$ 34.89	\$ 37.25
	5th hand B	\$ 27.77	\$ 30.00	\$ 32.30	\$ 34.96
	Paper Tester	\$ 24.75	\$ 27.15	\$ 29.63	\$ 33.21
	6th hand	\$ 24.16	\$ 26.64	\$ 29.19	\$ 32.15
	7th hand	\$ 22.93	\$ 25.47	\$ 28.09	\$ 31.17
	Laborer	\$ 18.18	\$ 18.73	\$ 19.29	\$ 19.87
Coating & Additives	Coating & Additives Operator	\$ 36.14	\$ 38.19	\$ 40.29	\$ 42.67
	Asst Coating & Additives Oper	\$ 31.23	\$ 33.94	\$ 36.74	\$ 40.02
	Auxiliary	\$ 22.93	\$ 25.47	\$ 28.09	\$ 31.15
	Laborer	\$ 18.18	\$ 18.73	\$ 19.29	\$ 19.87
PS&D	Operator	\$ 27.98	\$ 29.92	\$ 31.92	\$ 33.03
	Scale Man	\$ 26.29	\$ 28.68	\$ 31.14	\$ 32.13
	Rewinder Man	\$ 23.48	\$ 25.64	\$ 27.86	\$ 28.98
	Operator/Finisher	\$ 22.93	\$ 24.72	\$ 26.58	\$ 27.89
	Finisher	\$ 22.31	\$ 24.08	\$ 25.90	\$ 26.70
	Checker	\$ 27.12	\$ 29.54	\$ 32.02	\$ 33.02
	Assistant Checker	\$ 24.14	\$ 26.97	\$ 29.88	\$ 31.12
	Lift Truck Operator/Checker	\$ 23.93	\$ 26.55	\$ 29.25	\$ 30.31
	Lift Truck Operator/Driver	\$ 22.61	\$ 24.72	\$ 26.91	\$ 27.89
	Laborer	\$ 18.18	\$ 18.73	\$ 19.29	\$ 19.87
	8 HR Rate	8 HR Rate	8 HR Rate	8 HR Rate	8 HR Rate
Stores	Storeroom Attendant	\$ 23.24	\$ 25.74	\$ 28.31	\$ 30.18
	Laborer	\$ 18.18	\$ 18.73	\$ 19.29	\$ 19.87

MAINTENANCE SCHEDULE OF HOURLY RATES
Exhibit "A"

Augusta Dept	Classification	Current		8/15/2023 (3.0%)		8/15/2024 (3.0%)		8/15/2025 (3.0%)		8/15/2026 (3.0%)	
		12 HR	8 HR	12 HR	8 HR	12 HR	8 HR	12 HR	8 HR	12 HR	8 HR
USW #1803											
Maintenance	General Mechanic J3	\$ 49.76	\$39.76	\$ 41.98	\$ 40.95	\$ 43.74	\$42.18	\$ 44.54	\$43.45	\$ 45.88	\$44.75
Mechanical	General Mechanic J1	\$ 38.55	\$32.48	\$ 39.71	\$ 33.45	\$ 40.00	\$34.45	\$ 42.13	\$35.48	\$ 43.39	\$36.54
	General Mech Associate (Internal)		\$27.71		\$ 28.54		\$29.40		\$30.28		\$31.19
	General Mechanic Associate		\$24.72		\$ 25.46		\$26.22		\$27.01		\$27.82
USW #1803 & BEW #1588											
Maintenance	E&I J3	\$ 40.76	\$39.76	\$ 41.98	\$ 40.95	\$ 43.74	\$42.18	\$ 44.54	\$43.45	\$ 45.88	\$44.75
Elec. / Instr	E&I J1	\$ 38.55	\$32.48	\$ 39.71	\$ 33.45	\$ 40.00	\$34.45	\$ 42.13	\$35.48	\$ 43.39	\$36.54
	E&I Associate (Internal)		\$27.71		\$ 28.54		\$29.40		\$30.28		\$31.19
	E&I Associate		\$24.72		\$ 25.46		\$26.22		\$27.01		\$27.82

Exhibit B

PS&D (Finishing & shipping)

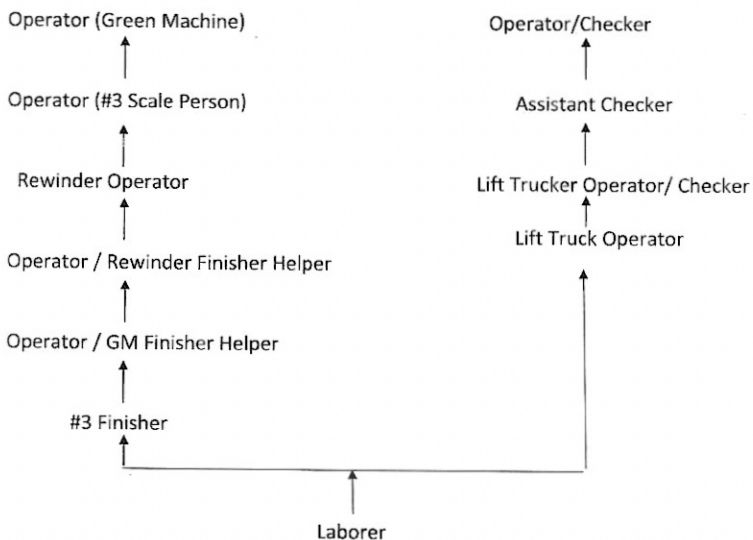
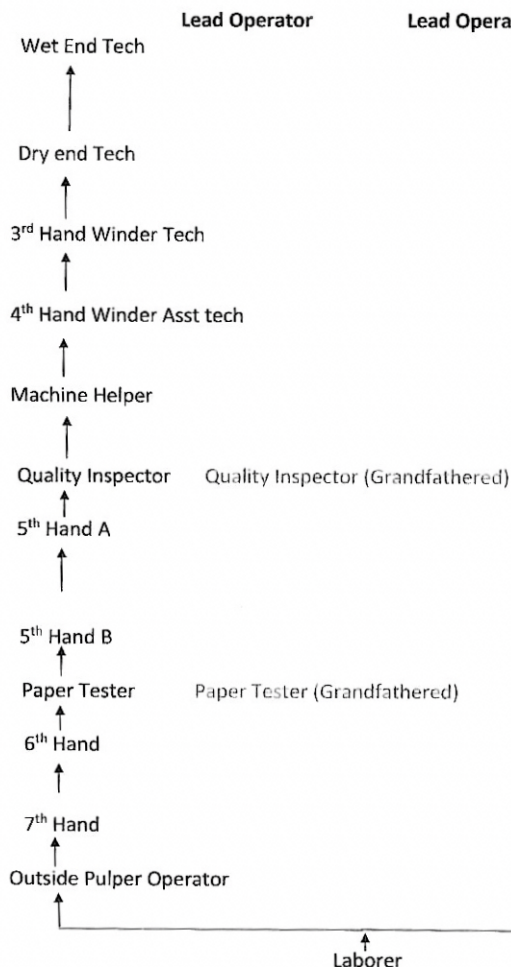


Exhibit B
PAPER MILL

No. 1 MACHINE



No. 3 MACHINE



Exhibit B

POWER

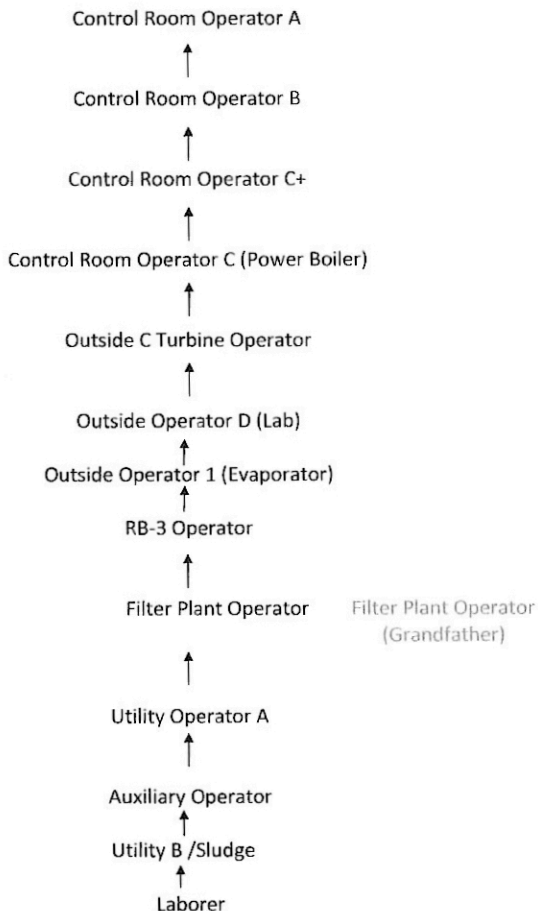


Exhibit B
PULP MILL

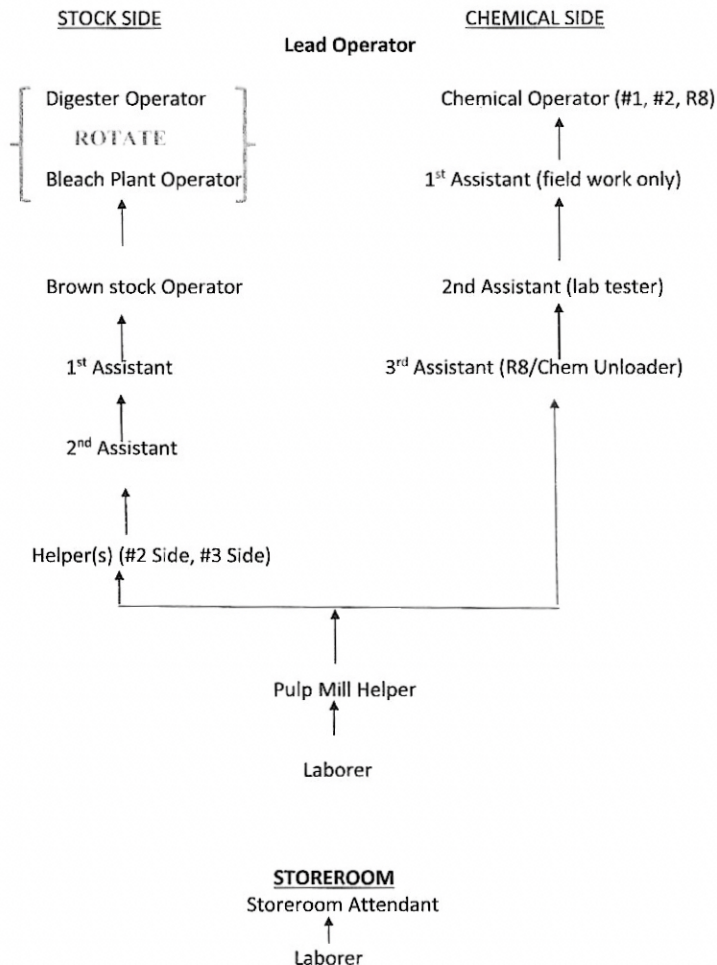
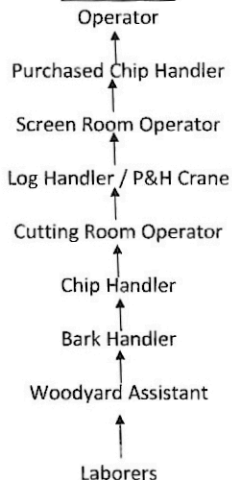


Exhibit B
WOODYARD



COATING AND ADDITIVES

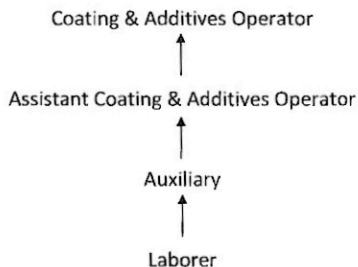


EXHIBIT "C"
Referencing 8-hour Shift Language

During the 2017 Augusta Mill Local Renewals, the Company and Union removed 8-hour shift language from this agreement. In the event 12-hour shifts are eliminated and 8-hour shifts are reinstituted, the 8-hour language removed from the Collective Bargaining Agreement dated August 15, 2013, to August 15, 2017, would be reinstated.

EXHIBIT "D"
LAY-OFF PLAN (SEVERANCE PAY)

- A. Employees with one year or more of service will be eligible for severance pay when laid off by Company action because there is no work available to which their seniority entitles them, and on which the Employees are qualified to perform.
- B. A laid off Employee entitled to severance pay will be paid at one and one-half (1.5%) percent of his/her total earnings for the last full period of unbroken employment*. One-half of the severance pay due will be paid after the Employee has been laid off six weeks. The second half of the severance pay due will be paid after the Employee has been laid off three months.
- C. An employee's recall rights will not be affected in any manner because of the payment of severance pay. However, if recall occurs before the time when a severance payment is due no such payment will be made. Or, if an Employee is offered recall, according to the applicable recall provision in his/her case and it is refused, all recall and severance pay rights are automatically canceled.
- D. If an Employee is recalled after having received ALL of the severance pay due him/her, he/she will begin again, as of the date of return, accumulating a new period of time which will be credited toward any future layoff.
- E. If an Employee is recalled after having received one-half of the severance pay due him/her, he/she will upon return to work retain the right to the unpaid portion if laid off a second time. He/she will begin accumulating again a new period of time which will, in addition, be credited toward any future layoff.

NOTE: *Calculated as: (Years of Service) X (.75) X (Base rate) X (40)

EXAMPLE: Employee with 26 years of service and a base rate of \$22.00.

$$(26) \times (.75) \times (\$22) \times (40) = \$17,160$$

EXHIBIT "E"

To qualify for quick change, an employee must meet all of three criteria:

1. Work over eight (8) hours in a twenty-four (24) hour period (measured from reporting time).
2. Work over eight (8) hours in a twenty-four (24) hour period as a result of being rescheduled from his regular shift.
3. Work the rescheduled shift at a time other than during a plant shutdown. (A quick change is not applicable during a plant shutdown except for when a Crew 5 General Mechanic or E&I Technician (not a call-in) is scheduled to work early (3:00a.m. – 7:00a.m. The General Mechanic or E&I Technician will receive a two (2) hour Quick Change pay.)

In the examples that follow, assume there is **not** a plant shutdown.

No.1

M	T	W	T	F	S	S
11-7	(11-7	3-11)	3-11	3-11	3-11	3-11

This is a quick change since employee (1) worked over eight (8) hours in twenty-four (24) hours (measured from 11 p.m. Tuesday), and (2) was rescheduled from 11-7 to 3-11 shift.

No.2

M	T	W	T	F	S	S
3-11	3-11	(3-11	7-3)	7-3	OFF	OFF

This is a quick change since employee (1) worked over eight (8) hours in twenty-four (24) hours (measured from 3 p.m. Tuesday), and (2) was rescheduled from 3-11 to 7-3 shift.

No.3

M	T	W	T	F	S	S
11-7	(11-7	7-3:30)	7-3:30	7-3:30	OFF	OFF

This is a quick change since employee (1) worked over eight (8) hours in twenty-four (24) hours (measured from 11 p.m. Tuesday), and (2) was rescheduled from 11-7 to 7-3:30 shift.

No.4

M	T	W	T	F	S	S
11-7	(11-7	7-3)	OFF	3-11	3-11	3-11

This is **not** a quick change since employee (1) worked over eight (8) hours in twenty-four (24) hours (measured from 11 p.m. Tuesday), but (2) was **not** rescheduled from 11-7 to 7-3 shift (relief did not report).

NOTE: This would be a quick change if employee was scheduled to work off day Wednesday.

No.5

M	T	W	T	F	S	S
3-11	(3-11	7-3	7-3	OFF	7-3	7-3
		3-11)	3-11			

This is **not** a quick change since employee (1) worked over eight (8) hours in twenty-four (24) hours (measured from 3 p.m. Tuesday), but (2) employee was **not** rescheduled from regular 3-11 shift which he continued to work.

No.6

M	T	W	T	F	S	S
3-11	(3-11	11-7)	11-7	11-7	11-7	11-7

This is **not** a quick change since employee (1) did **not** work over eight (8) hours in twenty-four (24) hours (measured from 3 p.m. Tuesday), and (2) was rescheduled from 3-11 to 11-7 shift.

No.7

M	T	W	T	F	S	S
OFF	OFF	(7-3:30	11-7)	11-7	11-7	11-7
7-3:30	7-3:30	11-7				

This is a quick change since employee (1) worked over eight (8) hours in twenty-four (24) hours (measured from 7 a.m. Wednesday), and (2) was rescheduled from 7-3:30 to 11-7 shift.

NOTE: Monday and Tuesday were scheduled off days.

No.8

M	T	W	T	F	S	S
11-7	11-7	OFF	OFF	3-11	3-11	3-11
(7p-7a)	(7p-7a)	(3p-11p)				

2 Hr. Q.C.

This is a 2-hour quick change since employee should have been off on Wednesday and he **reported** to work 4 hours earlier than he had been reporting.

No.9

M	T	W	T	F	S	S
3-11	3-11	(11a-7p)	3-11	OFF	7-3	7-3

2 Hr. Q.C.

This is a 2-hour quick change since employee reported to work 4 hours earlier than his previous schedule and was rescheduled from 3-11 to 11a-7p shift.

No.10

M	T	W	T	F	S	S
7-3	7-3	7-3	7-3	7-3	OFF	OFF
(7p-7a)	(7p-7a)	(3p-11p)				

2 Hr. Q.C. 4 Hr. Q.C.

This is a 2-hour quick change on Wednesday because employee reported 4 hours earlier than his previous schedule. Thursday would be a 4-hour quick change because employee reported to work 8 hours earlier than his previous schedule.

EXHIBIT "F"
12-Hour Tour Agreement:

It is agreed that the Augusta Mill will continue the twelve (12) hour shift rotation schedule for all tour areas in the mill. This schedule will continue with the following understandings:

1. The parties agree that the twelve (12) hour shift schedule will not result in either an increase or decrease in costs as they relate to the present eight (8) hour schedule.
2. If a dispute should arise concerning the application or interpretation of the twelve (12) hour shift schedule as it relates to the applicable Labor Agreement, the parties agree to work in good faith to resolve such problems within one week from the time of the occurrence or as soon as practicable for both parties, on the basis that neither party will gain nor lose.
3. It is agreed that the twelve (12) hour shift rotation schedule may be terminated at any time, upon thirty days written notification of either party. Upon termination, employees will revert to the applicable eight (8) hour rotation that was in existence prior to the change. *(If practicable, the parties may terminate the twelve (12) schedules prior to thirty (30) days)*
4. It is recognized that it is not the purpose of this agreement to supersede or modify the terms of the applicable Labor Agreement except as duly noted in this agreement.
5. Communications – Certain positions in each department, as determined by department management, will maintain a job summary log. The summary log shall be created by each department, with the help of the applicable employee(s) in the position. When an employee(s), who relieves at the position(s), returns from their seven-day break, he/she must read and sign the job summary log before starting work on the first day.
6. The Company has the right to schedule training, meetings, etc.... as needed on the thirty-six (36) hour week.

Production:

12. Article X – Hours of Work

Section 5. The following procedure will be used when it is necessary to fill shift vacancies in production departments:

General Principles for Filling Production Vacancies:

1. The supervisor should first determine whether the job needs to be filled. If the job can be left vacant with no adverse effects, and if another employee does not have to do the work normally done in the vacant job, then the job can be left vacant.
2. The Volunteer List Procedure referenced in this section will be subject to the following conditions:
 - A. It will be the responsibility of each employee to sign up and designate the position(s), and shift(s) (days/nights/both), they will be available to work and whether they will be available for call-ins and/or scheduled vacancies. There will be one list per area to be kept in a designated place by the department. When the schedule is made out and/or a call-in is performed, those employees on the sign-up list will be used to fill vacancies based on their seniority and qualifications as they compare to the applicable:
 - (a.) Job seniority by slot in classification
 - (b.) Job seniority in classification
 - (c.) Seniority in the line of progression where the vacancy occurs.
 - (d.) Department seniority where the vacancy exists.

It will be the responsibility of the employee to check the schedule and report to work as scheduled. The volunteer list will be updated monthly or as changes occur. The volunteer list for the upcoming month will be posted on the fifteenth (15th) of the current month or the Monday following the fifteenth (15th).

- B. The Voluntary List will be managed by designated, department personnel.
- C. An employee wishing to remove themselves from the Voluntary List must contact the on-shift supervisor at least twelve (12) hours in advance of the

next scheduled shift. The supervisor must initial any changes made to the Volunteer List.

- D. When an employee is called in from the Voluntary List to fill a vacancy, the employee that is first contacted will be obligated to fill the vacancy.
- E. When on the Voluntary List the employee must ensure that the department administrative assistant has a contact number that he/she can be reached at.
- F. The following will apply if the employee is on the Voluntary List and declines to come out when contacted:
 - 1. Declining twice within a rolling six (6) month period will result in being removed from the Voluntary List for 30 days.
- 3. Tour workers will not be allowed or forced to fill any twelve (12) hour vacancy if they are scheduled to work the next shift.
- 4. In the rare occasion where the vacancy or any remaining part cannot be filled, management will, when practicable, contact a union representative and notify him/her that a qualified replacement has not been found.

In the rare event that a qualified replacement cannot be found, the company will evaluate the situation and if business circumstances necessitate will declare the work emergency work.

(A) The following procedure will be used when it is necessary to fill a shift vacancy in a production department for a partial shift or a full shift vacancy on the first day of the vacancy.

Scenario I. The following procedure will be used when an employee leaves during his/her shift (*partial vacancy*).

- 1. The supervisor must first determine whether the position can be left vacant. If the position cannot be left vacant, the following procedure will be used.
- 2. Set-up the shift to cover the vacancy.
- 3. If the shift set-up cannot cover the vacancy, then call qualified employees on the Volunteer List by:

- a. Job seniority by slot in classification.
- b. Job seniority in classification.
- c. Seniority in line of progression where the vacancy occurs.
- d. Determine whether there is a volunteer in the next lower classification(s) to allow a partial shift set-up and fill the vacancy accordingly.
- e. Department seniority.

4. Call qualified employees not on Volunteer List by:

- a. Job seniority by slot in classification.
- b. Job seniority in classification.
- c. Seniority in line of progression where the vacancy occurs.
- d. Determine whether there is a volunteer in the next lower classification(s) to allow a partial shift set-up and fill the vacancy accordingly.
- e. Department seniority.

5. Then call qualified incoming employees to come in four (4) hours early.

6. When a vacancy cannot be filled by any of the above steps, fill the vacancy with any employee who can perform the job.

Scenario II. The following procedure will be used when a vacancy is for a full shift on the first day.

1. The supervisor must first determine whether the position can be left vacant. If the position cannot be left vacant, the following procedure will be used.
2. Set-up the shift to cover the vacancy.
3. The off going tour worker whose relief did not report to work will be given the option to work the first four (4) hours of the vacancy. If the employee does not wish to work the extra four (4) hours, the Company will diligently attempt to obtain a substitute. If not substitute can be found, the employee will be required to stay until relieved or up to the first four (4) hours of the vacancy.
4. To fill the vacancy, call qualified employees on the Volunteer List by:
 - a. Job seniority by slot in classification.
 - b. Job seniority in classification.

- c. Seniority in line of progression where the vacancy occurs.
 - d. Determine whether there is a volunteer in the next lower classification(s) to allow a partial shift set-up and fill the vacancy accordingly.
 - e. Department seniority.
5. Call qualified employees not on Volunteer List by classification.
- a. Job seniority by slot in classification.
 - b. Job seniority in classification.
 - c. Seniority in line of progression where the vacancy occurs.
 - d. Determine whether there is a volunteer in the next lower classification(s) to allow a partial shift set-up and fill the vacancy accordingly.
 - e. Department seniority.
6. Then call qualified incoming employees to come in four (4) hours early.
7. When a vacancy cannot be filled by any of the above steps, fill the vacancy with any employee who can perform the job.
8. In the rare occasion where the vacancy (*or any remaining part cannot be filled*), management will when practicable contact a union representative and notify him/her that a qualified replacement has not been found.

In rare event that a qualified replacement cannot be found, the company will evaluate the situation and if business circumstances necessitate will declare the work emergency work.

(B) On the second day or succeeding days of the vacancy (*for vacancies expected to last less than a pay period*) – the supervisor must first determine whether the position can be left vacant.

The supervisor must first determine whether the position can be left vacant. If the position cannot be left vacant, the following procedure will be used.

- 1. Set-up the shift to cover the vacancy.
- 2. Call and schedule qualified employees from Volunteer List by:

- a. Job seniority by slot in classification.
- b. Job seniority in classification.
- c. Seniority in line of progression where the vacancy occurs.
- d. Determine whether there is a volunteer in the next lower classification(s) to allow a partial shift set-up and fill the vacancy accordingly.
- e. Department seniority.

3. Call and schedule qualified employees not on Volunteer List by:

- a. Job seniority by slot in classification.
- b. Job seniority in classification.
- c. Seniority in line of progression where the vacancy occurs.
- d. Determine whether there is a volunteer in the next lower classification(s) to allow a partial shift set-up and fill the vacancy accordingly.
- e. Department Seniority.

4. Call and schedule off man to fill the vacancy where it occurs.

5. When a vacancy cannot be filled by any of the above steps, fill the vacancy with any employee who can perform the job.

(C) The following procedure will be used when it is necessary to fill a vacancy for a pay period but less than three weeks.

1. Set the shift-up if the job cannot be left vacant.
2. Schedule a qualified employee from the Volunteer List. The scheduled employee must have the following shift off.
 - a. Job seniority by slot in classification
 - b. Job seniority in classification
 - c. Seniority in the line of progression where the vacancy occurs.
 - d. Set the shift up as much as possible and call for volunteers at lower classifications.
 - e. Department seniority.

3. Schedule off employee to fill the vacancy where it occurs.

D) The following procedure will be used when it is necessary to fill a vacancy for more than three weeks.

A vacancy of more than three weeks should be filled by a seniority set-up. All seniority set-ups begin at the beginning of a pay period.

When filling a known vacancy of more than three weeks, a seniority set-up will be affected at the beginning of the next pay period or as soon as practical when the qualified employees within the department are available.

13. Article X, Section 6: Set-up employee not properly relieved:

New paragraph to read:

[When shift set-up is made, the employee set up is the incumbent in that classification and will be relieved by his/her mate on the incoming shift. If the set-up employee is not properly relieved and shift set-up cannot be made on the relieving shift to fill the vacancy, the set-up employee will be the employee who must stay until relieved or up to four (4) hours. The procedure for "Filling Vacancies" (*reference A Scenario II*) will be used to secure a relief for the unrelieved employee.

14. Article X, Section 7: Augmenting:

New paragraph 3 to read:

[If, in the opinion of supervision, a classification or classifications requires augmentation, supervision will, augment the affected classification(s) as follows:

1. If shift set-up can be affected, shift set-up will be used. If shift set-up is not possible, and if the augmenting requirements is not known about well in advance, supervision will:
2. Offer the tour worker whose classification is being augmented the option to work the first four (4) hours of the next shift. If the employee does not wish to work the extra four (4) hours, the Company will diligently attempt to obtain a substitute. If no substitute can be found, the employee will be required to stay until relieved or up to the first four (4) hours of the vacancy.

3. Call in from Volunteer List for qualified employees:
 - a. Job seniority by slot in classification.
 - b. Job seniority in classification.
 - c. Seniority in line of progression where the vacancy occurs.
 - d. Determine whether there is a volunteer in the next lower classification(s) to allow a partial shift set-up and fill the vacancy accordingly.
 - e. Department Seniority.
4. Call in qualified employees not on Volunteer List by job classification.
5. Call in the incoming employee if the augmenting requirement develops during the last four hours of the shift.
6. If supervision is unable to affect the foregoing steps, augmentation may be completed with anyone who can perform the job.
7. If augmentation requirements are known well in advance (Thursday of the preceding week), Company will schedule qualified employees from Section B of the foregoing language.

Voluntary List Procedures

To be eligible to be called or scheduled to fill vacancies as a volunteer, an employee must adhere to the following guidelines, as noted in Article X, Section 5 of the contract.

- A. It will be the responsibility of each employee to sign up and designate the position(s), and shift(s) (days/nights/both), they will be available to work and whether they will be available for call-ins and/or scheduled vacancies. There will be one list per area to be kept in a designated place by the department. When the schedule is made out and/or a call-in is performed, those employees on the sign-up list will be used to fill vacancies based on their seniority and qualifications as they compare to the applicable:
 - (a.) Job seniority by slot in classification
 - (b.) Job seniority in classification
 - (c.) Seniority in the line of progression where the vacancy occurs.
 - (d.) Department seniority where the vacancy exists.

It will be the responsibility of the employee to check the schedule and report to work as scheduled. The volunteer list will be updated monthly or as changes occur. The volunteer list for the upcoming month will be posted on the fifteenth (15th) of the current month or the Monday following the fifteenth (15th).

- B. The Voluntary List will be managed by designated, department personnel.
- C. An employee wishing to remove themselves from the Voluntary List must contact the on-shift supervisor at least twelve (12) hours in advance of the next scheduled shift. The supervisor must initial any changes made to the Volunteer List.
- D. When an employee is called in from the Voluntary List to fill a vacancy, the employee that is first contacted will be obligated to fill the vacancy.
- E. When on the Voluntary List the employee must ensure that the Company has a contact number that he/she can be reached at.
- F. The following will apply if the employee is on the Voluntary List and declines to come out when contacted:
 - 1. Declining twice within a rolling six (6) month period will result in being removed from the Voluntary List for 30 days.

EXHIBIT "G"

Finished Products Department -12 Hour Vacancy Coverage

General Principles for Filling Production Vacancies:

1. The Call List procedure referenced in this section will be subject to the following conditions:
 - A. The Call List will contain the name of each employee in the line of progression in order of seniority, a valid contact number, and the jobs in which he/she is qualified to perform. It will be the responsibility of each employee to provide and maintain a valid contact number for the Call List to the department administrative assistant. There will be one list per area to be kept in a designated place by the department. When a call-in is performed, the Call List will be used to fill vacancies based on the seniority and qualifications of the employees as follows:
 - a. Job seniority by slot in classification
 - b. Job seniority in classification
 - c. Seniority in the line of progression (*all inclusive*) where the vacancy occurs
 - d. Seniority in lower classifications to allow a partial shift set-up and fill the vacancy accordingly
 - e. Department seniority where the vacancy exists

An employee may come in and fill any job he/she is qualified to perform to help fill a vacancy. It will be the responsibility of the employee to check the schedule and report to work as scheduled.

- B. The Call List will be managed by department administrative assistant.
- C. It is the duty of each employee to report for his/her designated shift. If unavoidably prevented from reporting, the employee shall notify the Company at least three (3) hours before his/her designated starting time unless it is impossible to give such notice.
- D. When an employee is called in from the Call List, the employee that is on his/her short break in the affected job slot will be responsible for filling the vacancy. (Note: The employee must be called two hours prior to the

beginning of the night shift in order to be held responsible for covering the vacancy.)

- E. After all options for filling an unscheduled vacancy have been exhausted, if the affected employee on his/her short break is not responsive or declines to come out when contacted, the following will apply:
- On the first occurrence, a note to file will be issued
 - On the second occurrence, a verbal counseling will be issued
 - On the third occurrence, the employee will be counted absent

This process will be based on a twelve (12) month rolling window.

- Tour workers will not be allowed or forced to fill any twelve (12) hour vacancy if they are scheduled to work the next shift.
- In the rare occasion where the vacancy or any remaining part cannot be filled, management will, when practicable, contact a union representative and notify him/her that a qualified replacement has not been found.
- In the rare event that a qualified replacement cannot be found, the company will evaluate the situation and if business circumstances necessitate will declare the work emergency work.

The following procedure will be used when it is necessary to fill a shift vacancy in a production department for a partial shift or a full shift vacancy on the first day of the vacancy:

Scenario 1: the following procedure will be used when an employee leaves during his/her shift (*partial/unscheduled vacancy*).

- Set-up the shift to cover the vacancy.
- If shift set-up cannot be used to cover the vacancy, then call qualified employees on the Call List by:
 - Job seniority by slot in classification
 - Job seniority in classification
 - Seniority in line of progression, (all inclusive) where the vacancy occurs

- d. Seniority in lower classifications to allow a partial shift set-up and fill the vacancy accordingly
 - e. Department seniority
3. Then call qualified incoming employees to come in four (4) hours early.
 4. When a vacancy cannot be filled by any of the above steps, fill the vacancy with any employee who can perform the job

Scenario 2: The following procedure will be used when a vacancy is for a full shift on the first day (*unscheduled vacancy*).

1. Set- up the shift to cover the vacancy.
2. The off going tour worker whose relief did not report to work will be given the option to work the first four (4) hours of the vacancy. If the employee does not wish to work the extra four (4) hours, the Company will diligently attempt to obtain a substitute. If no substitute can be found, the employee will be required to stay until relieved or up to the first four (4) hours of the vacancy.
3. To fill the vacancy, call qualified employees on the Call List by:
 - a. Job seniority by slot in classification
 - b. Job seniority in classification
 - c. Seniority in line of progression, (all inclusive) where the vacancy occurs
 - d. Seniority in lower classifications to allow a partial shift set-up and fill the vacancy accordingly
 - e. Department seniority
4. Then call qualified incoming employee to come in four (4) hours early.
5. When a vacancy cannot be filled by any of the above steps, fill the vacancy with any employee who can perform the job.
6. In the rare occasion where the vacancy or any remaining part cannot be filled, management will, when practicable, contact a union representative and notify him/her that a qualified replacement has not been found.

7. In the rare event that a qualified replacement cannot be found, the company will evaluate the situation and if business circumstances necessitate will declare the work emergency work.

On the second day or succeeding days of the vacancy (for vacancies expected to last less than a pay period -unscheduled vacancy):

1. Set- up the shift to cover the vacancy.
2. Call and schedule qualified employees from the Call List by:
 - a. Job seniority by slot in classification
 - b. Job seniority in classification
 - c. Seniority in line of progression, (all inclusive) where the vacancy occurs
 - d. Seniority in lower classifications to allow a partial shift set-up and fill the vacancy accordingly
 - e. Department seniority
3. When a vacancy cannot be filled by any of the above steps, fill the vacancy with any employee who can perform the job.

The following procedure will be used when it is necessary to fill a vacancy for a pay period but less than three weeks (scheduled vacancy):

1. Set-up the shift to cover the vacancy
2. Short-Off employee(s) by slot in classification will be scheduled, except on the following shifts where the Short-Off is not available, the Long off will be scheduled:
 - a. Friday day shift
 - b. Tuesday day shift
 - c. Sunday night shift
3. If a qualified senior operator in the classification is not scheduled and wants the overtime hours, they must notify the Front-Line Leader or department administrative assistant within 48 hours of the schedule being posted to claim the overtime, or they will lose the right to the overtime hours.

4. In the event of a schedule change and the employee is not at work to check the schedule, the Front-Line Leader or department Administrative Assistant will make every attempt to notify all affected employees. However, in circumstances where the employee did not see the schedule or the junior employee cannot be reached, the Company may send the junior employee home with no pay penalty.

The following procedure will be used when it is necessary to fill a vacancy for more than three weeks:

1. A vacancy of more than three weeks should be filled by a seniority set-up.
2. All seniority set-ups begin at the beginning of a pay period.
3. When filling a known vacancy of more than three weeks, a seniority set-up will be affected at the beginning of the next pay period or as soon as practical when the qualified employees within the department are available.

In the event there continues to be issues surrounding the Company's ability to fill vacancies using any or all of the above procedures, and upon written notification to the Union(s), the Company and the Union will meet and resolve this issue in an expeditious manner and agree to an alternate solution.

EXHIBIT "H"

2015 MILL MASTER

The Company will provide benefits as provided for in the 2015 USW/IBEW/IP Mill Master Agreement (*IP Mill Master Agreement Memorandum, expiration August 31, 2021*). Pension benefits are provided by the company as set out in the Primary Mill Joint Pension Council agreement as amended by the 2014 Conference of the Primary Joint Pension Council of International Paper. Copies of these agreements can be obtained from Human Resources or your union representatives.

MAINTENANCE EFFICIENCY PROGRAM
GRAPHIC PACKAGING INTERNATIONAL
AUGUSTA MILL

The long-term survival of operations in Augusta will be determined, to a large degree, by our ability to continue to become more efficient and productive. An effective, constantly improving maintenance effort is obviously essential to achieving the goals on which our survival depends. With the continuation of the maintenance efficiency program, work will be assigned primarily by either a Mechanical or Electrical/Instrumentation grouping. Employees will perform all work which is within their capabilities. The intent is to utilize the employee's skills in making assignments consistent with safety, ability, efficiency, and economy of operation.

The maintenance efficiency program constitutes an enforceable agreement between the company and both local unions to abolish all craft and jurisdictional distinctions and to establish a single mill-wide overtime procedure that is as equitable as practicable for all maintenance employees. This agreement supersedes all existing language, position statements, special agreements, and letters of instruction, grievance answers and arbitration awards which conflict with this agreement. The Company and Unions commit to meet in a timely manner to work out any problems which might arise during the life of this agreement.

Any reduction of the current mill maintenance force, as a result of the efficiencies achieved through the maintenance efficiency program, will be accomplished through normal attrition (for example: retirements and voluntary resignations).

The following administrative procedures have evolved since the General Mechanics Program was established in 1983.

SENIORITY:

Any entitlements regarding seniority, shift assignments, holidays, and layoffs will be identified by the employees' job seniority regardless of which International Union represents the employee(s). For the purposes of the Maintenance Efficiency Program, job seniority will be established when an employee has been classified as J1.

Where job seniority is equal, department seniority shall prevail. If job and department seniority are both equal, then plant seniority shall determine the vacation, shift assignment, holidays, and layoffs in question. There will be two groupings of general mechanics, mechanical and E & I, any entitlements regarding seniority, shift, holidays, and layoffs will be identified by the employee's seniority standing in one of these two groupings

regardless of the International Union that represents the employee. Any layoffs which may become necessary for reasons unrelated to this maintenance efficiency program will not be achieved through the elimination of any of these two groupings but will first be reasonably distributed among the mechanical group and the E & I group.

The Company and the Unions agree that it is the best interest of the health and safety of our employees to enforce a 16-hour policy that limits employees to working no more than 16-consecutive hours. It is recognized that there may be extraordinary and/or emergency situations that make it necessary for employees to work in excess of 16 consecutive hours. Authorization must be obtained from the mill maintenance manager or designee prior to instructing or allowing any employee to work in excess of 16 consecutive hours. Employees who are required or volunteer to work into a hog law situation will be allowed to come in late the next day with no absence occurrence counted. This language covers the Storeroom employees as well.

It is the responsibility of the employee to notify supervision prior to obtaining 16 consecutive hours or being scheduled to work in excess of 16 consecutive hours in order to allow alternative arrangements to be made or relief to be obtained.

VACATION SCHEDULES:

Vacation for general mechanics will be scheduled by job seniority based on the employee's seniority standing in one of two groups, the mechanical group or the E & I group. Selection for vacations for E&I group will be from two separate lists, one for Local 1803 and one for Local 1588.

Working the week before vacation:

- The company will make reasonable efforts not to work a Crew 5 maintenance employee on the weekend before his/her scheduled vacation. In the past, the company and the local(s) in agreement have not required Crew 5 employees to work shift the week before their vacation nor work a Crew 5 employee past 3:30 pm on the Friday before their vacation. This means that the week before a vacation you will not be forced on shift or weekend work, if at all possible.
- Employees who elect not to work shift to avoid working the weekend prior to their vacation will not be allowed to work Crew 5 weekend overtime the weekend prior to beginning a vacation.
- When filling shift vacancies for a pay period or longer, the senior Crew 5 employee will have shift preference when being forced or volunteering.

OVERTIME GENERAL GROUND RULES:

- The purpose of this section is to establish the administrative details for the equitable distribution of overtime for maintenance employees.
- Volunteer lists will be established for area OT (M-F) and mill wide OT work (M-Su).

- Employees will select their OT volunteer preference.
 - Weekday OT no later than 12:30 pm the day before.
 - Weekend OT no later than 12:30 pm Thursday the week of.
- Departments, for OT purposes, are defined as:
 - Pulp
 - Power
 - Woodyard
 - Paper
- Overtime data will be updated/tracked weekly.
- For the purpose of overtime placement, an employee will carry their overtime hours with them for assignments of 3 weeks or less. Overtime hours will be averaged in with the crew for assignments of more than 3 weeks.
- Any make up time that is due an employee for overtime or time worked on a cost equivalent basis, must be scheduled by the employee to allow supervision to assign specific tasks.
- Make-Up time will be offered as a remedy for missed overtime opportunities. If the opportunity is missed because of intentional disregard for the overtime agreement, is brought to the attention of management and is still not corrected, the missed overtime will be paid.
- An employee forced on an overtime work assignment can seek relief (for the overtime portion of the job) provided the effort is conducted on the employee's time and does not impede the execution of any work. The proposed relief cannot conflict with the contractual allocation of overtime and is subject to the supervisor's approval.

OVERTIME ASSIGNMENT:

1. Daily Area OT:

- Daily overtime will be assigned as follows:
 - 1st: Low area volunteers by OT hours low-to-high.
 - 2nd: Force low area non-volunteers by OT hours low-to-high.
 - 3rd: Mill wide volunteers by OT hours low-to-high.
 - 4th: Force mill wide non-volunteers-by OT hours low-to-high.
- All area OT is the low man's obligation to work unless there is an area volunteer from the volunteer list to displace them.
- Overtime job(s) will be assigned utilizing the daily OT procedure. Supervision may temporarily fill the job(s) with the available manpower, then obtain the proper relief as soon as practical (i.e. Break, lunch, 3:30).
- If at any time, an employee starts an overtime job before 12:00 noon and is continuously working the job shall, under reasonable circumstances, see it through to the conclusion, if he so desires.

- General mechanics assigned to an area are responsible for all overtime in their area (within the two respective groups E & I & Mechanical).
- If mechanics need to be scheduled for overtime in the area, the company will assign the area OT by volunteers low-to-high OT, non-volunteers low-to-high OT using the area overtime roster.
- If all mechanic(s) within an area are working overtime and additional mechanic(s) are needed, the company will then go to the mill volunteer list low-to-high overtime to fill the overtime. If there are insufficient volunteers, the lowest mill overtime mechanic(s) not working will be assigned to work the overtime.
- If all mechanics mill-wide are working overtime and there are manpower needs in an area for the 11 pm to 7 am shift, the highest mechanic(s) on the area overtime roster would be assigned to work the overtime.
- When a Crew 5 employee has worked daily overtime from 11pm – 7am and, he has the following options:
 - Go home at 7am with no absence counted and be allowed to make up the hours missed from the regular scheduled shift within 10 working days, on a cost equivalent basis.
 - Work all or any part of his/her regular shift (up to 16 hours) with no absence counted if not completing the shift. If sent home after 16 hours, the employee will be allowed to make up hours missed from the regular scheduled shift, on a cost equivalent basis.
 - Go home at 7am and return to work at 3pm and work 3pm to 11pm (with no quick change)
- If weekend work needs to be scheduled, overtime will be assigned beginning with the area volunteer low-to-high. If there are insufficient volunteers to fill those needs, the company will then go to the mill-wide volunteer list low-to-high. If no volunteers are obtained, the low overtime area mechanic(s) will be required to work.
- Tour workers do not participate in Crew 5 overtime rosters.
- Tour workers can volunteer to work 7am – 3:00 pm M-F on their off days.
- Tour workers can volunteer for weekend 7am – 3:00 pm work on their off days. They will be considered mill wide list high volunteers and subject to weekend volunteer language. If volunteering for weekend work, they must inform the maintenance administrative assistant by Thursday at 12:30 pm, in order to be placed on the mill wide volunteer list.
- The company reserves the right, in extenuating circumstances, to assign an individual with special skills/expertise to a specific job/task, in addition to our normal manpower requirements.
- Employees assigned to special projects, will be responsible for area/mill overtime, unless they are performing necessary duties related to their assignment. If an employee is required to work overtime to complete their job assignment, they will

have all rights and responsibilities to this overtime. The Company will discuss with the Unions the purpose and scope of special projects and instructor/trainer assignments prior to assigning personnel.

Night shift OT within the area (only 1 night & unplanned):

- All loan-ins are considered high men in the area. If loan-ins are loaned to the area for the day and have volunteered for daily OT, they will become the high volunteer in the area.
- When establishing a single night shift without 3-11 OT.
 - Staff the 11p – 7a with low volunteers.
 - Staff remaining needs with low non-volunteers.
- When establishing 3-11 OT and establishing an 11p-7a OT.
 - Staff all the 3-11 work with low volunteers then low non-volunteers.
 - Staff the 11p – 7a with any remaining low volunteers then low non-volunteers.
- For unplanned events that result in a third shift startup, 50% of the manning needs will be filled from the lowest available area volunteers then low non-volunteers (employees not working 3-11). If everyone is working 3-11 OT, the high area employees will be scheduled.

2. Establishing 12-hour shifts Crew 5 (multiple consecutive 12-hour shifts)

- When establishing 11p-7a OT and establishing 3-11 OT on the same day: first, staff the 3-11 with low volunteers then low non-volunteers; secondly, staff the 11p – 7a with low volunteers 11p - 7 am then low non-volunteers. Continuing days are scheduled 7a- 7p and 7p – 7a until completed.
- When establishing 11p - 7a OT without establishing 3-11 OT on the same day; staff the 11p – 7a with low volunteers 11p - 7am then low non-volunteers. Continuing days are scheduled 7p – 7a until completed.
- Daily Loan-ins are not available for 12-hour shifts in the area.
- Any Crew 5 employee completing a 7pm – 7am schedule, as a result of Crew 5 being schedule to such, will have the following options at 7am, if it is a regularly scheduled day:
 - Go home at 7 am with no absence counted and be allowed to make up the hours missed from the regular scheduled shift within 10 working days, on a cost equivalent basis.
 - Work all or part of his/her regular shift (up to 16 hours) with no absence counted if not completing shift. If sent home after 16 hours, the employee will be allowed to make up hours missed from the regular scheduled shift, on a cost equivalent basis, within 10 working days.
 - Go home at 7am and return to work at 3pm and work 3pm to 11pm (with no quick change).

- If an employee elects to work until achieving 16 hours, any entitled overtime will be allowed to be worked at a mutually convenient time, preferably within the same pay period.
- Employees who have been working 7p – 7a 12-hour shift will receive a 4-hour quick change, if the employee elects to work to the 16 consecutive hour limit when rolling off to a scheduled workday.
- Any Crew 5 employee working 7pm – 7am schedule may be rescheduled back on the 3pm - 11pm shift in order to complete the initial job.

3. Overtime When Training:

- Employees involved in off-site training will not be eligible / responsible for overtime until the day after they are released from training. On Friday, if an employee wants to be considered for Saturday or Sunday work, they must report to their supervisor to verify volunteer overtime status.
- Employees involved in onsite training are eligible / responsible for overtime after all employees not in training are utilized.
- Overtime can be used to fill overtime on general area jobs and specific piece(s) of equipment. OT jobs may require several days of overtime to complete.
- If the job continues into Monday of the following week, the predetermined number of employees will be allowed off the assignment if they request a replacement. Replacements, if necessary, will be obtained from the updated overtime list.
- Jobs will be assigned to low OT employees that have volunteered for all days of the OT then to low OT employees.
- Employees' special request to work a portion of the overtime requirement will be considered at the time of assignment in accordance with normal overtime procedures. These requests should be made at the time the job is assigned.

4. Exceptions to OT Assignments:

Leave of absence, sick leave, layoffs, vacations, set up, shift work, and union business:

- In the case of the above absences, for greater than thirty (30) consecutive calendar days, the returning employee will be assigned the average number of hours worked of his/her area respective overtime roster.
- An employee returning to day work from a shift assignment of three (3) weeks or more will be assigned the average number of overtime hours worked by his/her unit during the assignment.
- The following situations will allow for an employee to be placed on the overtime list based on the average number of hours worked in their respective areas of reassignment:

- Employee(s) changing areas on a permanent basis.
- Employee(s) coming off shift to days either at the first of the year or after an extended period of time on shift due to reassignment with another employee.
- A day mechanic filling a shift vacancy for up to 3 weeks will carry his/her overtime hours with them, for the purpose of filling a vacancy and overtime rights.
- A day mechanic filling a shift vacancy for more than 3 weeks will be averaged into the shift overtime roster.
- Employees who have been on 40-hour per week restriction for 30 days or more will be assigned the average number of hours worked of his/her area respective overtime roster when released from such restriction.
- When requested, overtime hours for absences due to official union business for less than thirty (30) consecutive calendar days, may be added back to an employee's overtime list on a case-by-case basis. Requests must be submitted to their Department Manager by their local Union President. The union official will be credited with the highest number of hours worked by anyone higher than him/her on the overtime list. In addition, if the union official is the highest person on the list, and everyone below him/her worked, the union official will be credited with the highest number of hours worked.

WORK THROUGH LUNCH (W.T.L.):

- Forty-hour employees may work through lunch, on their existing job, and, in keeping with the contract, have the right to work until 3:30 pm.

5. Shift Overtime:

- Day maintenance employees will normally be used prior to utilizing shift personnel. Shift maintenance/operating personnel do not participate in the overtime rosters except under the following conditions:
 - Shift maintenance is entitled to overtime that starts at the end of the afternoon shift on Monday through Sunday (3pm – 11pm on 8-hour shift and 7am – 7pm on 12-hour shift), in accordance with a-e below. On Saturday and Sunday, shift maintenance will be entitled to the overtime at the end of each shift, in accordance with a- e below:
 - a) Crew 5 mechanics who are in the mill doing scheduled work and are available, using the area/mill OT procedures.
 - b) Crew 5 mechanics already in the mill working on a call-in and are available, using the area/mill OT procedures.
 - c) The off-going shift crew.
 - d) Crew 5 mechanics not in the mill eligible for call-ins.
 - e) Call off-shift crews

- If sufficient volunteers cannot be obtained using a- e above, the low overtime mechanic(s) overtime list in the same order as a-e above will have the obligation to work.
- At any time, the Company determines that a call-in is necessary to fill an O/T job, the Company can initiate the call-in procedure and, at that time, shift entitlement until the O/T job(s) ends.
- For overtime work other than the filling of vacancies, the following procedure will be used. There will be two overtime rosters on each shift crew; one list for the mechanical group and one for the E & I group, regardless of the International Union that represents the employees.
- When Crew 5, including all craft specific setups, have been exhausted and more maintenance resources are required, shift maintenance employees can be scheduled to work off days.

Reliability Improvement is the responsibility of all employees. Union and management agree to meet periodically concerning the reliability improvement processes. Discussion topics may include plans / strategies for the development of new/modified reliability techniques, tools, and/or processes including, but not limited to, OEMs, internal consultants, or other outside resources.

Centralized Technical Group (CTG)

A centralized crew of employees who have specific technical expertise and mill wide responsibility (i.e. Automatic Valves, Motor, EPD, Drives, Environmental, Training, Safety advocates etc.). Union and management will agree on assignment(s), bid criteria, selection process and duration of assignment. All CTG assignments will not be obligated to work shift. Overtime will be assigned by CTG overtime first, then mill wide overtime. They will not displace Pulp / Power / Paper area OT entitlements.

LOAN-OUTS AND/OR OUTAGE MANNING:

- All Loan-outs are low man by area assigned except employees restricted to working no more than 8 hours per day.
- For daily loan-outs Monday through Friday (one area to another) whether an OT job or not, the low overtime man will be scheduled using the established mechanical list in the area for mechanical loan-outs, and the E & I list for E & I loan-outs. The loaned-out general mechanic(s) will become the high overtime mechanic(s) in the area he is loaned to, and they are part of the area for the duration of the loan-out.
- General mechanics who are loaned out to another area for an entire pay period or longer will be placed on the area **overtime** roster in the ascending order that their overtime places them. and when loaned out for a pay period.

- Employees assigned to loan-outs may seek relief within their area following the OT procedure. Relief must be secured and documented within the agreed upon time frame for "locking down" the loan-out list. (i.e. upon notification of assignment to a loan-out by the FLL, the obligated employee has one day to secure relief per the OT procedure. The relief must be documented and presented to the FLL.)
- Employees loaned to an area for less than a pay period will not be part of a reschedule, only the area people will be. Employees sent home at 3:30 pm to return at 11 pm will include loan-out unless this is the first step in setting up a 7 pm - 7 am schedule.
- Exceptions to Loan-out:
 - Employees already on overtime in their area cannot be loaned out job filled by 3:30 pm the day prior to the loan-out)
 - Scheduled formal school or training (this does not include factory representative in mill for repairing equipment).
 - Employees are permitted to volunteer for loan-outs by area. Volunteers will be granted in the following order:
 1. Employee(s) scheduled for loan-out (if he wants it).
 2. Volunteers, according to low overtime-by area roster.
 3. If insufficient volunteers, employee(s) scheduled for loan-out is obligated.
- When a general mechanic must be recalled to his/her area, the Company will attempt to recall the last mechanic on the loan-out list, if doing so does not disrupt the efficient operation of the business or in cases where special skills are required.

Overtime arising in loaned out area:

- The daily loaned out general mechanic(s) will become the high overtime mechanic(s) in the area he is loaned to, and they are part of that area for the duration of the loan-out. Overtime will be filled according to normal OT procedures.
- Loaned out general mechanic(s) loaned out for less than a pay period will not be part of a 12-hour reschedule in the loaned-out area, only the area people will be.
- Employees sent home at 3:30 pm to return at 11:00 pm will include loan-outs unless this is the first step in setting up a 7 am - 7 pm schedule.
- Loan-outs that start a job in the morning and continue working on the job throughout the day have a right to all overtime on that job after 3:30 pm.

Overtime arising in an employee's normal area when loaned out:

- When overtime arises in an employee's normal area when loaned out, supervision in his area will wait as long as practical before assigning for overtime jobs.
- If an overtime job needs to be manned in an area that has men loaned out, it is done with the employees remaining in the area according to normal OT procedures.

- If an employee is forced on an overtime job, he may get relief from a volunteer from the loaned-out employees when they return.
- Loan-outs are not part of the overtime consideration in their regular area until they are released from the loaned out area and when released the following shall apply: As soon as the loaned out employees have completed their loan-out, the supervisor in the loaned out area will contact their regular supervisor and notify them that the employee is finished with the loan-out and returning back to his original area, at that time, he is then included in the assignment of overtime in his area and has all rights and obligations to the overtime.

TOUR WORKERS:

- Crew 5 employees may swap with an off-shift employee with prior approval of both supervisors as defined in Article X, Section 4, of the current labor agreement.
 - Other swaps of shifts (ex.: extreme hardship) other than outlined under Article X, Section 4, will be accomplished using seniority and must be approved by the maintenance superintendent.
- Overtime will be assigned beginning with the lowest overtime general mechanic on the appropriate (E & I/Mechanical) shift crew overtime roster regardless of the International Union that represents the employees. If there are insufficient volunteers, employees will be assigned overtime beginning with the lowest general mechanic(s) on the appropriate (E & I/Mechanical) shift crew overtime roster.
- If a shift mechanic is scheduled to Crew 5 for a pay period in order to receive training, he will be assigned to an area and placed on the overtime roster for the area in which they are assigned. They will have all rights and responsibilities of a Crew 5 employee for overtime and call-ins in that area for the pay week.

SHIFT VACANCIES:

- When supervision has determined a shift vacancy must be filled for a full pay period, the choice of which shift job goes to the senior Crew 5 general mechanic in one of the two groups (E & I/Mechanical). A general mechanic who has volunteered for a shift job does not get to select a shift job over a more senior mechanic, even if the more senior mechanic has been forced. The shift supervisor will allow the senior mechanics the choice of the shift jobs available.
- Crew 5 employee(s) filling shift vacancies on shift Sunday night (11pm – 7am on 8-hour schedule, 7pm – 7am on 12-hour schedule), will have the following options on Monday morning when returning to Crew 5 schedule:
 - Go home at 7am with no absence counted and be allowed to make up the hours missed from the regular scheduled shift within 10 working days, on a cost equivalent basis.

- Work all or any part of his/her regular shift (up to 16 hours) with no absence counted if not completing the shift. If sent home after 16 hours, the employee will be allowed to make up hours missed from the regular scheduled shift, on a cost equivalent basis.
- Go home at 7am and return to work at 3pm and work 3pm to 11pm (with no quick change).
- When the employee works the 7pm – 7am Sunday night shift and is sent home after reaching the 16 hour limit on Monday, he will receive a 4-hour quick change.

CALL-INS:

- Call-ins will be awarded based on area call in list then mill-wide call-in list then shift call-in list.
- The called-in mechanic must be sent to the job that he was called in for instead of other jobs that may have surfaced since the mechanic was called.
- If a called-in mechanic is required by supervision to do additional jobs above what he was called in for, the mechanic shall receive a call-in for each additional job or pay for the time worked, whichever is greater. Before requiring an employee to do additional jobs other than the one called-in for, the supervisor will go to the call-in list for relief. If no relief is found by using the call-in list, the supervisor will then poll the off-going shift employees. The company may require the called-in employee to stay until he is properly relieved.
- When a Crew 5 employee has been called in and works a minimum of 8 hrs. on the call-in -- OR -- has had less than an 8-hour break since 3:30 PM on the previous day, he has the following options:
 - Go home at 7am -- OR -- go home after 8 hours from the beginning of the call-in with no absence counted and be allowed to make up the hours missed from the regular scheduled shift within 10 working days, on a cost equivalent basis.
 - Work all or any part of his/her regular shift (up to 16 hours) with no absence counted if not completing the shift. If sent home after 16 hours, the employee will be allowed to make up hours missed from the regular scheduled shift, on a cost equivalent basis, within 10 working days.
 - Go home at 7am and return to work at 3pm and work 3pm to 11pm (with no quick change).
- When an employee comes in on a call-in and works until achieving his/her 16-hour limit, he will be allowed to make up any daily entitled 3 – 11 overtime, not to exceed 8 hours.

WEEKEND WORK:

- Employees have until 12:30 pm on Thursday to elect if they want to work weekend OT. Weekend OT will be tentatively scheduled by Thursday afternoon, if possible, and the affected employees informed they are working.
- Weekend area OT will be assigned to area employees first. Weekend work will be scheduled by low area volunteer, mill low volunteer, force area low OT-force mill wide low OT.
- Weekend work will be finalized as area assignments on Friday.
- Employees working on a weekend in an area other than their normal assigned area, have overtime rights in the same reference as to getting the weekend work. Area employees first and then mill employees according to the weekend assignment process. After completing weekend work in another area, employees then revert back to their original area OT listing.
- If manpower is required in an employee's normal area, the employee can be reassigned to his regular area until relief is obtained through the call-in procedure. For example, five (5) paper employees have volunteered to work Saturday 7:00 am - 3:30 pm in the pulp mill. On Saturday at 10:00 am, two (2) employees are required immediately in the paper mill. The appropriate paper employees would be assigned until relief is obtained.
- As when above, when manpower is required outside the scheduled area, the call-in procedure will be utilized. After obtaining a relief from the call-in, the employee will then be sent back to the originally scheduled area to finish their schedule. If the employee cannot get a call-in relief and requests to be relieved of his overtime obligation in his area, all other available Crew 5 employees working in the mill will be asked for volunteers using the weekend assignment process. If no relief is found, the supervisor will then ask the off-going shift employee. If no relief is found through the use of the call-in or asking employees already working, the employee is obligated to stay. If the relief is the off-going shift employee(s) then, the Crew 5 employee must stay until properly relieved.
- When employees are scheduled OT in an area on Saturday and there are additional manpower requirements on Saturday or Sunday, the call-in roster will be used to obtain the manpower requirements. If the OT is not filled, it will be filled by utilizing the weekend assignment process using the working employees to fill the additional OT work.

PROBATIONARY EMPLOYEES:

- Probationary employees are allowed to work daily overtime in an area after the permanent employees in the area first have an opportunity.
- Scheduled weekend work will first be offered to area permanent employees, then to mill wide permanent employees, and then probationary employees may volunteer.
- If no volunteers are obtained, the low overtime area permanent employee(s) will be required to work either the daily overtime or scheduled weekend work.
- Employees on shift training will have shift overtime rights for filling vacancies and breakdown work as follows:
 - Permanent employees on affected shift
 - Employee in training on affected shift