



Solidarity Today!

The proposed USW/RockTenn Master Agreement as tentatively agreed to on 8/28/2014.

The general terms of the proposed, but not yet adopted RockTenn Master Bargaining Agreement are as follows:

(Keep in mind that, at this time, the Tacoma mill will not be a part of this master agreement until further negotiations take place. These negotiations will start at the Tacoma mill in October of this year. The negotiations will be structured around Tacoma's unique and lucrative labor agreement, relative to most other mills in the industry, not just those with RockTenn.)

Term:

- 6 years.

Wages:

- 2.0%, 2.0%, 2.0%, 2.5%, 2.5%, 2.0%

Healthcare:

- Institute a Union-proposed variation of RockTenn's Consumer Choice Plan, where health care premiums would go down, deductibles would go up, and a Health Savings Account would be seeded and renewed each year to partially cover the cost of the increased deductible.

(This plan is rather complicated, far more so than can be explained in this newsletter – you will need to attend your next union meeting for a more comprehensive explanation. That being said, as compared to our current plan, some would benefit greatly with this new plan, some, particularly families, would not do so well, which is one of the prime factors in excluding Tacoma from this agreement at this time.)

Dental Insurance:

- Adopt RockTenn's *Traditional* and *Traditional Plus 2* dental plans, with employees paying 50% of the cost of the dental insurance. Tacoma would be allowed to retain their more generous dental coverage, but still get hit with the 50% cost sharing.

Retirement:

- Add \$1.50 effective 1/1/15
- Add \$1.50 effective 1/1/17

(RockTenn has expressed their desire to withdraw from the PIUMPF retirement plan in place in many of their mills and plants. The Tacoma mill will also be required to cease their contributions to PIUMPF, though earned benefits will remain for the time paid into the plan.)

Sickness and Accident Insurance:

- Increase S&A insurance by \$10 per year to a maximum of 50% of the location's base weekly wage.

Life Insurance and AD&D:

- Increase the insurance by \$1000 per year to a maximum of 100% the location's annual base wage.

Retiree Medical Insurance:

- Continue RockTenn's buyout of retiree medical insurance for \$1,000 for employee's whose age and service adds up to 70 years.

Retiree Life Insurance:

- Continue RockTenn's buyout of retiree life insurance for \$200 for employee's whose age and service adds up to 70 years.

Severance:

- One week of pay for each year of service, up to a maximum of 20 weeks, offset by unemployment.

Drug Testing:

- Institute a random drug testing plan under RockTenn's very strict standards. Under their zero-tolerance policy, a positive test would lead to termination.

Premium Pay:

- Eliminate time and one half for Sundays. There are various buyout options for this, none of them very good.

Successorship:

- Add standard language to the contract for successorship in the event of a sale of the facility.

Your leadership knows that there is enough here to get your blood boiling, as it did for your representatives in Pittsburgh. But, remember, at this time, Tacoma is being excluded from this agreement (with the exception of RockTenn's withdrawal from PIUMPF, which our current agreement gives them the right to do). What happens after the negotiations in October remains to be seen. Now is the time to get involved in your local, your voice needs to be heard.