



# Solidarity Today!

Informing the Members of USW Local 237 at the RockTenn Tacoma Mill  
October 10, 2014

## Unions Meet With Company Regarding Compressed Wages

On September 30<sup>th</sup>, 2014, representatives from the USW, IOEU, IAM and the IBEW met with representatives of the Company to continue their discussion on bringing shift workers wages up to the contractual book value.

*USW proposes increase in wages in offer to eliminate compressed wages*

Representing the Company were John Brandt, Mark Brigham and Georgia Stone.

----  
*Multiple Unions and their locals attended, representing those on the compressed workweek*

Representing the unions:

- USW Local 237 – David Van Pevenage, Mike Pichler, Wallace Simms and Chuck Whitt
- USW Local 586 – Bill Williams, Dave White and Ken Ernst
- IOEU Local 286 – Nolan Walz and Ralph Chapman
- IBEW Local 76 – Dave Walter
- IAM Local 297 – Jeff Stolen

----  
*2.27% wage increase for shift workers proposed*

The purpose of the meeting was to find a way to eliminate the compressed wage structure that burdens those who work 12 hour shifts, and thereby simplifying our pay structure. In addition, the Company has also proposed, to further simplifying the pay structure, to eliminate shift differential – essentially leaving one pay rate for the job, not a day rate and a night rate.

----  
*Elimination of shift differential by adding \$.058 to shift worker wages*

The USW unions distributed a proposal to the Company that would pay its members book rate by moving to a time and one half after 40 hours proposal, boosting its members pay by 2.27% to compensate for the elimination of Sunday premium pay for those who work the compressed workweek (12 hour shifts). It further proposed raising the pay an additional \$0.58 to compensate for the loss of shift differential. This proposal is a revenue neutral proposal – everyone makes the same amount of money that they make now.

----  
*Discussion on putting 6 Extra Board personnel on each shift*

The Company asked some questions about the proposal, but did not dismiss it out of hand. Mark Brigham noted that Corporate would want to talk about this when they come to the mill for further discussions on the Master Agreement in November. He also noted that corporate HR representative, Steve Hess was working on a proposal with corporate accountant Kelly Crawford.

Following this discussion, a separate discussion took place on what it would look like if up to 6 Extra Board employees per shift (24 total) were put on a regular shift. The discussion was lively, exploring various scenarios of what this would look like. John Brandt noted that he envisioned this looking like a senior move for the Extra Board employees, wherein they would be paid OT if they had to work on their days off, just the same as permanent employees are paid. There was further discussion on how this would affect day workers who hold bid relief positions, particularly on their ability to work in their bid relief job if it were being covered by those on shift. The problem of not always having the senior person getting the highest paid jobs was discussed, with Brandt saying that you can't have a system like this if you adhere to that standard. No resolution was made, as the issue of Extra Board on shift is really only in the discussion stage.

**Come to the Local 237 Union Meeting on October 13<sup>th</sup>, 2014 at 4:30pm for more details on this discussion.**

**A follow-up meeting on the compressed wages was scheduled for October 14<sup>th</sup>, but this meeting was subsequently canceled by the Company. The next meeting will be with Corporate representative coincident with the Master Agreement discussion in November.**

**Solidarity  
Today!**