

BARGAINING BASICS AT WESTROCK

HOW WE BARGAIN OUR UNION CONTRACT

UNITED STEELWORKERS



UNITY AND STRENGTH FOR WORKERS

WHY IS HAVING A CONTRACT IMPORTANT?

Bargaining a contract is the best way to ensure we have real protections at work. Because we have a contract, management cannot simply decide on its own to make changes like cutting wages, firing employees, playing favorites or changing schedules and holidays.

Our contract also includes a process to hold the company accountable if management violates the agreement – called the grievance and arbitration procedure.

WHAT HAPPENS IN CONTRACT NEGOTIATIONS?

Negotiations take place at the bargaining table where representatives from the company and our union come together to share and discuss proposals.

Neither side will get 100% of what they put on the table, but by standing together in solidarity, we have a better chance to get what we want out of bargaining.

HOW DO OUR CONTRACT NEGOTIATIONS WORK?

Our contract is made up of two agreements: the Westrock Master Agreement and our Local Union's Local Agreement.

The **Master Agreement** covers major economic and non-economic issues, including wage increases, health insurance, benefits, safety training and successorship, which protects our contract if our facility is sold.

We bargain the Master Agreement together with every USW mill and converter local at WestRock. Bargaining together gives us more power to fight for the wages and benefits we deserve!

Our **Local Agreement** covers issues specific to our facility such as scheduling, lines of progression, job descriptions and shift differentials.

Our Local Union leadership and USW Staff Representative bargain our Local Agreement with plant management at our facility.

WHEN DO WE BARGAIN OUR MASTER AGREEMENT?

Our Master Agreement expires December 31, 2023. Negotiations are set to begin later this year.

HOW DO WE WIN FAIR AGREEMENTS?

We win by sticking together. The company isn't going to just hand us anything - they never have and never will. It is our solidarity and determination that give us bargaining power.

We improve our ability to address our issues when management sees our unity and determination, at our facility and across the country.

Sharing information and participating in solidarity activities show management we're unified and willing to stand up for a fair agreement.



WHAT IS COLLECTIVE BARGAINING?

Collective bargaining is the legal process for reaching an agreement between our union and employer over important issues like wages, hours of work, paid time off, benefits, safety and protections against unfair treatment or discharge.

USW WESTROCK COUNCIL

The USW WestRock Council includes Local Unions at 18 mills and 39 converters across the country.



Three raised fists of different skin tones (light, medium, and dark) are shown against a white background, symbolizing solidarity and strength. The fists are positioned in the upper half of the image, with the light-skinned fist on the left, the medium-skinned fist in the center, and the dark-skinned fist on the right.

GET MOBILE ALERTS ABOUT CONTRACT NEGOTIATIONS:
TEXT WRK TO PHONE NUMBER **47486**

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