

INTRODUCTION TO
**MASTER
AGREEMENT
NEGOTIATIONS**
WITH WESTROCK

UNITED STEELWORKERS
USW[®]
UNITY AND STRENGTH FOR WORKERS



MASTER AGREEMENT NEGOTIATIONS DETERMINE OUR PAY & BENEFITS

Our 2019 Master Agreement with WestRock expires December 31, 2023. Although you are protected by the terms of the 2019 Master until your current Local Contract expiration, the 2023 negotiations will determine your wages and benefits in the years that follow your next Local contract.

The Master process unites all USW locals at WestRock mills and converters under a single Master Agreement. That agreement includes our wages, benefits, safety and other protections.

By bargaining the Master Agreement together, we have more power to fight for what we deserve!

HOW DO MASTER AGREEMENT NEGOTIATIONS WORK?

Delegates from each local union, led by USW International Vice President Luis Mendoza, District 9 Director Daniel Flippo and Paper Bargaining Chair Breahn Quigley Knackert, serve as the WestRock Master Bargaining Committee. The Bargaining Committee develops our agenda based on feedback from members and represents the voice of the membership in negotiations.

Our Bargaining Committee will draft and

discuss proposals, make counter-proposals and fight for an agreement that's beneficial to our membership and acceptable to the company.

HOW IS THE MASTER AGREEMENT RATIFIED?

Once a Tentative Agreement (TA) is reached, the Bargaining Committee will bring it to the membership. Union members in good standing may vote to accept or reject the TA.

WHEN DO WE SEE THE BENEFITS OF THE MASTER AGREEMENT?

The provisions of the new Master Agreement will take effect for your location upon ratification of your next local contract (see dates in the following table for when your local contract will expire).

Your local contract may not expire this year, but everything we negotiate in the 2023 Master Agreement will impact you when it does. In the meantime, your annual wage increases and benefits from the 2019 Master are guaranteed to you in your current local contract.

We all benefit from successful Master negotiations, so we must stand together as one to secure fair wages and benefits for ourselves and our families in the years to come.

CONVERTER CONTRACT EXPIRATIONS

LOCATION	USW LOCALS	EXPIRATION DATE
BLUE ASH, OH	498	6/19/2023
RAVENNA, OH	1258	6/19/2023
GALESBURG, IL	7-643	9/30/2023
MISHAWAKA, IN	1117	10/30/2023
ADAMS, WI	131	10/31/2023
HOUSTON, TX	13-1	12/7/2023
BROWNSTOWN, MI	2-1082	1/31/2024
BATTLE CREEK, MI	1021	2/15/2024

FRESNO, CA	819	5/31/2024
ASTON, PA	10-234	6/15/2024
ASTON, PA	10-286	6/15/2024
WINSTON-SALEM, NC	9-1870	6/18/2024
FT WORTH, TX	771	6/30/2024
CEDAR RAPIDS, IA	11-436	7/31/2024
COAL CENTER, PA	3403	10/31/2024
MINNEAPOLIS, MN	1259	3/1/2025
TONAWANDA, NY	277	3/13/2025
BRADENTON, FL	208M	5/15/2025
LIBERTY, MO	348	6/1/2025
GERMANTOWN, WI	2-200	9/30/2025
SANDSTON (RICHMOND), VA	1941	1/15/2026
SIOUX FALLS, SD	11-1457	3/1/2026
GLENDALE, AZ	3937	5/10/2026
EUTAW, AL	976L	5/31/2026
FERNANDINA BEACH, FL	415	7/15/2026
MESQUITE, TX	895	7/31/2026
LOW MOOR, VA	8-490	9/1/2026
ST CLOUD, MN	1259	9/30/2026
SIOUX CITY, IA	1257	11/1/2026
SYRACUSE, NY	1430	12/1/2026
BLUE SPRINGS, MO	348	12/31/2026
DENVER, CO	12-477	3/1/2027
CLINTON, IA	11-1651	3/16/2027
ROGERS, AR	13-1053	3/31/2027
HUMBOLDT, TN	466	6/2/2027
LANCASTER, PA	10-00326	6/11/2027
HIGHLAND, IL	1899	6/25/2027

MILL CONTRACT EXPIRATIONS

LOCATION	USW LOCALS	EXPIRATION DATE
DALLAS, TX	895	3/31/2024
DEMOPOLIS, AL	1835, 9-719	1/6/2024
ST. PAUL, MN	264	5/1/2024
JACKSONVILLE (SEMINOLE MILL), FL	1649	6/28/2024
HODGE, LA	1505	6/30/2024
ROANOKE RAPIDS, NC	9-425	9/1/2024
HOPEWELL, VA	8-1153	7/31/2025
FLORENCE, SC	1877, 1879, 9-674	9/1/2025
STEVENSON, AL	9542	9/1/2025
DELAWARE GAP (STROUDSBURG MILL), PA	1130	10/13/2025
FERNANDINA BEACH, FL	415	5/29/2026
EVADALE, TX	801, 825	8/1/2026
SILSBEE, TX	801	11/1/2026
SHELDON SPRINGS (MISSISQUOI MILL), VT	340	12/10/2026
WEST POINT, VA	8-467	9/15/2027

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