

DOMTAR

BARGAINING BASICS

**INFORMATION ON HOW WE NEGOTIATE AGREEMENTS AND
HOW YOUR INVOLVEMENT CAN HELP WIN FAIR CONTRACTS!**

UNITED STEELWORKERS



UNITY AND STRENGTH FOR WORKERS

OFFICIAL
UNION  LABEL
3657

WHAT IS COLLECTIVE BARGAINING?

Collective bargaining is the legal process by which a labor union and an employer negotiate a contract that covers the terms and conditions of employment. These include wages, hours of work, paid time off, benefits, safety, employment security, and protections against unfair treatment or discharge.

WHY IS HAVING A CONTRACT IMPORTANT?

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

Contracts clearly state the terms and conditions of employment for bargaining unit members and lay out rules and procedures management must follow in relation to bargaining unit members. 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 percent of what they put on the table, but

by standing together in solidarity, we have a better chance of getting what we want out of bargaining.

WHAT IS THE DIFFERENCE BETWEEN A MASTER AGREEMENT AND OUR LOCAL AGREEMENT?

Our contract is made up of two agreements: the Domtar Paper Master Agreement and our local union's Local Agreement.

- The Master Agreement covers key economic items such as wage increases, health insurance, retirement, and safety for bargaining unit members at all Domtar union-represented facilities. We bargain these issues together so we have more power to win the most favorable terms.
- Your Local Agreement covers workplace conditions and rules specific to your facility. Each local union bargains these with local plant management. In this way, each local union can deal with site-specific issues while having the economic security gained by unified bargaining for the Master Agreement.



WHAT IS THE USW DOMTAR PAPER COUNCIL?

The USW represents more than 2,300 hourly workers at nine Domtar paper facilities. The USW Domtar Paper Council is made up of all USW Local Unions at Domtar locations. Our council works together to bargain with Domtar over important issues in the Master Agreement. The council also works together to share information and solve problems.

WHO REPRESENTS ME AND MY LOCAL UNION IN NEGOTIATIONS?

Negotiations take place at the bargaining table where representatives from the employer and our union come together to put forth and discuss proposals.

In negotiations for your Local Agreement, a Staff Representative from the International union and a local union bargaining committee, usually comprised of the local union president and other officers, and additional local union members, all work together to represent each local union.

gaining Committee and take part in negotiations led by the USW Domtar Paper Council leadership and USW paper sector staff.

HOW DO WE WIN A FAIR CONTRACT?

As with any employer, it is the union that demands a fair contract that addresses the needs of its members. 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 Domtar sees our unity and determination, at our facility and across the country. Sharing information and participating in solidarity activities shows management we're unified and willing to stand up for a fair agreement.





HOW DO I GET MORE INFORMATION ABOUT NEGOTIATIONS?

Look for information from local union leaders and CAT members and make sure to sign up for text updates from your local.

GET THE LATEST UPDATES ABOUT BARGAINING.

TEXT YOUR LOCATION FROM THE LIST → TO 47486

ashdown
carrollton
hawesville
johnsonburg
kingsport
nekoosa
owensboro
plymouth
rothschild

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