

Pulp truth

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Please copy *Pulp Truth* front and back and distribute it during non-work time using your Communications and Action Teams, steward system or Rapid Response network. Be sure to leave copies in lunchrooms, break rooms, etc. We want to hear what's happening in your workplace. Send your news to lbaker@usw.org

Check Out New Paper Website

We have a new website for the paper sector within the USW website. If you go to www.usw.org/paperworkers you will find news and information about the pulp, paper and forestry sectors, bargaining, requests for international solidarity and other topics. Current and back issues of *Pulp Truth* and other paper newsletters are posted. There is

also a video about the USW health care clinic at the MeadWestvaco facility in Evadale, Texas.

If you have news for the website and photos, please send them to *Pulp Truth* editor Lynne Baker at lbaker@usw.org.

USW Members Approve Contract Integration with IP Converter Master Agreement

USW members at 20 former Weyerhaeuser converter sites approved in late April integration of their contracts with the International Paper (IP) Converter Master Agreement.

Existing wages and benefits in the former Weyerhaeuser contracts were preserved. Prior to the sale of the facilities to IP, the USW negotiated a successorship (job protection) clause with Weyerhaeuser that preserved local union contracts in case of a sale.

Local unions will still engage in bargaining over local issues at the time of their contract expiration. Local management will be prevented from holding a contract hostage over local issues because both the union and the company have to approve any change to the local union contract.

Each local union contract will automatically be extended four years at the time of its expiration. This contract then becomes known as the Renewal Agreement. The IP Converter Master runs until April 24, 2012.

While the agreement did bring the former Weyerhaeuser locals in alignment with the IP system on issues like premium pay and operational flexibility it also provided new and key benefits.

Here are some of the highlights of the integrated Converter Master Agreement:

- A 2.0% general wage increase in each of the four years of the renewal agreement. Negotiated wage increases that are part of current local union contracts will be honored.

- A \$2,500 lump sum integration bonus for all active employees on the payroll at the time of the ratification.

- Pension benefits of \$34 per month, per year of service. For sites that have negotiated benefit rates in excess of this amount, current employees will be grandfathered at the highest negotiated rate per month, per year for all credited service.

- A Retiree Medical Savings Plan for all locations with company 2 to 1 match on each employee dollar.

- The former Weyerhaeuser health care plan will stay in effect till Dec. 31, 2012. Employees pay 20% of the premium cost.

- The existing dental plan will be replaced with the IP Standard Company Dental Plan on Jan. 1, 2011. Workers contribute 25% of the premium cost.

- Former Weyerhaeuser converter employees currently employed are also grandfathered on their life insurance, retiree life insurance, sickness and accident benefit, and savings plan.

Beware of Bargaining Trend to Cap Vacation

An unfortunate trend regarding vacation allocation is emerging in the US paper industry.

Some locations have agreed to a two-tier vacation system where new hires and existing employees will have their vacation capped at four weeks maximum and existing employees will have to sell back to the company all time in excess of four weeks. This trend if allowed to advance will firmly place the US at the bottom of all industrial nations in terms of time off and even further increase average hours worked.

This issue is troubling on a number of fronts. It affects the ability to retain and attract workers and puts US paper workers even further behind the rest of the world in time off for working families.

"We have said for years that taking pay in lieu of vacation is dangerous because it could lead to these kinds of proposals at our bargaining table," said USW Vice President Jon Geenen. "Further, as we all know, tiered benefits can lead to division."

"These are concessions that do not save the company money for almost a generation and in the meantime drag our bargaining standards and our children's futures down," Geenen said.

"Companies need to provide hard data on their need for such concessions. Fortunately, this situation has only occurred at a few places and can be stopped," he added.

How to Get Pulp Truth

If you would like to get your own copy of *Pulp Truth*, please email Mona Weatherington at mweatherington@usw.org and give her your home email address.

Contracts that Reopened in April & May

If the re-opener date for your local contract is not listed here, please contact Pulp Truth editor Lynne Baker at lbaker@usw.org to have your contract listed. (The re-opener date is not the expiration date.)

Burrows Paper Co., Little Falls, NY, 4/1/10
Mohawk Fine Papers, Hamilton, OH, 4/1/10
International Paper, Butler, IN, 4/1/10
Neenah Paper, Appleton, WI, 4/1/10
Hoffmaster Group, Inc., Oshkosh, WI, 4/1/10
Gusmer Inc., Waupaca, WI, 4/1/10
Inland Empire Paper, Spokane, WA, 4/1/10
Georgia-Pacific, Jarrett, VA, 4/2/10
Seaman Paper, Baldwinville, MA, 4/2/10
Temple-Inland, Tampa, FL, 4/2/10
Caraustar Industries, Tacoma, WA, 4/2/10
Integrated Pkg. Corp., Detroit, MI, 4/9/10
International Paper, Atlanta, GA, 4/10/10
P.C.A., Jacksonville, FL, 4/11/10
Green Bay Packaging, Tulsa, OK, 4/13/10
P.C.A., Tomahawk, WI, 4/16/10
Georgia-Pacific, Fort Dodge, IA, 4/20/10
Smurfit-Stone Cont., Aston, PA, 4/20/10
Smurfit-Stone Cont., Winston-Salem, NC, 4/20/10
Smurfit-Stone Cont., Ft. Worth, TX, 4/20/10
Paperworks (Sun Capital), Wabash, IN, 4/20/10

Smurfit-Stone Cont., Muskogee, OK, 4/20/10
Smurfit-Stone Cont., Knoxville, TN, 4/20/10
Paperworks (Sun Capital), Philadelphia, PA, 4/20/10
Durafiber, LLC, Menasha, WI, 4/22/10
Orchid Paper Products Co., Pryor, OK, 4/24/10
International Paper, Three Rivers, MI, 4/25/10
M&F Stringing, Brooklyn, NY, 4/28/10
Sonoco Products, Holyoke, MA, 4/29/10
Smurfit-Stone Cont., Jacksonville, FL, 4/29/10
MeadWestvaco, Wickliffe, KY, 5/1/10
Acco International, Inc., Ogdensburg, NY, 5/1/10
Caraustar Industries, Versailles, CT, 5/1/10
NewPage Corporation, Rumford, ME, 5/1/10
Tin-Bar Corporation, Vernon, NY, 5/1/10
Climax Mfg. Company, Castorland, NY, 5/1/10
International Paper, Bellmawr, NJ, 5/1/10
P.C.A., Garland, TX, 5/1/10
Smurfit-Stone Cont., Hodge, LA, 5/1/10
Georgia-Pacific, Crossett, AR, 5/1/10
NewPage Corporation, Wickliffe, KY, 5/1/10
Cascades Tissue, Eau Claire, WI, 5/1/10
Sonoco Products, Menasha, WI, 5/1/10
SCA Tissue, S. Glens Falls, NY, 5/2/10
Temple-Inland/Premier Boxboard, Newport, IN, 5/15/10

USW Trade Case Leads to Preliminary Tariffs Levied Against Chinese, Indonesian Coated Paper Producers

The unfair trade cases the USW, Appleton Coated LLC, NewPage Corporation and Sappi Fine Paper North America filed last September with the U.S. Dept. of Commerce (DOC) and the U.S. International Trade Commission are making headway.

The cases alleged that certain coated paper from China and Indonesia had been dumped and subsidized, resulting in injury to the domestic industry and its employees. Unfairly traded imports from these two countries have been a significant contributor to the underutilization of mill capacity, mill closures and job loss.

The three companies employ about 6,000 production workers represented by the USW at 20 paper mills operating in seven states.

The paper products covered by the petitions include coated paper in sheet form used in high-quality writing, printing and other graphic applications, with a GE brightness rating of 80 or higher and weighing up to 340 grams per square meter.

On April 29, the DOC announced preliminary dumping margins against Chinese and Indonesian coated paper producers. A dumping margin is the difference between the fair price and the price charged for export. It is used as the basis for setting anti-dumping duties. Dumping occurs when a foreign producer sells into the U.S. market for less than the price that a producer charges in its home market or when its U.S.

prices are below the cost to produce the product.

On March 1, the DOC determined that Chinese and Indonesian coated paper producers benefited from a variety of subsidies. The agency is also investigating the claim that undervaluation of China's currency provides a subsidy. Earlier the U.S. International Trade Commission made a preliminary determination that the U.S. paper industry had been injured by Chinese and Indonesian paper imports.

As a result of the DOC's decisions, importers of certain coated paper from China and Indonesia have to post a bond or deposit cash in an amount equal to the announced margins.

The DOC is currently scheduled to make its final determinations in September 2010 on the dumping case. If both the DOC and the U.S. International Trade Commission make a final determination that imports of certain coated paper from China and/or Indonesia materially injure, or threaten material injury to, the domestic industry, the DOC will issue antidumping duty orders.

If both organizations make a final determination that Chinese and Indonesian producers of certain coated paper benefit from subsidies, tariffs will be imposed on those products.

The two trade cases are expected to take about a year to complete with a final resolution expected sometime this fall.

Report Shows Cost of Illegal Logging to US Jobs, Environment

The USW, BlueGreen Alliance, Natural Resources Defense Council, Rainforest Action Network and the Sierra Club released a report May 3 entitled *Illegal Logging in Indonesia: The Environmental, Economic and Social Costs*.

The report shows the connections between environmental devastation abroad, global warming, and the industry and job losses at home.

The United Nations Environment Programme estimates that 73 to 88 percent of wood from Indonesia is illegally logged, while climate experts estimate that deforestation accounts for one-fifth of global greenhouse gas emissions, making it one of the most significant con-

tributors to climate change.

Illegal logging is considered a subsidy for Indonesian paper producers because the illegally harvested wood they buy costs less than market prices for timber. US manufacturers are struggling to compete against imported, illegally harvested wood and wood products. The U.S. Bureau of Labor Statistics reports the logging, wood, paper and cabinetry industries have lost 242,000 jobs since 2006.

The report also issues policy recommendations to deal with this problem. To read the report, go to the press release posted on the USW website at www.usw.org/paperworkers