

AGREEMENT

BETWEEN

**INTERNATIONAL PAPER
EIGHTY FOUR, PA**

AND

**UNITED STEEL, PAPER AND FORESTRY,
RUBBER, MANUFACTURING, ENERGY, ALLIED
INDUSTRIAL AND SERVICE WORKERS
INTERNATIONAL UNION, AFL-CIO-CLC
LOCAL UNION 14693-108**

DECEMBER 12, 2024 – DECEMBER 12, 2028

TABLE OF CONTENTS

PREAMBLE:	1
ARTICLE 1- Purpose and Intent	1
1.1 General Purpose	1
1.2 Successorship	1
ARTICLE 2 - Bargaining Relationship	2
2.1 Union Sole Bargaining Agent.....	2
2.2 Union Shop	2
2.3 Dues Checkoff	2
2.4 No Discrimination.....	3
2.5 Political Action Committee.....	3
ARTICLE 3 - Seasonal, Part-Time, Temporary Workers	3
ARTICLE 4 - Clerks Work Clause	3
4.1 Performance of Work in the Facility	3
4.2 Salaried Personnel.....	3
ARTICLE 5 - Management Rights	4
ARTICLE 6 - No Strike	4
6.1 No Strike – No Lockout.....	4
ARTICLE 7 - Union Activity	4
7.1 Union Activity and Stewards	4
7.2 Union Shop Card or Decal.....	5
ARTICLE 8 - Seniority.....	5
8.1 Definition.....	5
8.2 Probation.....	5
8.3 Seniority List.....	5
8.4 Layoff and Recall.....	6
8.5 Job Bidding	6
8.6 Transfers	7
8.7 Continuous Service Shall Be Broken And Employment Terminated By	8
8.8 Rights to Classification	8
ARTICLE 9 - Employee Discipline.....	9
9.1 Polygraph	9
9.2 Just Cause for Discipline	9
ARTICLE 10 - Grievance Procedure.....	9
10.1 Filing of Grievances.....	9
10.2 Cost of Arbitration	10
10.3 Finality of Decision.....	10
10.4 Penalty Payments	10
ARTICLE 11 - Hours of Work	11
11.1 Workday.....	11
11.2 Workweek.....	11
11.3 Rest Periods	11
11.4 Starting Time	11
11.5 Employee Detained From Work Notice	11
11.6 Supervisory Staff Detained From Work	11
11.7 Work Schedules	11
11.8 Reporting Pay.....	12
11.9 Availability of Employees	12

11.10 Flexibility.....	12
ARTICLE 12 - Overtime and Premium Pay	12
12.1 Definition.....	12
12.2 Eligibility	13
12.3 Weekend Overtime	13
12.4 Notification of Overtime.....	14
12.5 Pyramiding.....	14
12.6 Scheduling.....	14
ARTICLE 13 - Holidays.....	14
13.1 Paid Holidays.....	14
13.2 Eligibility	14
13.3 Holiday Pay.....	15
13.4 Holiday Pay During Vacation.....	15
13.5 Holidays	15
13.6 Floating Holidays.....	15
13.7 Holiday Overtime.....	15
ARTICLE 14 - Vacations	15
14.1 Employees Shall Earn.....	15
14.2 Schedule of Benefits	15
14.3 Eligibility and Pay.....	16
14.4 Vacations Not Cumulative.....	16
14.5 Selection of Vacation.....	16
14.6 Eligibility Upon Return From Workers' Compensation.....	17
14.7 Compulsory Overtime Prior to Vacation	17
ARTICLE 15 - Job Classifications and Wages.....	17
15.1 Job Classifications and Wages in Accordance.....	17
15.2 Creation of New.....	17
ARTICLE 16 - Bereavement	17
16.1 Immediate Family	17
16.2 Family	18
16.3 Extended Family	18
16.4 Compensation	18
16.5 Eligibility	18
ARTICLE 17 - Jury Duty	18
ARTICLE 18 - Leaves of Absence.....	18
18.1 General Reasons.....	18
18.2 Leaves Due to Illness/Disability	19
18.3 Family Leave	19
18.4 Paid Bonding Leave.....	19
ARTICLE 19 - Military Clause	20
ARTICLE 20 - Worker's Compensation	20
20.1 Payment for Day of Injury	20
20.2 Reporting of Accidents	20
ARTICLE 21 - Bulletin Boards	20
ARTICLE 22 - Plant Safety	20
ARTICLE 23 - Lunch/Rest Areas.....	20
ARTICLE 24 - Individual Agreement	20
ARTICLE 25 - Benefits	21
25.1 Pension.....	21
25.2 Savings.....	21

25.3 Medical	21
25.4 Retiree Medical	21
25.5 Dental.....	22
25.6 Flexible Spending Account.....	22
25.7 Basic Life.....	22
25.8 Basic AD&D.....	22
25.9 Sickness & Accident.....	22
25.10 Business Travel.....	22
25.11 Survivor Benefit.....	23
25.12 Optional Coverage	23
25.13 Health and Welfare Indexing	23
25.14 Indexing Parameters.....	23
ARTICLE 26 - Credit Union	23
ARTICLE 27 - General Conditions	23
ARTICLE 28 - Legislation/Severability	24
ARTICLE 29 - Termination of Agreement	24
ARTICLE 30 - Labor Management Committee	24
ARTICLE 31 - Substance Abuse Program.....	25
ARTICLE 32 - Term of Agreement.....	25
APPENDIX "A" - Shift Differential & Wages.....	26
MEMORANDUMS OF AGREEMENT	
Alternative Work Schedules: Four Holidays.....	29
Funeral Leave Benefit – Probationary Employees.....	30
MEMORANDUM OF CONVERTING MASTER AGREEMENT.....	
	31

PREAMBLE

This Agreement is by and between International Paper, Eighty Four, PA, hereinafter known as the "Company" and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW) on behalf of Local #14693, hereinafter known as the "Union", wherein both parties agree to act in good faith to abide by the provisions herein set forth.

ARTICLE 1 - Purpose and Intent:

1.1 General Purpose

The Company and the Union each represents that the purpose and intent of this Agreement is to promote cooperation and harmony, to recognize mutual interests, to provide a channel through which the information and the problems may be transmitted from one to the other, to promote efficiency and service, and to set forth herein the basic agreements covering rates of pay, hours of work, and conditions of employment.

Employees are expected to actively participate in job related activities including but not limited to safety, training, quality, and joint committees between the parties.

1.2 Successorship

1. The Company agrees that if Eighty Four Container is sold, leased, transferred or assigned, the Company shall inform the purchaser, lessee, transferee or assignee, of the exact terms of this Successorship Paragraph provision and shall make the sale, lease, transfer or assignment conditional upon the purchaser, lessee, transferee or assignee, assuming all the obligations of the applicable Collective IP Converting Master 2024-2028 Bargaining Agreement until its expiration date and treating the affected employees of the applicable Bargaining Unit in accordance with the terms of the applicable EightyFour Agreement. The Union and/or its local and any other union representing covered employees will agree to such assumption.

2. Provided all contractual agreements are honored regarding seniority, including provisions for lay off and recall (it being understood that the applicable purchase agreement shall require the purchaser to make its hiring decisions with respect to Bargaining Unit positions according to the contractual rules that would apply as though such hiring were a decision to recall or layoff Bargaining Unit employees), it is understood and agreed (a) that the purchaser will not be required to have the same number of employees in the applicable bargaining unit as the Company does at the time of the transaction, and (b) that the applicable purchase agreement may permit the purchaser to make changes in the benefit programs required by the applicable agreement provided that the benefits in all events continue to be substantially equivalent in the aggregate to those provided under the applicable Location Agreement.

3. It is agreed that the Company's obligations under this Successorship language will be satisfied if the applicable purchase and sale agreement: (i) contains the terms required by the above paragraphs; and (ii) either makes the Union a third party beneficiary of those terms; or is supplemented by a contemporaneous agreement between the Union and purchaser effectuating those terms.

4. In the event that EightyFour Location is sold, leased, transferred or assigned, the Parties agree that the provisions of this Section D will be added as an addendum to the Covered Location's Location Agreement prior to the sale, lease, transfer, or assignment.

ARTICLE 2 - Bargaining Relationship:

2.1 Union Sole Bargaining Agent

The Company recognizes the Union as the sole and exclusive bargaining representative for all employees in the unit.

The unit appropriate for purposes of collective bargaining is defined as follows:

All regular, full-time employees employed at the Company's premises located at Route 519 & Wilson Road, Eighty Four, PA, including production, maintenance, warehouse, shipping, receiving, and general help employees; but excluding sales, lab workers, sample makers, statistical control technicians, office, clerical, security, trucking, and supervisory employees, as defined in the National Labor Relations Act of 1947, as amended.

2.2 Union Shop

It shall be a condition of employment that all employees of the Company recognized in this Agreement, who are members of the Union in good standing on the effective or execution date, whichever is the latter, of this Agreement, shall remain members in good standing, and those who are not members on the effective or execution date, whichever is the latter, of this Agreement shall, on the thirty-first (31st) day following the effective or execution date, whichever is the latter of this Agreement, become and remain members in good standing in the Union. It shall also be a condition of employment that all employees recognized in this Agreement and hired on or after its effective or execution date, whichever is the latter, shall, on the thirty-first (31st) day following the beginning of such employment, become and remain members in good standing in the Union. For purposes of this Article, Union membership in good standing shall require only the payment of periodic dues and initiation fees uniformly required as a condition of acquiring or retaining membership.

2.3 Dues Checkoff

The company will deduct monthly dues from the pay of each employee who is a member of the respective union and subject to this Agreement upon the delivery to it of an individual written authorization from said employee. This deduction will be made from each pay, or if no pay is due from which to make such deduction, then it shall be made from the pay immediately following. The Company will, once each month, transmit to the Financial Secretary of the Union, all money so deducted.

2.4 No Discrimination

The Company and the Union agree that there shall be no discrimination against any employee because of age, sex, race, creed, color, religion, national origin, ethnicity, disability, sexual orientation, marital status, gender identity or expression, genetic information, military or veteran status, or any other classification protected by law.

Use of the personal pronouns "he" or "she" in all cases, will be interpreted to both sexes equally and without discrimination.

2.5 Political Action Committee

The Company agrees that it will check off and transmit to the Treasurer of the United Steelworker Political Action Committee (USW/PAC), voluntary contributions to the USW Political Action Fund from the earnings of those employees who voluntarily authorize such contributions on forms provided for that purpose provided by the USW/PAC.

ARTICLE 3 - Seasonal, Part-Time, Temporary Workers:

3.1 The Company may hire seasonal, part-time, temporary workers for specific seasonal jobs or to meet increased customer demands, not to exceed ninety (90) working days. Such workers would not have any rights under Articles 8 and 10 of this Agreement. They would not accrue or be eligible for any benefits specified in the Agreement other than pay for hours worked at the regular rate. All time worked in excess of forty (40) hours in any workweek shall be paid at time and one-half (1 1/2) the employee's regular rate.

3.2 The Company may retain temporary workers beyond ninety (90) days without reclassification to general help on a case by case basis and with union approval.

3.3 Temporary workers reclassified to General Help shall receive credit toward the completion of their probationary period, based on one (1) day's credit for each day of work.

3.4 The above Sections may not be construed by the Company as a means of replacing his/her permanent regular work force with a part-time work force.

ARTICLE 4 - Clerks Work Clause:

4.1 Performance of Work in the Facility

All work performed in the facility connected with or incident to the handling and/or production of all merchandise shall be performed by bargaining unit employees except as specifically provided for in this Agreement.

4.2 Salaried supervisory personnel, including working foremen, will not perform work on an hourly-rated job except in the following types of situations:

(a) In situations when regular employees are not immediately available nor capable of performing the skilled work needed.

(b) In the instruction or training of employees.

- (c) When development or experimental work is being done.
- (d) The taking of inventory by a supervisor and such accounting personnel as may be required.
- (e) Repair or maintenance work of an emergency nature.
- (f) To meet customer requirements or emergencies.

ARTICLE 5 - Management Rights:

The management of the plant and the direction of the working forces, including the right to hire, suspend, discharge, or transfer, and the right to relieve employees from duty because of lack of work, or for other legitimate reasons is vested exclusively in the Company, subject to and where not in conflict with this Agreement.

The Company shall have the right to establish and maintain plant rules and regulations not in conflict with this Agreement covering the operation of the plant and the conduct of its employees.

Nothing contained in this Agreement shall be deemed to limit the Company in any way in the exercise of regular and customary functions of management.

ARTICLE 6 - No Strike:

6.1 No Strike - No Lockout

(a) It is mutually agreed that there shall be no strikes, concerted slowdowns, stoppages of work, or other interferences with production by the Union or its members, nor shall there be any lock out by the Company during the life of this Agreement. The Union agrees that during such time it will refrain from ordering and will use every effort to prevent cessation of work by any of its members employed by the Company for any reason.

(b) It shall not be a violation of this Agreement, nor grounds for discipline, discharge, or replacement of employees for persons covered hereunder to refuse to cross a picket line which has been authorized by the Union and sanctioned by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union.

ARTICLE 7 - Union Activity:

7.1 Union Activity and Stewards

(a) A duly accredited representative of the Union, shall have the right, at all reasonable times during the usual business day, to visit the plant where members of the said Union are employed to transact any necessary business directly with the Company in such a manner as not to interfere with production.

(b) The plant representatives of the Union, at all times, shall be full-time regular employees of the Company.

The Unit President and Unit Griever of the Union shall be the last to be laid off in any case, if qualified to perform the available work in the plant.

In no event shall representatives be empowered to call a work stoppage.

The Union shall furnish the Company a list of union representatives, which shall be supplemented as may be necessary.

(c) If a Union representative is present, an employee, upon request to his/her immediate supervisor, shall be granted reasonable time during working hours without loss of pay or leave time when this is required to process grievances in accordance with this Agreement.

(d) Officers of the local Union and/or Unit who are covered by this Agreement will be granted short-term Union leave, up to two (2) weeks in duration (unless such longer time is mutually agreed to by the parties), for the purpose of attending official Union functions, such as International conventions, conferences, education seminars, etc. provided that ten (10) days advance notification in writing is given to the Company. The Company reserves the right to deny or delay such leave predicated on business needs and specific employee skills. Leaves will not be paid for by the Company, however, employees may use vacation during such leaves.

7.2 Union Shop Card or Decal

The Union agrees to furnish to the Company at least one (1) Union Shop Card or Decal for each of the Company's facilities. Such card or decal shall remain the property of and shall be surrendered to the Union upon demand.

ARTICLE 8 - Seniority:

8.1 Definition

Employees shall have their date of hire as their seniority date. Seniority shall be plant wide and prevail for layoffs, recalls, and hours. For those employees hired on the same day, seniority shall be established by first the month in which they were born, and second, by the day within the month they were born.

8.2 Probation

All new employees shall be considered probationary employees for a period of ninety (90) calendar days, during which period will have no seniority and may be discharged without further recourse to the grievance and arbitration procedure, but shall enjoy and be bound by all other provisions of this Agreement. Any employees retained beyond the probationary period shall have their seniority date back to the original date of employment. Temporary employees' time worked shall be applied to their probationary period, based upon one (1) day's credit for each day of work.

8.3 Seniority List

It is agreed that the Company shall furnish the Union and the Union Steward with an up-to-date seniority list for all employees. All lists shall be kept current.

8.4 Layoffs and Recall

(a) In the event a layoff or reduction in the work force is necessary, the last employee hired shall be the first laid off. Layoffs shall be in order of lowest seniority first on the seniority list, providing the senior person is qualified to perform the job.

(b) In recalling from layoff, the last employee laid off shall be the first recalled. Recalls from layoff shall be in the order of the highest seniority first on the seniority list, providing the senior person is qualified to perform the job.

(c) In the event a layoff is occurring senior employees will be given the opportunity to take a layoff in lieu of a less senior employee being laid off. The senior employee taking voluntary layoff must remain on layoff until recalled by the Company. It is further understood that any voluntary layoff will be approved at the discretion of the Company. This request will not be unreasonably denied.

(d) In the event a layoff is anticipated, the Company will meet with the Union Stewards to insure that employees are placed in positions in the plant according to seniority, ability, and availability. The Company will make every effort to accommodate individual situations, and consider any reasonable accommodations in compliance with the Americans With Disabilities Act (ADA), however, to maintain continuity of operations the final decision on placement of employees resides with the Company.

(e) Any employee displaced from his bid position or shift due to layoff or elimination of a shift or position, has the right to immediately bump a less senior employee from a position and/or shift for which the displaced person is qualified. Likewise, an employee bumped from his bid position under this article has a right to immediately bump a less senior employee from a position and/or shift for which the bumped person is qualified.

8.5 Job Bidding

(a) Job Posting - When a permanent vacancy occurs or a full-time job is created, the vacancy will be posted at the base rate and shall be offered in order of plant seniority.

Any vacancies not filled by the step above, will be filled pursuant to Article 8.5(b-g).

(b) A job which becomes vacant, and that job has not worked sixty (60%) percent of the time within the last six (6) consecutive months, will not be considered a permanent job and will not be posted for bid.

(c) A bid sheet notifying all employees of a permanent vacancy shall be posted within five (5) consecutive working days of the vacancy occurring. The notice shall be posted for a total of three (3) consecutive working days. At the end of the three (3) consecutive workdays, the bid sheet shall be removed.

The employees awarded the bid shall be assigned to their new position by the fifteenth (15th) calendar day, when an employee is qualified, they shall receive the appropriate rate of pay.

(d) Employees who are on leaves shall have the right to have their name placed on the bid sheet by notifying the Production Manager, in writing, to do so, with a copy to the Union steward, in conjunction with Section 8.

(e) If there are no bidders, the Company can fill the job in any manner it selects, including:

1. Permanent transfers of junior employees;
2. Hiring new employees to fill the job, etc.

(f) Bidding Eligibility - The opportunity of bidding is limited as follows:

1. When an employee signs a bid sheet, that employee's name shall remain on the bid sheet.

2. An employee who is awarded a bid job will forfeit their bidding rights for ninety (90) days.

3. An employee has the right to return to their former job within the first (1st) five (5) days of the trial period. An employee who is awarded a bid and requests to return to their former job twice in six (6) months will forfeit their bidding rights for an additional six (6) months from the second refusal.

4. An employee who is awarded a job of equal or lower pay will forfeit their bidding rights for twelve (12) months.

5. If an employee is unable to qualify within ten (10) working days and is returned to their former position, it will not be counted as a refusal. The Company may extend the qualification period an additional ten (10) days for the positions of Flexo Operator, Marquip Operator, and Single Facer Operator which the Company has determined may require more training (Maintenance positions excluded).

(g) An employee who is unable to qualify for a specific job classification will forfeit their right to rebid that same classification for six (6) months.

(h) The Company will re-post for a bid any previously awarded job pursuant to this Section 8.5 if the employee who is awarded a job bid stays in the awarded job for over ninety (90) days (or through the completion of the probationary period followed by a job award for any new hire), but thereafter voluntarily quits or is terminated from this specific role.

8.6 Transfers

(a) Transfers necessitating a fifteen (15) day duration shall be assigned by inverse seniority to the employee who has the ability to do the job. No employee will be required to be transferred from his/her classification, provided there is a general or temporary employee with the ability and availability to do the job.

(b) Transfers necessitating more than a sixteen (16) day duration shall be offered by seniority and established ability; and in case of doubt, the employee must be able to immediately perform the job after safety orientation. Employees may be transferred from one job to another.

1. In the event the senior employees decline the transfer, the position shall then be filled by inverse seniority on the shift with the employee who has the ability to do the job.

2. Transfers necessitating more than sixteen (16) days shall be posted for three (3) days. Those employees claiming the job shall sign the notice. The position shall be filled within five (5) days after the posting period.

(c) Once the position is filled in either case, there shall be no bumping except when the position becomes a bid position and in the case of overtime claims.

(d) Such employees transferred to higher positions shall, after thirty (30) minutes, receive the wages set for the job. Employees filling a temporary opening will go back to their permanent classification when the temporary opening no longer exists.

8.7 Subject to any State or Federal law to the contrary, including the Americans With Disabilities Act, continuous services shall be broken and employment terminated by:

(a) Quit or resignation;

(b) Discharge for just cause;

(c) Failure to report within ten (10) days after recall from layoff; unless the employee presents reasonable proof that he was unable to notify the Company;

(d) Absence for three (3) consecutive working days without notification to the immediate supervisor or such other person responsible for bookkeeping, unless the employee is on authorized absence or is able to show proof that he/she was unable to notify the Company in accordance with this Section;

(e) Layoff for a period of time equal to their length of service, not to exceed twelve (12) months;

(f) Absence due to a non-occupational injury or illness for a period equal to length of service, not to exceed eighteen (18) months, providing such does not violate any provisions of the Americans With Disabilities Act (ADA);

(g) Absence due to occupational injury or illness equal to length of service, not to exceed twenty-four (24) consecutive months from the signature of this contract, providing such does not violate any provisions of the Americans With Disabilities Act (ADA).

8.8 Any rights to a classification will be lost by:

(a) Layoff for nine (9) months or longer;

(b) Any other absence from an employee's regular job classification for longer than twelve (12) months, as specified in Article 19, providing such does not violate any provisions of the Americans With Disabilities Act.

An employee who has lost his/her rights to a job classification but still maintains seniority, pursuant to Article 8.7, Paragraph (f), upon return to work, shall be classified as a General Help worker and shall be paid at the lowest qualified rate in the plant, or the General Help rate, whichever is greater.

ARTICLE 9 - Employee Discipline:

9.1 Polygraph

Under no circumstances of any kind shall the Company request, demand, or require that any employee submit to any polygraph examination or electrical examination for any reason. Any employee disciplined following any such requirement shall be entitled to reinstatement without loss of pay or other benefits.

9.2 Just Cause For Discipline

No employee shall be discharged or otherwise disciplined in any manner except for just cause. Upon request, the Company must supply the Union, in writing, within ten (10) calendar days of the request, with the reasons for the discipline.

ARTICLE 10 - Grievance Procedure:

The sole purpose of this Article is to make disputes, arising out of and during the term of this Agreement, subject to the following grievance procedure. In the event that a grievance is not presented or forwarded from step to step within the specified time limits, it shall be barred from consideration. The time limits may be extended of mutual agreement.

10.1 Filing of Grievances

Employees shall have the unqualified right to register complaints or grievances and to testify in any proceeding involving provisions of this Agreement without in any way jeopardizing their employment status or being subject to discrimination.

(a) The grievance procedure shall be as follows: If not settled with the supervisor and union representative proceed to Step 1.

STEP 1: The grievant and/or the Union Steward must notify the Manufacturing Manager that a dispute exists within seven (7) days of the alleged infraction or when the employee has reasonable opportunity to have knowledge of the facts surrounding the dispute. If not settled, then

STEP 2: The Union Steward shall meet with the General Manager. If not settled, then . .

STEP 3: The designated Union Representative shall meet with the Human Resources Representative.

In any of the above steps, the charged party will give their answer within ten (10) days. The charging party will then have fourteen (14) days to notify the charged party of their desire to proceed to the next step or the grievance will be considered to be settled with the previous answer.

If the Union intends to appeal the grievance to arbitration, it shall within sixty (60) days of its receipt of the Company's Third Step Answer, both notify the Company in writing of its appeal and file a written appeal with the Federal Mediation and Conciliation Service by requesting a panel of arbitrators. The failure of the Union to do both of the aforesaid shall result in the grievance being deemed withdrawn. The aforesaid time periods shall be considered "of the essence" and may not be waived except by written agreement of both parties.

The Union or the Company may submit the grievance to arbitration. Either party may request a panel from the Federal Mediation and Conciliation Service. Upon receipt of the panel, each party shall have the right to strike a name until there is one (1) arbitrator left on the list, which arbitrator shall hear and decide the case. A toss of the coin shall decide who has the first strike.

The time limits set forth in this Article may be extended at the mutual agreement of the parties.

10.2 Cost of Arbitration

(a) Each party shall pay their own costs for arbitration except that the arbitrators' fees and expenses shall be shared equally.

(b) The arbitrator shall be empowered to make decisions in cases of alleged violations of rights expressly accorded by this Agreement or any supplement thereto. The limitations on the power of the arbitrator are as follows:

1. The arbitrator shall have no power to add to, subtract from nor modify any of the terms of this Agreement.

2. The arbitrator shall have no power to establish new nor change basic wage rates which appear in this Agreement.

3. In discipline cases, the arbitrator shall not substitute his personal feelings for that of the Company or Union unless he/she finds that either acted in an arbitrary manner.

10.3 Finality of Decision

(a) The parties involved have the authority to settle the dispute at any step in the procedure.

(b) The decision of the arbitrator on any issue properly before him/her in accordance with the provisions of the Agreement shall be final and binding on the Company, the Union, and the employee or employees involved.

10.4 Penalty Payments

When an employee has been denied the work due to scheduling errors (including doubling, holdover and call-ins), they will be made whole by providing them with the opportunity to work a comparable number of hours. Penalty payments will not be permitted in the settlement of such grievances.

ARTICLE 11 - Hours of Work:

11.1 Workday - The normal workday shall consist of eight (8) hours. All employees are expected to be at their work station at the designated start of the shift and work until the shift has ended.

11.2 Workweek - Forty (40) hours, [five (5) eight (8) hour days] shall constitute the regular workweek for employees. The normal workweek shall begin at 11:00 p.m., Sunday and end at 11:00 p.m., of the following Sunday.

11.3 Rest Periods

Each employee shall receive a rest period without loss of pay as follows: One (1) fifteen (15) minute rest period for every four (4) hours worked. Employees shall have the right to take their breaks away from their work stations.

11.4 Starting Time

Subject to any other terms of this Agreement, the Company shall have the right to designate the starting time of each employee's workday provided that no split shift shall be permitted and that this right shall not be abused. A split shift is any break in an employee's daily schedule. Employees shall only be required to work one (1) shift per day, except overtime hours, as defined in Article 12, that are consecutive hours added to the beginning of or end of the shift; and further, except in the case of emergencies, as defined in Article 12.

11.5 Employee Detained From Work Notice

An employee detained from work for any reason shall notify the Company as soon as possible. Employees on a sick leave shall notify the Company of the commencement date of the leave and, if possible, the expected return date. An employee returning from an illness of one (1) week or more, shall notify the Company prior to 5:00 p.m., on Thursday, preceding the week in which he/she desires to return to work.

11.6 Supervisory Staff Detained From Work

If, for whatever reason (except those listed in Section 11.8 as beyond the Company's control), the supervisory staff is not present at the beginning of a workday (shift) to open the plant or start the shift, all employees scheduled for work must wait a minimum of one (1) hour for access to the plant in order to qualify for the daily guarantee as a minimum. Employees who do not wait will be considered absent until their later arrival.

11.7 Work Schedules

(a) The normal starting times for each shift shall be as follows:

1st shift - 7:00 a.m.
2nd shift - 3:00 p.m.
3rd shift - 11:00 p.m.

(b) After the regular starting time of an employee or after a full shift has been established, it shall not, thereafter, be changed on a regular basis, except for good cause.

(c) If said starting time is changed, affected employee(s) will be notified one (1) working day in advance of the change, except as provided for in Article 11, Section 8.

11.8 Reporting Pay

All employees who are scheduled for work or who are called in and report for work for the hours scheduled in any one day, shall be guaranteed four (4) hours work or four (4) hours pay in lieu of work, except:

1. Failure of utilities and events beyond the control of the company which interfere with work being provided.

2. Management gives notice that no work is available or that an employee need not report.

3. An absent employee fails to give the Company advance notice of his intent to return to work.

11.9 Availability of Employees

Each employee will furnish the Company with a current address and telephone number where he/she can be reached. It is the responsibility of the employee to keep that information current. The Company is responsible for the earliest possible notification to preclude unnecessary travel.

11.10 Flexibility

There will be no jurisdictional restrictions between any classification including production vs. production, maintenance vs. maintenance, and production vs. maintenance. Any employee may be assigned to perform any work, which he/she is qualified to safely perform. The above language supersedes all existing language, position statements, special agreements, letter of instruction, grievance answers, arbitration awards, or any other source related to jurisdictional work assignments prior to the date of this agreement.

ARTICLE 12 - Overtime and Premium Pay:

12.1 Definition

(a) Compulsory overtime shall mean any hours assigned up to a maximum of twelve (12) hours a day and/or sixty-eight (68) hours per week. There shall be a minimum of twenty-four (24) hours advance notice, except in the case of daily call-offs and emergencies; i.e., fire, flood, snowstorms, electrical outage, or machine breakdown of four (4) hours or more.

(b) Mate Relief: Unless otherwise instructed by their supervisor, all employees shall be at their work stations ready to work at the time scheduled to begin; employees assigned to jobs that have relief shall not leave their work stations at the end of their scheduled shift until the person or persons assigned to relieve have taken over the responsibility for the job, with such time not to exceed four (4) hours. Reference MOA 12-19-12

(c) Voluntary overtime shall mean any hours more than twelve (12) hours in a day or sixty-eight (68) hours per week.

1. No employee shall be penalized or disciplined for his/her inability to work (voluntary) overtime. There shall be no concerted refusal by the employees to work overtime. No employee may be compelled to work over sixty (60) hours per week as long as any qualified employee is on layoff.

(c) Overtime shall be defined and paid as follows:

1. Overtime shall be paid for at the rate of time and one-half hours for hours worked in excess of forty (40) hours in any one week. Daily overtime of time and one-half over eight (8) hours will be paid for daily overtime hours when the employee is not afforded the opportunity to work his regular scheduled work week by the Company action of layoff due to lack of work or other conditions beyond control of the Company such as power failures, fire, or similar causes.

12.2 Eligibility

(a) Overtime eligibility is based on seniority, ability, and availability. However, in the case of daily call-offs and emergencies; i.e., fire, flood, snowstorms, electrical outage, or machine breakdown of four (4) hours or more, overtime eligibility shall be offered by seniority, ability, and availability to those employees on the clock.

(b) In the event compulsory overtime is necessary and the job classification cannot be filled according to the overtime procedures, the employee in the classification will be required to work the overtime.

Overtime procedures are defined as follows: Reference MOA 12-19-12

a. Seeking volunteers already on the clock to work the overtime, starting with the most senior employees qualified to do the job.

b. Requiring the overtime, beginning with the least senior employees already on the clock, who are qualified to do the job.

Employees will be allowed to find qualified replacements who can perform the work without training, if mutually agreed to by the Company. For the purpose of compulsory overtime, the job classification of Down Stacker and Floater are divided into two groups: Down Stacker "A" and Down Stacker "B" and Floater "A" and Floater "B".

12.3 Weekend Overtime

(a) Weekend overtime work schedule will be posted by no later than 12:00 p.m. on Thursday. Such overtime shall be assigned on a rotating basis by department, by shift, provided that plant seniority, ability, and availability shall have the right to claim weekend overtime. However, in the event there is an insufficient amount of employees voluntarily claiming the overtime, then the shift in the affected department shall be compelled to work, unless the employee can find a qualified employee to replace him/her.

(b) The second (2nd) shift shall exercise their seniority by 3:30 p.m., on Friday to bump their own shift for weekend overtime work, provided the bumped employee is on the Company property.

12.4 The Company will make every effort to notify employees as soon as possible for daily overtime.

12.5 There will be no duplicating or pyramiding of overtime and/or premium pay on a daily or weekly basis.

12.6 When scheduling overtime to cover vacations, the affected employees may determine the shift hours they will work, with notification to the shift supervisor. If not resolved, the Company shall have the right to schedule employees as needed. If an employee fails to fulfill all hours such arranged, said employee will lose the privilege to determine the shift hours for one (1) year; unless the Company is presented a verifiable doctor's excuse that clearly shows that the employee was unable to work on the date of absence.

ARTICLE 13 - Holidays:

13.1 The following shall be considered paid holidays for which non-probationary employees shall receive eight (8) hours pay per day compensation:

New Year's Day	Thanksgiving Day
Good Friday	Day After Thanksgiving
Memorial Day	Christmas Eve
Independence Day	Christmas Day
(July 4)	Two (2) Floating Holidays
Labor Day	

When a paid holiday falls on a Sunday, it is agreed to celebrate the holiday on Monday.

When a paid holiday falls on a Saturday, it is agreed to celebrate the holiday on Friday or Monday.

Except in the case of Christmas Eve or Christmas Day, the holiday will be celebrated on Thursday, Friday, or Monday. The Company shall notify the employees a minimum of twenty (20) days in advance as to which days the holidays shall be celebrated on.

Reference MOA 12-19-12: The Company and Union agree to discuss alternate work schedules around the New Year's Holiday on an annual basis.

13.2 Eligibility

Eligible employees must have worked within thirty (30) days of each named holiday in order to receive pay for that individually named holiday. All non-probationary employees who have fulfilled the eligibility requirements of Article 13 shall receive holiday pay.

Additionally, to be eligible for holiday pay, the employee must work their scheduled day before and their scheduled day after the appropriate holiday, unless off due to a proven illness, emergency, or excused absence.

13.3 Holiday Pay

All eligible employees shall be guaranteed eight (8) hours pay for such unworked holidays and such hours shall be considered as having been worked for the purpose of computation of weekly overtime.

13.4 Holiday During Vacation

Any employee on vacation during a holiday week shall receive holiday pay in addition to their vacation pay or an additional day off with pay at the mutual agreement of the Company and the employee.

13.5 Holidays

If an employee is scheduled to work a holiday as defined in Article 13.1, he/she will receive a day off with equivalent pay, or one day's pay in lieu of the day off.

13.6 Floating Holidays

Floating holidays may be any day mutually agreed to by the Company and employees. An employee shall give four (4) days notice of their request for a floating holiday. *Two (2) floating holidays* may be used as sick day without being considered an occurrence under the Company's absenteeism policy. However, said holiday may not be used the scheduled workday before or the scheduled workday after a holiday or by a number of employees in a fashion which would adversely affect production.

The two (2) Floating Holidays may be utilized in four (4) hour increments with prior approval. Such request must be submitted four (4) days prior to the requested time off.

Floating Holidays may be cashed in for straight-time pay at the end of the year.

13.7 Holiday Overtime

The Company shall give a minimum of twenty-four (24) hours notice for holiday overtime. Such overtime shall be assigned on a rotating basis by department, by shift, provided that plant seniority, ability, and availability shall have the right to claim holiday overtime.

ARTICLE 14 - Vacations:

14.1 Employees shall earn and be allowed vacations on a calendar year basis under the following eligibility rules and procedures.

14.2 Schedule of Benefits - Paid vacation will be granted to all full-time employees in accordance with the following continuous service schedule:

- One (1) week's vacation after six (6) months of continuous service.
- Two (2) weeks' vacation after one (1) year continuous service.
- Three (3) weeks' vacation after five (5) years continuous service.
- Four (4) weeks' vacation after twelve (12) years continuous service.
- Five (5) weeks' vacation after eighteen (18) years continuous service.

Six (6) weeks' vacation after twenty-five (25) years continuous service.

14.3 Eligibility and Pay

(a) An employee with less than one (1) year of service at the beginning of the calendar year shall receive vacation as follows:

(1) An employee who has worked sixteen hundred (1600) hours, or more, in the previous calendar year, will receive one (1) week of vacation with forty (40) hours of pay at their regular straight time rate.

(2) An employee, who has worked less than sixteen hundred (1600) hours, in the previous calendar year, will receive a pro-rated percentage of forty (40) hours of vacation pay or time off, for all hours worked toward sixteen hundred (1600) hours.

(b) An employee with more than one (1) year of service on January 1st shall receive, two percent (2%) of employee's previous year gross wages or forty (40) hours of pay, whichever is greater, for each week of vacation for which they are eligible if they worked sixteen hundred (1600) or more hours in the previous calendar year. Employees who do not work the required sixteen hundred (1600) hours will receive vacation pay and time as a pro-ration of sixteen hundred (1600) hours at their regular straight time rate.

(c) It is agreed that after qualifying for either the first, second, or third week of vacation, based on the employee's date of hire and continuous service, that the employee is entitled to take the vacation earned after the succeeding January 1st. Vacations may then be taken between January 1st and December 31st of each year.

(d) Employees who qualify for three (3) weeks of vacation will, at their option, be entitled to pay in lieu of time off for the second and/or third week of vacation.

(e) All employees, upon completion of one year of service, may, at their option, choose to receive pay for all vacation time to which they are entitled for the year with the first pay in January and may then schedule the vacation time off later in the year, in accordance with the vacation selection procedure, to be taken without pay.

14.4 Vacations Not Cumulative

Vacations are not cumulative, and employees must take their vacations each calendar year.

14.5 Selection of Vacation

(a) It is agreed that the selection of vacation weeks shall be based on seniority, and that available vacation dates shall be selected before February 1 of each year. Vacations taken consecutively, in excess of two (2) weeks, shall be approved by the Company.

Employees entitled to two (2) weeks of vacation will have the right to take one (1) or more days at a time of one (1) of the weeks. Employees entitled to five (5) weeks of vacation will have the right to take one (1) or more days at a time of two (2) weeks of vacation.

(b) Vacations shall be selected by the employee on the basis of plant seniority. However, the Company shall determine the number of employees who may be on vacation at the same time. It is understood that vacation allocations are in exclusive control of the company and subject to change annually. The Company agrees to meet with the union annually to review the vacation selection process. For the 2013 vacation year, the company has agreed to the following allotments: Corrugator and Utility – 2 employees off each week; Converting – 3 off each week; Shipping – 1 employee off each week; Maintenance – 1 employee off each week. The Company has the right to institute a shutdown period of two (2) weeks or two (2), one (1) week periods during which eligible employees may receive their paid vacation, and ineligible employees shall be laid off without pay. The Company will give a sixty (60) day advance notice.

(c) An employee with an approved Friday vacation day will be excluded from the weekend schedule. An employee may request to be scheduled on the weekend.

14.6 Eligibility Upon Return From Worker's Compensation

An employee who returns to work after being off work for one (1) year or more due to a compensable work-related injury, shall be eligible for the same number of weeks of vacation that he/she received prior to his injury, during the first (1st) twelve (12) months he/she returns to work.

14.7 Compulsory Overtime Prior To Vacation

The Company agrees that no employee will be assigned compulsory overtime when they are scheduled for one (1) full week of vacation on the last scheduled (8-hour shift) prior to their scheduled vacation.

ARTICLE 15 - Job Classifications and Wages:

15.1 Job classifications and wages shall be in accordance with Appendix "A" which is attached hereto and is made a part of this Agreement.

15.2 If, during the term of this Agreement, the Company creates a new classification, the Company will notify the Union and the Union has a right to negotiate wages and conditions for the new classification.

ARTICLE 16 - Bereavement:

16.1 In the event of death of a member of the immediate family of an employee, i.e. brother, sister, mother-in-law, father-in-law, stepmother, stepfather, stepchildren, grandparents, grandchildren, son-in-law and daughter-in-law, the employee shall be permitted a maximum of three (3) days leave of absence with pay.

16.2 (a) In the event of a death of an employee's mother, father, spouse, child or domestic partner, the employee shall be allowed five (5) scheduled days leave of absence with pay. Employees shall be permitted three (3) days off for any relative residing in the same household.

(b) The employee shall be compensated for time lost at his/her basic straight-time hourly rate of pay. In no event shall an employee receive duplicate payment wherein he is presently

receiving holiday, vacation, or compensation pay. Proof of death, relationship, date of funeral, and residence of deceased shall be furnished to the Company, to its satisfaction, by an employee, to qualify for pay hereunder.

(c) In the event of a death of an employee's spouse's or domestic partner's grandparents, the employee shall be allowed the day of the funeral as an excused absence with pay.

(d) In the event an employee is on a scheduled vacation when a death occurs to one of the above, the employee may reschedule the affected vacation later in the year by mutual agreement with the Company.

16.3 In the event of a death of an employee's aunt or uncle, brother-in-law or sister-in-law, the employee shall be allowed the day of the funeral as an excused absence without pay.

16.4 Only if any of these days are scheduled working days for an employee, shall he/she be compensated for time lost at this basic straight-time hourly rate of pay.

16.5 The employee must be a Union member in good standing and employed with the plant a minimum of ninety (90) days as a full-time regular employee to accrue funeral leave benefits.

ARTICLE 17 - Jury Duty:

(a) Employees who are called and report for jury duty shall be paid the difference between jury pay and the regular wages lost by the employee due to such jury service, up to a maximum of two (2) weeks in any twelve (12) month period. Employees shall furnish a certificate from the jury clerk showing the time served and the amount received. The employee must immediately notify the Company when he or she first receives the jury notice. When an employee is on jury duty, Saturday shall be their regular day off.

(b) In the event an employee is on a scheduled vacation when jury duty occurs, the employee may reschedule the affected vacation later in the year by mutual agreement with the Company.

(c) Employees will be eligible for benefits under this Article after they have reached one (1) year of service.

ARTICLE 18 - Leaves of Absence:

18.1 General Reasons

(a) An employee may, upon written application, and upon submission of a reasonable reason to the Company, be granted a leave of absence without pay, not to exceed ninety (90) days, but such leave will not be permitted for the purpose of trying out for another job unless it is at the discretion of the management.

(b) An employee, while on leave of absence, who engages in work outside the Company or its affiliates not covered by this Agreement, will forfeit his/her seniority unless special arrangements have been made with the Company and the appropriate Union Representative.

(c) A leave of absence can be granted to any employee elected or appointed to a public office for which a competitive examination is not required, subject to approval of the Company and the appropriate Union Representative.

(d) An employee elected or appointed as full-time Representative of the Union, or any division thereof, will be granted a leave of absence, not to exceed one (1) year, however, the Company and the union can agree to extend one (1) additional year. Any leave of absence beyond the additional year will be discussed and mutually decided between the union and the company.

Employees shall have the right to return to International Paper for one (1) year, with no loss of seniority. However, employees shall only have the right, up to three (3) months, to return to their former classification.

(e) It is understood that all leaves of absence in this Section, if granted, are to be without pay, holidays, or accrual of benefits, unless they are paid for, in advance, by the employee.

(f) An employee who obtains an extended leave of absence, in order to work in another plant operated by the Company or its affiliates, shall not lose seniority rights under the terms of this Agreement.

(g) An employee promoted into a management position shall be granted a leave of absence not to exceed one (1) year.

~~Employees shall have the right to return to the bargaining unit, for one (1) year, with no loss of seniority. However, employees shall only have the right, up to three (3) months, to return to their former classification with no loss of seniority.~~

18.2 Leaves Due to Illness/Disability

Leaves of absence due to illness/disability may begin any time upon authorization from the employee's attending physician and will extend until such time as the attending physician releases the employee to resume his/her employment, with or without restrictions. The Company has the right to request a second opinion at their expense.

18.3 Family Leave

The parties agree to comply with the terms of the Family and Medical Leave Act of 1993, if applicable, in the administration of the Collective Bargaining Agreement; and further, no benefits or terms of the Agreement will be reduced by complying with the terms of the Family and Medical Leave Act.

18.4 Paid Bonding Leave

One (1) week of paid parental bonding leave will be available for eligible employees to be taken once per rolling 12-month period following the birth, foster care placement or adoption of a child under eighteen (18) years of age, that occurs on or after July 1, 2024. Bonding leave will be paid at 100% of an employee's permanent rate of pay for regularly scheduled hours. Bonding leave must be taken as a continuous leave. Bonding leave will run concurrent with FMLA and state family/bonding leave or entitlements.

ARTICLE 19 - Military Clause:

Any employee drafted or enlisted in the Armed Services of the United States shall be guaranteed all the rights and privileges to which they are entitled under the Law.

ARTICLE 20 - Worker's Compensation:

20.1 Payment for Day of Injury

When an employee is injured or disabled while performing duties for the Company and the employee is unable to complete the scheduled number of hours of work that shift, the Company shall pay such employee the number of hours scheduled to work the shift of the work injury/illness.

20.2 Reporting of Accidents

All accidents and injuries must be reported to the Company immediately.

ARTICLE 21 - Bulletin Boards:

(a) Bulletin boards shall be made available in the plant by the Company to be used by the Union and the Company for posting notices as may be agreed upon by the Union and the Company.

~~(b) The bulletin boards shall not be used for disseminating propaganda of any kind whatsoever, and shall not be used for posting or distributing pamphlets or political matter of any kind or for advertising.~~

ARTICLE 22 - Plant Safety:

It is mutually agreed to establish a Plant Safety Committee. The committee shall meet on a regular basis, a minimum of four (4) times per year.

(a) The committee shall consist of an employee appointed from the bargaining unit and a minimum of one (1) representative from local management.

(b) The committee shall establish regular meeting dates and times and post notices of such in appropriate locations.

ARTICLE 23 - Lunch/Rest Areas:

The Company agrees to provide, so far as physical layout permits, adequate and sanitary toilets and rest rooms and lunch area.

ARTICLE 24 - Individual Agreement:

No employee shall make any written or oral agreement which will conflict with *this* Agreement.

ARTICLE 25 – Benefits:

25.1 Pension

The location participates in and has pension benefits as negotiated by the Converting Joint Pension Council subject to the terms and conditions contained in the Plan. The pension plan is described in the summary plan description (SPD) entitled “Retirement Plan – Hourly Employees Covered by the Converting Joint Pension Council”. Eligibility for Plan membership is contained in the Plan provisions outlined in the applicable SPD.

Effective July 1, 2024, the benefit multiplier will be \$43 for all years of service for retirements after July 1, 2024.

Effective July 1, 2026, the benefit multiplier will be \$44 for all years of service for retirements after July 1, 2026.

25.2 Savings

The location participates in the International Paper Hourly Savings Plan subject to the terms and conditions contained in the Plan. The savings plan is described in the summary plan description entitled “Hourly Savings Plan.” Eligibility for Plan membership is contained in the Plan provisions outlined in the applicable SPD.

Effective July 1, 2024, new hires and rehires will be automatically enrolled into the Hourly Savings Plan at 6%. Employees will be notified in advance of their auto-enrollment and will have the opportunity to opt out or change their deferral rate prior to it going into effect.

Effective July 1, 2024, on an annual basis any employee contributing less than 6% will be automatically re-enrolled at 6%. Impacted employees will be notified in advance of the annual re-enrollment and can opt out or change their deferral rate prior to the event.

25.3 Medical

Medical coverage and cost sharing as outlined in the current Converting Master Agreement is incorporated into the Eighty Four Agreement.

25.4 Retiree Medical

The Company will offer Post Retirement Medical coverage. Employees will be responsible for the full cost of the non-blended retiree rate. Cost sharing will continue to be honored for the grandfathered group. Eligibility for Plan membership is contained in the Plan provisions outlined in the applicable SPD.

Employees will be offered the same plans as actives for Pre 65 coverage.

Post-65 retirees will be provided assistance by a third party vendor (currently OneExchange) in the selection of private coverage.

25.5 Dental

The location participates in the IP Core Dental plan described in the summary plan description entitled "Core Dental Plan." The Company pays 75% of the total premium and Employees pay 25% of the total premium.

25.6 Flexible Spending Account

The Company will offer the Health Care and Dependent Care accounts. This plan is described in the summary plan description entitled "Health Care and Dependent Day Care Tax-Free Plan." Eligibility for Plan membership is contained in the Plan provisions outlined in the applicable SPD.

25.7 Basic Life

The Company will provide a life insurance plan at no cost to the employee. This plan is described in the summary plan description entitled "Life Insurance Plans." Eligibility for Plan membership is contained in the Plan provisions outlined in the applicable SPD.

The current benefit amount is \$45,000.

25.8 Basic AD&D

The Company will provide an accidental death and dismemberment insurance plan at no cost to the employee. This plan is described in the summary plan description entitled "Life Insurance Plans." Eligibility for Plan membership is contained in the Plan provisions outlined in the applicable SPD.

The current benefit amount is \$45,000.

25.9 Sickness & Accident

The Company will provide a sickness and accident plan. This plan is described in the summary plan description entitled "Sickness and Accident Plan." Eligibility for Plan membership is contained in the Plan provisions outlined in the applicable SPD.

Effective July 1, 2024, the current weekly benefit amount is equal to 60% of the permanent rate times 40 hours; based on 7-day work week with a minimum benefit amount of \$425 for illnesses and injuries.

25.10 Business Travel

The Company will provide a Travel and Accident insurance coverage during company business trips at no cost to the employee. This plan is described in the summary plan description entitled "Life Insurance Plans". Eligibility for Plan membership is contained in the Plan provisions outlined in the applicable SPD.

25.11 Survivor Benefits

In the event of an active employee's death, the Company will provide a death benefit equal to the employee's permanent rate times 173.33 paid to the basic life beneficiary. In addition, the Company will provide a voluntary benefit which offers financial counseling to the surviving spouse and/or surviving children.

25.12 Optional Coverage

Both company and non-company sponsored insurance programs may be made available to employees from time to time. Employees will be responsible for the full cost of any elected coverage.

25.13 Health and Welfare Indexing

The benefit plans outlined below are indexed to the core company plans.

- Core IP Dental Plan
- Flexible Spending Accounts (FSA)
- Basic Life and AD&D
- Sickness & Accident
- Business Travel
- Survivor Benefits
- Savings Plan
- Optional Coverage (i.e., Optional LTD)

25.14 Indexing Parameters

- Plan provision and vendor changes to these plans will be indexed to changes made to core company plans.
- Benefit amounts for Basic Life, Basic AD&D, S&A and the S&A weekly benefit period (e.g. 26 weeks) can only be changed through negotiations.
- The Hourly Savings Plan Company Match can only be changed through negotiations.
- International Paper has the right to make changes, additions and/or deletions to current vendors and all other plans and provisions.

ARTICLE 26 - Credit Union:

26.1 Employees wishing to participate in the Local 23 Federal Credit Union will be allowed to make direct deposits to same through the Company payroll system which allows direct deposit into up to four accounts.

ARTICLE 27 - General Conditions:

27.1 For each pay period worked, employees shall receive a detailed check stub or voucher denoting the basic wage rate, number of hours worked, overtime hours, rates, and any deductions.

27.2 Drinking fountains will be installed and kept in proper working order.

27.3 Employees on leave of absence, voluntary layoff, or involuntary layoff maintain seniority, however, they do not accrue any benefits unless stipulated in this Agreement.

27.4 Upon its availability, and with appropriate notice to the Union, the Company will put in place the Standardized Automated Time Entry System. As necessary, local practices and procedures will be adjusted to allow the Company to fully realize the efficiencies of this new system.

27.5 Effective December 13, 2019, the allowance for safety shoes will be one hundred (\$100.00) dollars per calendar year. Employees will be allowed to roll over any unused safety shoe allowance to the following year with the understanding that the total remaining allowance must be utilized in the second year.

27.6 The allowance for safety glasses is one-hundred and fifty (\$150.00) dollars for all employees requiring prescription safety glasses at least every other year.

ARTICLE 28 - Legislation/Severability:

28.1 Nothing contained in this Agreement is intended to violate any Federal or State Law or rules and regulations made pursuant thereto. If any part of said Agreement is construed to be in such violation, then only that part will be null and void, and the parties agree that they will, within thirty (30) days, begin negotiations to replace said void part with a valid provision.

ARTICLE 29 - Termination of Agreement:

29.1 At any time after the expiration date as provided in Article 32, if no agreement on the questions at issue has been reached, either party may give a written notice to the other party of intent to terminate the Agreement in ten (10) days. All the provisions of the Agreement shall remain in force and effect until the specified time has elapsed. During this period attempts to reach an agreement shall be continued.

If the parties have failed to resolve their differences before the specified time has elapsed, all obligations under this agreement are automatically cancelled.

ARTICLE 30 - Labor Management Committee:

30.1 (a) It is mutually agreed that a Labor Management Committee will be established. The purpose of the committee will be to encourage the membership to actively and constructively participate in job related activities.

(b) The committee shall consist of three (3) employees from the bargaining unit, one of which is a union steward, and three (3) representatives from management. The committee shall establish regular meeting dates and times, and post notices of such in appropriate locations.

ARTICLE 31 - Substance Abuse Program:

31.1 The Company will continue International Paper's drug-free workplace program, including random, for cause, and post-incident testing to the extent provided by law.

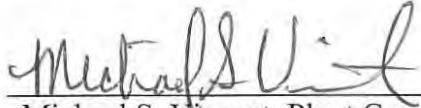
ARTICLE 32 - Term of Agreement:

32.1 This Agreement shall be in full force and effect from December 12, 2024 through December 12, 2028, and shall automatically renew itself from year to year thereafter, unless either party gives written notice to the other party by registered mail not less than sixty (60) days prior to the termination date of its intention to modify said contract.

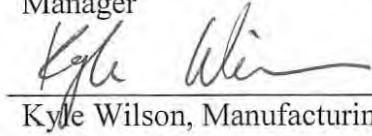
IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed in their respective names of their respective representatives thereunto duly authorized this 10th day of December, 2024, effective December 12, 2024.

International Paper – Eighty Four, PA

United Steel Workers Local 14693



Michael S. Vincent, Plant General Manager



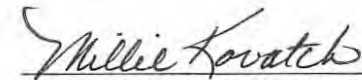
Kyle Wilson, Manufacturing Manager



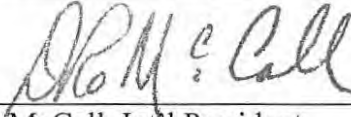
John Cahill, Region HR Manager



Robert Cardillo, Labor Relations Leader



Millie Kovatch, HR Coordinator



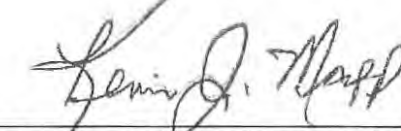
D. R. McCall, Int'l President



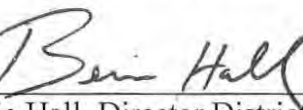
Myles Sullivan, Int'l Secretary-Treasurer



Emil Ramirez, Int'l VP, Administration



Kevin Mapp, Int'l VP, Human Affairs



Bernie Hall, Director District 10



John Ratica, Staff Representative



Bob Alderson, President Local 14693



James Hackney, Unit President

APPENDIX "A" - Shift Differential & Wages

Job application and the applicable rate of pay for each employee covered by this Agreement are set forth herein:

	Effective 12-13-24	Effective 12-13-25	Effective 12-13-26	Effective 12-13-27
Corrugator:				
Single Facer Operator	\$24.37	\$25.10	\$25.86	\$26.63
Checker/Bander	\$23.02	\$23.72	\$24.43	\$25.16
Doublebacker	\$23.02	\$23.72	\$24.43	\$25.16
Starch/Clamp	\$23.02	\$23.72	\$24.43	\$25.16
Marquip Operator	\$24.37	\$25.10	\$25.86	\$26.63
Down Stacker	\$22.27	\$22.94	\$23.63	\$24.34
Forklift Operator	\$22.27	\$22.94	\$23.63	\$24.34
Converting:				
Flexo Operator	\$24.37	\$25.10	\$25.86	\$26.63
Flexo Asst. Operator	\$23.02	\$23.72	\$24.43	\$25.16
Die Mounter	\$22.27	\$22.94	\$23.63	\$24.34
Flexo Floater	\$22.27	\$22.94	\$23.63	\$24.34
Die Cutter Operator	\$24.37	\$25.10	\$25.86	\$26.63
Die Cutter Asst. Operator	\$23.02	\$23.72	\$24.43	\$25.16
Finish Bander	\$23.02	\$23.72	\$24.43	\$25.16
Forklift Operator	\$22.27	\$22.94	\$23.63	\$24.34
Plant Services:				
Mechanic - Class AA	\$34.22	\$35.25	\$36.31	\$37.40
Mechanic - Class A	\$32.02	\$32.98	\$33.96	\$34.98
Mechanic - Class B	\$29.81	\$30.70	\$31.62	\$32.57
Shipper	\$23.02	\$23.72	\$24.43	\$25.16
Baler	\$21.16	\$21.79	\$22.45	\$23.12
Utility - Class A	\$24.53	\$25.26	\$26.02	\$26.80
Utility - Class B	\$24.15	\$24.88	\$25.62	\$26.39
Utility - Class C	\$23.76	\$24.48	\$25.21	\$25.97
General Help:				
Starting Rate	\$18.15	\$18.69	\$19.25	\$19.83
After six months of service	\$19.28	\$19.86	\$20.46	\$21.07
After one year of service	\$20.77	\$21.40	\$22.04	\$22.70
Temporary Help:				
	\$8.53	\$8.79	\$9.05	\$9.32

Probationary employees (other than Mechanics) shall receive fifty (\$.50) cents per hour less than the rates listed above during their probationary period.

Mechanics shall receive fifty (\$.50) cents per hour less than the rates listed above during their first four (4) months of employment.

Shift Differential: The differential per hour for working outside of day shift shall be as follows:

Effective Dates and Shift Differential Per Hour

12-12-04

Second Shift	\$.22
Third Shift	.26

Employees who work any hours between 3:00 p.m., to 11:00 p.m., shall receive a premium, in addition to their regular hourly rate of pay for all hours worked from 3:00 p.m., to 11:00 p.m.

Employees who work any hours between 11:00 p.m., and 7:00 a.m., shall receive a premium, in addition to their regular hourly rate of pay for all hours worked from 11:00 p.m., to 7:00 a.m.

In the event an employee is requested by the Company to fill a temporary position outside the bargaining unit, and the employee will be working outside of their normal classification, they shall receive a seventy-five (\$.75) cents per hour premium, in addition to their regular hourly rate for all hours worked when filling such position.

When an employee is designated by management to perform the duties of a supervisor for one day or more, that employee will receive a two (\$2.00) dollar per-hour premium in addition to their regular rate of pay.

Utility Classification

1. On April 3, 2001 a "Utility" classification with three levels: A, B and C; with A being the highest level and C being the lowest was bid within the plant.

2. The primary purpose/use of this classification will be to reduce overtime.

3. All successful bidders, awarded this classification will begin at the highest rate they held at the time of the job bid and progress to higher levels as they demonstrate proficiency and ability on machines/positions. The utility person will remain at the training rate (highest rate held at time of job bid) until he/she becomes qualified to operate all the machines in a department. At that time the rate of Utility "C" will be awarded. Employee advances to Utility "B" when employee has qualified to perform/operate all the machines/positions in two departments. Level "A" is awarded when an employee has qualified to perform/operate all the machines positions in three departments.

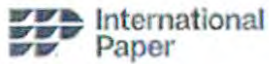
4. Employees in the Utility classification must move to the next level of progression, regardless of shift, as he/she becomes qualified. Work assignments will require moving from shift to shifts, on a weekly basis, if necessary, at the sole discretion of management.

5. The Company agrees to fill a Utility classification on each shift no later than October 1, 2001. A second Utility classification per shift will be bid no later than April 1, 2002 and filled with a qualified employee by October 1, 2002.

6. Employees who bid into the Utility classification may not bid into another job for a period of two (2) years beginning the date he/she is awarded the job bid.

Flexo Floater C

The "Flexo Floater" position on Machine 5014 (otherwise referred to as "Floater C") will be reclassified to be a "Flexo Assistant Operator". This may result in two assistant operators on the 5014, and those positions will both be responsible for all assistant operator job duties on that machine, including, without limitation, duties on the prefeeder and load former.



International Paper
10 Wilson Road
Eight Four, PA 15530

December 10, 2024

John Ratica
Staff Representative
United Steelworkers
1001 Ardmore Boulevard, Suite 200
Pittsburgh, PA 15221

Dear John:

The Company and the Union will agree to discuss alternative work schedules around the Independence Day, Christmas Eve, Christmas Day, and New Years holidays on an annual basis.

It is understood that the final operating schedule rests with the Company and will be dependent upon customer demands.

Sincerely,

A handwritten signature in blue ink that reads "Scott Vincent".

Scott Vincent
General Manager

CAMERON RUSHING
PLANT GENERAL MANAGER
NORTH AMERICAN CONTAINER

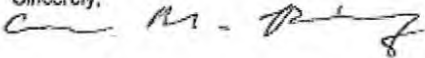
10 WILSON ROAD
EIGHTY-FOUR, PA 15330
P: 724-745-2288

November 20, 2019

Dear Mr. Hall:

Probationary period employees are ineligible for funeral leave benefits available through the Collective Bargaining Agreement. We will agree to accommodate probationary period employees with the same level of benefit as the CBA without adverse action to their attendance records and without pay.

Sincerely,



Cameron Rushing
Plant General Manager