

HAMMER MILL Union ~~AGENDA~~ AGENDA

Hammermill Paper Company  
A Completely Owned Subsidiary of  
International Paper Company  
Lock Haven Plant  
1987 Negotiations Agenda

STRIKE  
6-20-87

1. Revise Article 14 and Article 19 to eliminate all rate and one-half for time worked except for all hours over forty (40) in the work week, as provided by law.
2. Revise Articles 14 and 16 to eliminate double rate as such for time worked on the ten holidays.
3. Revise Articles 14 and 16 to unrestrict the ten holidays.
4. Revise Article 28 - delete paragraphs 28.2 through 28.11 to eliminate lunch allowances.
5. Cap Company contribution to health and dental insurance coverage at present level ---- (Family \$308.98) (Single \$64.90.)  
Mandatory second opinion required for non-emergency surgery.
6. Modify Tour Maintenance Agreement in regards to work practices and scheduling requirements.
7. Delete Article 37 - pay for negotiators.
8. Delete Paragraphs 3.2 and 3.3 in Article 3 and replace with:  
"The Company reserves the exclusive right to contract out any manufacturing and/or maintenance work when in the opinion of the Company it is economically sound to do so."
9. Revise Paragraph 18.1 in Article 18, delete everything after words "because of" and substitute "storms, power failure, emergency breakdown, or other force or condition beyond the control of the Company, or a labor dispute."
10. Reduce starting and labor rate jobs hourly rate to \$8.50 per hour. *20% save for July*
11. Insert new Article prior to Article 38. Zipper clause as follows:  
Paragraph 1. The parties hereto agree that when this Agreement has been duly signed by the authorized Company and Union representatives, it shall supersede any and all agreements, arrangements, or understandings whether written, verbal or otherwise between the parties prior to June 20, 1987.  
Paragraph 2. This Agreement shall incorporate by reference and make binding the side agreements between the parties concerning overtime procedures in various departments. *ELIMINATE*
12. Eliminate Labor (As Janitor) Classification and rate in Yard Labor Department. Also eliminate "Janitor" pay rate in Trucking Department. *0.1111*
13. Four Year Labor Agreement.

- ✓ 15. Maintenance Flexibility Assignment Plan (M.A.P.)
- ✓ 16. Modify Article 9, paragraphs 9.1 through 9.3.
- 17. Change Article 13, paragraph 13.2 to provide a daily work schedule of 7:00 A.M. to 3:00 P.M. for day workers. Also eliminate the 9:00 A.M. lunch break.
- ✓ 18. Reassign the crafts (skills) in the Machine Shop Department.

19. Co. reserves the right add to agenda.