

Quad/Graphics Final Contract Proposals

March 9, 2021

These are the Company's final contract proposals. The Company withdraws any proposals that are not set out here.

#1

TERM OF AGREEMENT

[Starting the Date of the Ratification of the Agreement - June 17, 2023](#)

#2

ARTICLE I. RECOGNITION

The Company hereby recognizes the Union as the sole labor organization representing Employees in the following bargaining unit: All full time and regular part time production, maintenance and plant clerical Employees, employed by the Company in Central Stores, DM Print Operations, Offline DM, Distribution DM, Equipment Maintenance, Electrical, Building Services, Plate, Indirect Production, Mailing and Delivery Support Buildings and Grounds, Converting, Imaging Maintenance, Mailing, Mailing Administration, Maintenance, Material Handlers, Materials Administration, Color Service (Prep), and Roll to Roll departments at its 4371 County Line Road, Chalfont PA facility (the "Facility") (hereinafter "the Employees") in classifications listed on the attached Schedule A but excluding all other employees, seasonal employees, guards, confidential employees and supervisors defined by the National Labor Relations Act.

#3

ARTICLE II. UNION SHOP AND CHECKOFF

C. Checkoff of Union Dues and Interlocal Pension

When so authorized by the individual employee in writing, the Employer agrees to deduct from the ~~bi~~ weekly wages due each regular employee, the dues and Inter-local contributions, and to transfer such amounts to the Union monthly, along with a list showing the names and amounts for each employee participating in the dues check-off program.

The dues authorization form can be found in Attachment 2.

#4

ARTICLE III. NO DISCRIMINATION

The Company and the Union shall not discriminate against any Employee because of race, color, religion, creed, sex, age, national origin, ancestry, gender, pregnancy or related conditions, physical or mental disability, active military, veterans status, sexual orientation, gender identity, the status of being transgender, genetic information, or because of any other reason prohibited by federal, state, or local law.

#5

ARTICLE V. SENIORITY, CLASSIFICATION VACANCIES, AND LAYOFF AND RECALL

B. Classification Vacancies

Section 1. If the Company changes any classification listed in Schedule A from one Department to another or changes any of the Departments, it shall provide the Union with thirty (30) days' advanced written notice and discuss the change with the Union and the reasons therefore. The list of Departments is as follows:

- ~~Buildings and Grounds~~
- ~~Converting~~
- ~~Imaging Maintenance~~
- ~~Mailing~~
- ~~Mailing Administration~~
- ~~Maintenance~~
- ~~Material Handlers~~
- ~~Materials Administration~~
- ~~Color Service (Prep)~~
- ~~Roll to Roll~~

- Central Stores
- DM Print Operations
- Offline DM
- Distribution DM
- Equipment Maintenance
- Electrical
- Building Services
- Plate
- Indirect Production
- Mailing and Delivery Support

Section 2.

(a) For non-appointed jobs.

ii. The Company may offer the vacancy to the bidding Employee who, in the judgment of the Company, is the most Qualified. As used in this Article “Qualified” and “Qualification” shall be such skills, experience, job performance and ability, as the Company determines in its discretion are necessary and desirable for performing the particular vacancy. When in the opinion of the Company, Qualifications of two or more Employees are equal, then the Employees’ Departmental Seniority Dates in the Department in which the bid occurs (or if none, Company Seniority Dates) shall be the determining factor, with the more senior employee receiving the offer. ~~These selection criteria shall commence ninety (90) days after the first day of this Agreement. Until such date, the Company shall discuss its determinations and the reasons therefore with the Head Chairman or designee prior to announcement to the Employee.~~ The Company reserves the right to require a fitness for duty examination for an Employee who submits a bid for a permanent vacancy.

C. Layoff and Recall

Section 1. The provisions of this Article shall not apply to a temporary layoff. A “temporary layoff” is any layoff of two (2) weeks or less of duration. The Company may elect to offer voluntary layoffs up to three (3) weeks in duration with notice to the Union. The Parties may extend the time period of temporary layoff or voluntary layoff by mutual written agreement. The Company will advise employees via email of an upcoming voluntary layoff. Employees who sign up for a voluntary layoff in the first seventy-two (72) hours will be selected on a seniority basis. If additional employees are needed for the voluntary layoff, they will be selected based on the order in which they express interest. The Company has the right to offer ~~voluntary~~ temporary layoffs by classification and to rotate days of temporary layoff by reverse seniority in classification in applicable situations as determined by the Company. In the event it is determined that a temporary layoff is required, all temporary employees in the classification, department and shift affected by a layoff shall first be laid off before the layoff of any regular full-time employees, unless there are no regular full-time employees available or willing to perform the required work.

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ARTICLE VIII.

PAID HOLIDAYS.

Section 1. Paid Holidays

New Year’s Day
Easter*
Memorial Day
Independence Day
Labor Day

Thanksgiving Day
Day after Thanksgiving
Christmas Eve Day
Christmas Day

* - starting 2022

#7

ARTICLE IX. PAID TIME OFF

A. Vacation

Section 4. Miscellaneous: Employees shall be allowed to carry over a maximum of forty (40) hours of Vacation allocation from year to year. An Employee can only have a maximum of forty (40) hours of PTO carryover banked at any given time. Any vacation carried over from the prior year must be used prior to July 1 of the current year.

~~With the approval of the Company, an Employee may donate the Employee's allotted Vacation hours to other Employees in the event of extreme need or hardship, as defined in the Company's PEP plan. The donations shall be in two (2) hour increments, and the total of all donated time plus the recipient's allotment cannot exceed one hundred eighty (180) hours.~~

Unused allotment of Vacation, including carryover Vacation shall not be paid out at the end of the year, and the Company does not pay such Vacation in lieu of actually taking the time off. The Company shall not be required to pay out unused Vacation or Vacation carryover at termination of employment for any reason. Vacation and Vacation carryover shall not be considered as time worked.

B. Personal Day

~~Section 1. Entitlement: The Company shall provide two (2) paid personal days at eight (8) hours straight time for each full time Employee per calendar year.~~

~~If the Employee does not use the personal days by the end of the calendar year, the Company shall pay out the days to the Employee.~~

~~Section 2. Scheduling: The Employee shall give forty eight (48) hours advance notice to the supervisor of the taking of the personal day. The scheduling of the personal day shall be subject to operational requirements.~~

C. [Maintain Current Language]

#8

ARTICLE XII. DISCHARGE AND SUSPENSION

Section 1. The Company shall not discharge or suspend any Employee without just cause. In all cases involving the discharge or suspension of any Employee, the Company shall [email](#) ~~fax~~ a notice of the suspension and discharge to the Union's Business Representative within twenty-four (24) hours of the notice to the employee.

#9

ARTICLE XVI. BEREAVEMENT

Section 2. Entitlement: Full-time Employees receive three (3) days of pay for time away from work at eight (8) hours straight time pay for Employees on eight (8) hour shifts and twelve (12) hours straight time pay for Employees on twelve (12) hour shifts upon the death of an Immediate Family member defined as follows to attend the funeral, memorial service, wake or other observance: spouse, domestic partner, [civil union partner](#), parent, child, grandchild, grandparent, brother, sister, step relation (parent, child, grandparent, brother, sister), or in-law (parent, [stepparent](#), child, grandparent).

#10

ARTICLE XX. ANNUAL UNION MEETING

The Company will permit all Employees to be off work without pay during a twenty-four (24) hour period once each calendar year for a Union meeting during the months of April-July. The [Union Company](#) shall use good faith efforts to schedule this meeting for the same period each year. This meeting shall occur on a Sunday unless the Union and the Company agree otherwise. The [Union Company](#) shall give the Company thirty (30) days advance notice of the date selected, and the Parties shall work in good faith to accommodate scheduling conflicts.

Employees who volunteer shall be permitted to work, if work is available on that day. Employees who would otherwise be scheduled to work during this day shall be permitted to use available paid time off provided they follow the process for designating such leave in advance.

#11

ARTICLE XXV.

WAGES

A. Wage Scale

WAGE RANGE – EFFECTIVE AS OF THE FIRST SUNDAY FOLLOWING THE RATIFICATION DATE OF THE AGREEMENT JUNE 19, 2019

Classification	Start Rate	Target Rate
General Technician	\$13.00 \$14.00	\$15.00 \$16.00
Baler Operator	\$14.00 \$15.00	\$16.00 \$17.00
Press Assistant	\$13.50 \$16.00	\$17.00 \$17.75
Assistant Operator	\$16.50 \$18.50	\$23.50 \$24.00
Press Operator	\$19.00 \$21.00	\$27.50 \$28.00
Lead Press Operator	\$22.00 \$22.50	\$29.00 \$29.50
Central Store Attendant	\$13.50 \$14.50	\$17.50 \$17.75
Central Store Lead	\$16.00 \$18.00	\$21.00 \$22.00
Electrician I	\$18.00 \$18.35	\$23.00 \$25.00
Electrician II	\$23.00 \$23.45	\$31.00 \$32.50
<u>Master Electrician</u>	<u>\$35.00</u>	<u>\$38.00</u>
Ink Jet Operator	\$16.00 \$17.50	\$19.50 \$20.25
Ink Jet Tech (Image Tech)	\$19.00 \$19.40	\$25.75 \$26.25
Traffic Assistant	\$14.50 \$16.00	\$18.00 \$18.50
Logistics Coordinator	\$18.00 \$18.50	\$23.00
Mailing Docu/Recon Coordinator	\$16.00	\$21.00
Mailing Lead	\$18.50 \$19.00	\$25.00 \$25.50
Material Handler	\$14.00 \$14.40	\$17.00 \$17.50
Sr. Material Handler	\$14.50 \$16.00	\$18.00 \$19.00
Lead Material Handler	\$16.00 \$17.50	\$21.00 \$21.75
Facility Technician	\$16.25 \$20.00	\$22.00 \$23.50
Mechanic I	\$19.00 \$19.40	\$25.00 \$26.00
Mechanic II	\$23.00 \$23.45	\$30.00 \$31.50
Maintenance Planner	\$26.50 \$27.00	\$32.00 \$32.50
Parts Cage Coordinator	\$14.00 \$16.00	\$18.50 \$19.00
Plate Maker	\$16.75 \$18.00	\$21.00 \$22.00
Pre-Press Lead	\$19.50 \$20.00	\$25.00 \$25.25
Print Specialist	\$20.25 \$20.65	\$27.50 \$28.00
Shipping Clerk	\$12.00 \$12.50	\$15.00 \$17.00
Electronic Documents Coordinator	\$16.25 \$16.60	\$21.00
EPP Technician	\$17.00 \$17.35	\$23.25 \$23.75
Technical Trainer	\$22.00 \$22.45	\$30.00 \$30.50
Truck Driver	\$16.50 \$16.85	\$21.00 \$21.50

2021 Bonus

If this Agreement is ratified by the Union during the first vote by the Employees, the Company will pay a one-time bonus to each Employee of \$600.00, to be paid less applicable withholdings and deductions on the second payroll date following the ratification date of the Agreement.

2021 Wage Increases. Starting the first Sunday following the ratification date of this Agreement:

1. Employees whose current base rate is below the Start Rate will be moved to the Start Rate.
2. Employees will then receive an increase in their base rate equal to \$0.05 multiplied by the number of complete years of service the employee has in their classification, up to but not exceeding the Target Rate.
3. Employees will then receive a 0.6% increase to their base rate, up to but not exceeding the Target Rate.
4. Employees:
 - a. whose current base rate remains the same because they are already at or above the Target Rate, will receive a lump-sum payment equal to 1% of their base rate multiplied by 2080 hours.
 - b. who receive less than a cumulative 1.00% increase in their wage increase across #1, #2, and #3 will receive a lump-sum payment equal to the difference between the increase received and 1% multiplied by their base rate and 2080 hours. For example, an employee who received a 0.90% increase across #1, #2, and #3 will receive a lump sum equal to 0.1% multiplied by their base rate and 2080 hours.

2022 Wage Increases – Starting on June 19, 2022:

1. Employees whose current base rate is below the Target Rate will receive a 2% increase to their base rate, up to, but not exceeding the Target Rate.
2. Employees whose base rate remains the same because they were already at or above the Target Rate, will receive a lump-sum payment equal to 1% of their base rate multiplied by 2080 hours.

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ARTICLE XXIX. FAMILY AND MEDICAL LEAVE

Section 1. An employee may utilize vacation time or other paid time off to receive compensation during any FMLA leave time. ~~However,~~ ~~A~~an employee may also not be required to utilize vacation time or paid time off as part of an approved leave.

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ARTICLE XXXI.

DURATION

Section 1. This Agreement shall take effect on ~~December 14, 2017~~ the ratification date of the Agreement and it shall remain in full force and effect until 11:59 on June 17, 2023~~0~~.

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**ATTACHMENT 1
SCHEDULE A**

<u>Department Name</u>	<u>Historical Department</u>	<u>Classifications</u>
<u>Building Services</u>	Bldgs and Grounds	Facility Technician
<u>Plate</u>	Imaging (Color Service / Prep)	Pre-Press Lead
		EPP Technician (Imposition Technician)
		Plate Maker
		Print Specialist
<u>Offline DM</u>	Converting	Lead Press Operator, Converting
		Technical Trainer, Converting
		Press Operator, Converting
		Assistant Operator, Converting (1 st Assistant)
		Ink Jet Operator, Converting (Image Operator)
		Press Assistant, Converting (2 nd Assistant)
		Parts Cage Coordinator, Converting
	Ink Jet (Imaging) Maintenance	Technical Trainer
		Ink Jet Technician (Imaging Technician)
	Mailing	Mailing Lead
		General Technician
	Mailing Admin	Traffic Assistant

		Truck Driver
		Logistics Coordinator
Electrical	Production Support (Maintenance)	Master Electrician
		Electrician II
		Electrician I
Equipment Maintenance	Production Support (Maintenance)	Mechanic II
		Mechanic I
		Maintenance Planner (Production Support Planner)
Distribution DM	Material Handlers	Lead Material Handler
		Sr. Material Handler
		Material Handler
		Baler Operator
Central Stores	Materials Admin	Central Store Lead (Procurement Analyst)
		Central Store Attendant
Distribution DM	Materials Admin	Shipping Clerk
DM Print Operations	Roll To Roll	Lead Press Operator, Roll to Roll
		Technical Trainer, Roll to Roll
		Press Operator, Roll to Roll
		Assistant Operator, Roll to Roll (1 st Assistant)
		Press Assistant, Roll to Roll (2 nd Assistant)
		Parts Cage Coordinator, Roll to Roll
Mailing and Delivery Support	Logistics	Electronic Documents Coordinator

All classifications that are separated by spaces are standalones for purposes of layoff and bumping.

NOTE: Historical Departments reflect the current groupings of classifications for departmental seniority purposes for layoff, bumping, recall and job bidding.

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**ATTACHMENT 3
REQUESTS FOR TIME OFF**

8. Temp transfers or bumps carry requests unchanged. Bids or lateral transfers must reapply. Requests for time off remain unchanged for employees on temporary transfer or who bump into another position. Employees who have successfully bid into another position or transferred into a lateral position must resubmit their request(s) for time off.