



Quad  50  
YEARS

**Summary of Quad's Final Contract Offer**  
| **March 9, 2021**

# Quad's Final Offer

Quad provides pay increases or cash lump sums for all employees in each of 2021 and 2022.

- We recognize your length of service in your position with a longevity increase in 2021 as well as a GWI in 2021 and 2022.
- The 2021 increases start the Sunday after the Union ratifies the contract.
- Quad provides a \$600 bonus if the Union ratifies the contract on the first vote.
- We increased each Start Rate and Target Rate. Employees at or above the new Target Rate receive cash lump sums.

# Quad's Final Offer

We address the 36 open roles in Press and Finishing, which make staffing difficult and increase the need for overtime.

- We had 166 resignations over the past 3 years. Nearly all were in their first 2 years and earned less than \$16.00/hour, which is the primary reason for our focus on start rates.
- We heard the concerns about working overtime and we appreciate the overtime you worked through this recent busy period. These hours will drop in the foreseeable future as volumes decline and we balance volume through the Quad network.
- We must compete for hires with local companies and retain our new employees once they are here.
- We increased Start Rates for every current role. For example, to recruit and retain new employees, we increased the Start Rate for General Technicians to \$14, Press Assistants to \$16, Assistant Operators to \$18.50, and Press Operators to \$21.

(NOTE: Current employees receive the longevity increase and GWI on top of the new Start Rate)

# Your Wage Increase in 2021

- 2021 wage increases start the Sunday after the Union ratifies the Agreement. You do not have to wait until June 2021.
- To find your new 2021 Wage Rate:
  1. New Start Rates: Anyone below the new Start Rates begin by going to that rate
  2. Longevity Increase: For each full year in your classification, you receive \$0.05 per year (ex: 20 years experience = a \$1.00/hour wage increase)
  3. General Wage Increase: After adding the longevity increase, you receive a 0.6% GWI. (ex: add another \$0.12 to a \$20.00 rate [ $\$20.00 \times 0.6\% = \$0.12$ ])
  4. Target Rate: Your new rate may not be more than the Target Rate for the classification.
  5. Cash Lump Sums: If you are already at the Target Rate, you receive a cash lump sum of 1.0%. Also, if someone gets less than 1% increase, they get the rest of the 1% as a cash lump sum. (ex:  $\$29.50 \times 2080 \text{ hours} \times 1.0\% = \$613.60$ )



# Your Wage Increase and Extra Holiday Pay in 2022

- New wage rates start June 19, 2022
- To find your 2022 Wage Rate:
  1. General Wage Increase: You receive a 2.0% increase, up to the Target Rate (ex: a \$20.12 wage rate goes to \$20.52)
  2. Cash Lump Sums: If you are already at the Target Rate, you receive a cash lump sum of 1.0% (ex:  $\$29.50 \times 2080 \text{ hours} \times 1.0\% = \$613.60$ )
- You also receive additional holiday pay in 2022 (and 2023) from Quad adding Easter as your 9<sup>th</sup> paid holiday to offset removing the two personal days
  - ex: at 12 hours, if you make \$24.00, you receive an extra \$288.00 in both 2022 and 2023
  - This increase in holiday pay offsets the two personal days that are not in the offer, which equals a net loss of 4 hours annually for 12-hour shifts



THANK YOU

