

Masonite Bargaining 2020

Tentative Agreement Summary 4/11/20

1. Local 1733 bargaining committee spent around 150 hours in negotiations.
2. This Tentative Agreement includes what has been gained via previous TAs.
3. This is a very good agreement. Increases are higher than industry norms and are extremely high given current economic outlook with current unemployment rate at 13% and Masonite corporate taking 20% pay cuts.
4. Economic increases higher than any other previous contract.
 - a. 3% effective 4/1/20
 - b. 2% effective 4/1/21
 - c. 2.25% effective 4/1/22
 - d. PAY IS RETROACTIVE to 4/1/20.
5. Premium increases per previous TAs for 2nd and 3rd shifts, mineral core, and maintenance.
6. Paid rest periods increased from 15 minutes to 20 minutes year round.
7. Sunday double time for ALL work including mineral core.
8. Safety shoes from \$75 to \$100 per year to be banked up to 2 yrs.
9. Safety glasses up to \$50 per year to be banked up to 2 yrs.
10. Improvement to Vacation accrual to 8 hours after completion of probationary period and additional 32 hours after 6 months to 1 year.
11. Student worker increase to \$17/hr.
12. Vacations to be finalized first Friday of December for upcoming year to allow members to plan family vacations in advance.
13. Vacations will be honored when employee changes positions.
14. Positions moved to departments as follows:
 - a. Core Stager to UNIT 1
 - b. Receivers to UNIT 5
 - c. Stock Room to UNIT 6
 - d. Cycle Counter to UNIT 5
15. No temp workers hired without agreement from the union and temps must become complete assignment by 35th day.
16. Saturday work. No more than 2 in a row or 3 in a month. Company will not budge from this proposal. We did secure concessions on it as below.
 - a. Company must provide 30 days' notice of all OT scheduled.
 - b. Company must provide notice of pull back of Saturday work by Wed at 6:45am.
 - c. If company does not provide timely pull back notice, employee may decline 3rd Saturday next month.
 - d. Friday and Monday vacation days exempt employees from Saturday
 - e. Employee may find a replacement for mandatory Saturday
 - f. Labor/management committee to review and improve scheduling and overtime established to meet twice per year.