

# Union Solidarity Gives Us Strength in Hard Times

Our new way of bargaining has helped us weather the economic downturn. In past crises, the paper companies would pit us against each other to drive down wages, benefits and working conditions.

Now that we're united behind shared bargaining objectives -- instead of everyone going at it alone, employers have a more difficult time playing that trick.

## Pattern Contracts = Better Security

In previous economic recessions, pulp and paper workers were often left on the defensive, forced to accept whatever management was willing to offer. Now our Solidarity enables us to win pattern agreements that provide stability when economic conditions deteriorate.

## Saving Jobs and Contracts

While workers in other industries often get locked into concessionary bargaining, USW members at major paper companies like GP, IP, Domtar and PCA have bargained together for strong contracts that maintain pay, healthcare, pensions and other benefits.

Best of all, we have negotiated strong protection language that ensures that we keep our jobs and contracts during times of industry consolidation and realignment.

That's right -- even when our companies are sold, we keep our jobs and union contract and maintain our wages and benefits without interruption.

[www.usw.org/paperworkers](http://www.usw.org/paperworkers)

