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Beyond Paper

NEWS RELEASE

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For Immediate Release

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Glatfelter employees ratify new labor agreement at Spring Grove Facility

York Pa. (November 20, 2002) - Glatfelter and Local 2-1303 of the Paper, Allied-Industrial, Chemical and Energy Workers International Union (PACE) announced today that hourly workers at the Company's Spring Grove facility have ratified a new five-year labor agreement.

The new contract, which was ratified on Tuesday by a vote of 455-144, goes into effect at 7 a.m. on January 16, 2003 – the date on which the current contract expires. The new agreement offers a number of improvements in wages, benefits and pension.

Glatfelter and PACE officials attributed the early contract approval to a new bargaining process known as Interest-Based Bargaining, or IBB. Earlier this year, company and union officials agreed to pursue IBB as a means to achieve a fair and equitable contract by the expiration date of the current agreement. Jim Thomas, who is a Commissioner within the Federal Mediation & Conciliation Services federal agency, provided training and facilitation to the Glatfelter IBB team.

“We started the Interest Based Bargaining process to address needs for both parties,” said Bob Smith, President of PACE Local 2-1303. “Although it took a while, the result is a contract that is fair to both sides. Going forward we will continue to address issues using the IBB process,” Mr. Smith added.

“We were determined to work together towards a successful resolution, and we're gratified that we've been able to achieve that goal,” said Phil Keener, Manager of the Spring Grove Facility.

As part of the IBB process, the group developed a mission statement that committed team members to “honest, open, team-based discussions” to address the critical issues facing the company and employees. The ultimate goal of the negotiating process was to create an environment for success “for all ‘Glatfelter People’ today and beyond.”

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“Our greatest success was the commitment from the Union Executive Committee, Management and our entire Union membership to engage in a whole new process – one based on mutual respect and understanding,” said Mr. Smith. “Going forward, we need to continue our labor relations as natural allies, not natural enemies.”

In September of this year, Glatfelter and PACE Local 2-1303 received the Pennsylvania Governor’s Award for Labor/Management Cooperation. The award recognizes organizations within the Commonwealth that have demonstrated measurable benefits as a result of labor-management cooperation.

“This contract is another example of the change happening within labor relations inside Glatfelter,” said Mike Springer, Human Resources Director for the Spring Grove Facility. “The principles of IBB are becoming a way of life and a method to address a wide range of business issues. This will ultimately build stronger labor/management relationships in the future,” he added.

Headquartered in York, Pennsylvania, Glatfelter is a global manufacturer of specialty papers and engineered products. U.S. operations include facilities in Spring Grove, Pa. and Neenah, Wis. International operations include facilities in Germany, France and the Philippines. Glatfelter’s common stock is traded on the New York Stock Exchange under the ticker symbol GLT.

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