

# October 30th, 2008

## C.A.T. Contract Distribution #10

On Monday we discussed many proposals that we ultimately TA'd at the end of the week, but the big thing for the day was that we presented the company with our economic agenda and discussed each of our proposals in detail.

Tuesday we received the job cuts being proposed by the company. They are looking at 26 jobs which are listed on the back of this sheet. Most of these job cuts would require assistance from people in other lines of progression, in order to work. We told the company they would have to come back with a detailed plan and a monetary offer before we could even look at it.

On Wednesday we spent the entire day listening to the presentation about the Lumenos insurance by Glenn Grill, head of benefits from corporate. Mike Nantelle was very prepared for this presentation by presenting many questions and concerns on behalf of the union. Mike also had an insurance expert (Paul Baeten) present as well as having Deborah Edwards, an insurance attorney from the USW office in Nashville; she was on a conference call for the entire period. Sally Feistel (our International Rep) also had her lap top going fielding questions from Deborah as the presentation was in progress. I can't thank everyone enough for the homework that went into preparing for this presentation.

Thursday was busy trying to button up some of the discussions from earlier in the week. The activity for the week included the following movement; TA's

**Union Proposal 17/Company Proposal 12 - Special assignment guidelines:** There will be a modification to these guidelines. 1. A possible extension for the duration of the assignment 2. A pay change to take effect 1-1-11.

**Company Proposal 11 – Vacation Pay allowance:** We were able to keep the vacation payment the same, but did clarify that employees who decide to cancel their vacation must notify their scheduler no later than Monday of the week prior to the week in which their vacation is to be taken; otherwise, the employee will be scheduled on vacation and off the schedule.

**Union Proposal 4A – Health and Safety Language:** We agreed to some language that will insist that both the company and union will work together in the safety program and insure proper safety training.

**Union Proposal 7A – Paying correctly for meetings:** We agreed to pay according to the contract/designated start times in each area.

**Company Proposal 20/Union Proposal 18 – Drug and Alcohol policy:** We split the policy into two parts. It's still a 3 step procedure for alcohol but a 2 step procedure for drug abuse.

**Company Proposal 14 - Temporary Curtailment:** This was withdrawn; obviously we were happy to see this.

**Union Proposal 19 - Dedicated benefits specialist and Union Proposal 25 - EAP program:** Both of these were withdrawn. While both of these fell short of what we were hoping for, we did receive a verbal agreement (on record) assistance will continue on both of these matters.

**One last thing I must address before someone gets terminated; it's been brought to my attention there is GRIFFITI throughout the mill that is related to negotiations. Obviously this is unbecoming to our customers and must stop immediately. Mike Entz assured me there will be action taken if this doesn't stop...discipline up to and including termination. Don't let the company make an example out of you for something so foolish.**

**The next round of negotiations is scheduled for December 1st through the 5<sup>th</sup> as November 10<sup>th</sup> and 11<sup>th</sup> had to be cancelled.**