

# June 15<sup>th</sup>, 2009

## C.A.T. Distribution #25

The only difference in the proposal you see on the back of this sheet compared to the one you saw last Thursday/Friday is the date on the top. After 7 hours of preparing a counter proposal, the company took a quick look at it and rejected it. They simply came back and said they were going to hold on their original final proposal.

Friends, our counter proposal went beyond our comfort zone. We dug deep to try to get a contract for all of you. In fact we tried so hard that I'm sure many of you would have been unhappy with us in our efforts, claiming we might have gone too far. I'm telling you this so you all realize the magnitude of the fight we are in, and yes, FIGHT is the appropriate word for it.

While Bill Smith was the chief negotiator throughout negotiations, you all must realize he is only a mouth piece for the organization, as he often said he "didn't have a dog in this hunt." You ultimately need to hold our mill manager Mike Entz responsible for the proposal currently in front of us and for the approach the company is taking. By "approach" I mean the way they are coming after our jugular and trying to break the union here in Escanaba.

We have a scheduled NewPage Union Council conference call on Wednesday morning and I have requested (through Sally Feistel) that Jon Geenen be on that call. **Unless the International demands that we take this proposal for a vote, we have no intention of doing so.** I don't pretend to know all the rules or laws surrounding this protocol but I do know the International has repeatedly said that unless the proposal moves the Local ahead in a positive manner, nothing over a 3 year contract will be voted on. I realize the International has changed their direction on several issues lately because of the poor economy, but I don't believe this was one of them. In any event, you can expect an update toward the end of the week informing you of the results from that conference call and what our path is moving forward.

We have a NewPage Union Council and paper bargaining conference scheduled in Pittsburgh for the first week of August at which we will be ironing out a lot of our issues. Without publicizing our dirty laundry in the CAT report, I will simply say we are less than pleased with the way some things were handled during negotiations and we feel our concerns are falling on deaf ears. Maybe they are listening and the problem is me as I'm not used to this casual approach on everything. I guess I'm from the old school and still believe it is necessary to tip over a table or two to get your point across.

**To sum this report up in a few lines:**

- 1. Hold your mill manager and his negotiating team (Tom Sparacino, Gary Vandrese, Mary Hurley, Dan Diers, Kim Kirchenwitz) responsible for the embarrassing proposal you were given and remember that these people are not your friends.**
- 2. We will not vote on this proposal unless the committee is instructed by the International (on Wednesday) that we have to.**
- 3. You will receive another CAT report (before the end of the week) explaining our path forward.**
- 4. Last but not least, thank you, thank you, thank you for your support!**

In Solidarity,



Bryon Branstrom