

Questions and concerns have filtered back to us through the CAT members asking if we could explain the language that was included in the Company's final offer which was on the back of our last CAT report. This is the language the Company was unsuccessful in reaching an agreement (with the committee) but insists on including in their final proposal. To try and get it all on one sheet of paper, I'll give you a condensed version of each proposal but invite any questions should you still have some. *(All of this will be discussed in detail at our informational meetings when we have them)*

**CP1 - Lines of progression and work redesign, wage adjustments;** This proposal involves the language surrounding the cutting of certain jobs, eliminating the entire Stock Prep department, and the redistribution of work to other areas. This also comes with an embarrassing low wage adjustment that the company refused to move on. This proposal is also asking for the removal of the Stock Prep Arbitration in which we won the right to keep the company from making us cross lines of progression. Obviously this proposal was one we couldn't agree on.

**CP22 - Transition Plans:** This one goes hand in hand with CP1. The language in this proposal explains the transition period from the time the jobs are cut to the time the job is considered full time in another line. This is mainly in reference to the elimination of the Stock Prep department, Guillotine jobs and 5th hands.

**CP2 - Article 33 - Productivity/Flexibility:** This is a huge issue. Just to discuss all the concerns surrounding Flexibility would take a full sheet in itself. Because of this you will soon (within a week) see the C-5 group distributing bright green flyers addressing concerns and questions we had heard regarding this proposal. Among the things addressed will be the easy movement of employees from department to department, the fear of job cuts because of flexibility and most importantly, safety. It is a fact that the health and safety of USW members that have gone through this type of flexibility has suffered. Obviously this flies right in the face of promoting an injury free work place. As always, if the flyer doesn't answer your questions, please feel free to contact me.

**CP3 - Article 23 - Paid Holidays (Christmas):** The bottom line is the company wants you to work this with no added incentive other than your wage. It's worth 1.4 million dollars to the company but they wouldn't even consider our proposal that everyone gets 1 additional paid personal day for it, which has a value of less than \$200,000. Think about that, we're asking for 1/7 of the earnings for that day and they said "NO". Did I use the word "greed" in here yet?

**CP4 - Article 11, Section 4 - Job Posting (temporary vacancies):** The Company wants the right to decide IF a temporary vacancy should be filled and will decide how it will be filled. They feel there is too much training taking place for these types of vacancies yet they refuse to listen to our suggestions when we told them of ways they can absolutely save money as far as training is concerned.

**CP6 - Article 17 - Meals:** This proposal is real simple to explain, the company doesn't want to provide you with a meal (or the resources to get one) if you are forced over at the end of your regular shift. Now think about this, a meal or meal ticket is only distributed in the event you work over and you didn't know it before you came to work that day. For a company making \$216,000 a day on a tax credit loophole, you wouldn't think \$77,000 a year would be such a big issue. Personally, I can't believe the company wasn't too embarrassed to bring this to the table.

**CP7 - Article 15, Section 5 and Exhibit F - Deferred Maintenance:** Maintenance has been getting screwed on this one for quite some time now. It pertains to call outs for work before the contractual start of the work day which is 7:00. There is currently about \$30,000 in grievances pertaining to this issue that we have promised to bring to arbitration. The company offered \$7500 as a settlement providing we accept their language. We are still too far apart to reach any kind of agreement on this.