

3rd Round

June 6th 2008

C.A.T. Contract Distribution #3

Our Thursday and Friday negotiating sessions were successful to the point that we got more of the smaller proposals TA'd. Below is a list of the proposals we were able to agree upon. Please continue to follow along with these settled proposals and mark them accordingly in the agendas we handed out last week..

U4-B	Health and Safety:	<i>Safety committee organizational chart reviewed and will be followed. This simply means we will follow the language currently in the contract to ensure the safety committees overlap/communicate with each other.</i>
U4-C	Exposure to Hazardous Chemicals:	<i>Clarify when a person can request testing for exposure. This proposal gives us the right to discuss the need/desire to be tested if we feel we were exposed to anything we feel is a threat to our health. An immediate meeting with the Mill Manager and union President is guaranteed with this proposal.</i>
U5-B	Mid Schedule Return to Regular Job:	<i>Clarify where the returning employee and the displaced employee will report. Our concern was the bottom person being bumped from their jobs for the week and losing hours because of it. This proposal protects the hours of this bottom person.</i>
U7-F	Four Hour Rule:	<i>Clarify who is called with 4 hours or more. This issue was always a gray area when scheduling. Now it will be clear that any vacancy of 4 hours or more will first go to the person on their day off.</i>
U12-A U12-B	Banked Vacation:	<i>Increase the vacation banking to 15 weeks. This number is currently at 12. Now a person will be able to bank up to 15 weeks of vacations if they so desire. Note: the company combined these two proposals.</i>
U12-C	First 2 weeks vacation following employees:	<i>Insert guidelines to allow vacations to follow employee. When a permanent vacancy occurs in a line of progression that forces an employee to move to a new crew, their first 2 picks of vacations will follow them providing it is cost neutral to the company and providing the equipment can still run. This will not increase the total number allowed off for that week.</i>
U12-E	Vacation prime time clarification:	<i>This language simply defines vacation prime time in article 24 where it belongs. Currently it is only referred to under job postings in the contract. There were no changes to this, it was just placed in the right location.</i>
U11-A	Modify rate of pay for personal days	<i>Employees working on a holiday during a week they are moved up, will receive holiday pay at the rate of the job for which they are assigned that day and employees that take a scheduled personal paid day during a week they are moved up, will receive the rate of the job on which they are assigned that day.</i>

Naturally there were many other issues discussed during these 2 days but the above proposals are the only ones we were able to bring to resolution. The next round of negotiations are scheduled for Tuesday and Wednesday, June 10 and 11. We will be discussing more about negotiations at that time. Thanks again for your support.