

# 4<sup>th</sup> Round

## June 18<sup>th</sup> 2008

### C.A.T. Contract Distribution #4

**On Tuesday and Wednesday (6-10 and 6-11) of last week** we discussed many issues but only TA'd 2 proposals.

**UP13** – Grievance and Arbitration Procedure, In this agreement we agreed to extend the number of days in which a grievance should be handled in each step. We extended ten days to 14 days for each step. This isn't earth shattering but should give the chief stewards some relief in an attempt to handle these grievances in a contractual manner.

**UP21** – UPLMJC Contribution, This proposal allows us to have 1 hour (at the medium wage) deducted from the last paycheck of the year to be directed to the U.P. Labor Management Joint Council. This organization teaches high school students the collective bargaining process. Anyone wanting to opt out of this can do so by stopping by the time office and letting them know.

**(6-16 thru 6-19) We returned to the negotiating table this past Tuesday** and started by breaking into small groups to discuss issues surrounding; \* paying correctly for meetings, workers comp issues, bark hauling overtime procedure, multi craft issues, overtime procedures, housekeeping items, and side agreements.

**CP-13** The biggest accomplishment this week was the company withdrawing their proposal entitled "Seniority Break" which was the proposal in which anyone off their job for 2 years (if you have less than 10 years seniority) or 3 years (if you have over 10 years seniority), would be separated from the company. In other words, if you were sick or in an accident and couldn't return to work, you would be terminated. This was a very emotionally charged issue as we have co-workers out of work right now that could be affected by this. It was difficult not to let this issue get personal as we discussed this topic for many hours. The company came back to us explaining this was not meant to be personal and they understand the emotion around this and will withdraw this from their agenda. This was welcomed news by us as we couldn't possibly see where we could find a common ground on this one.

**UP-7C** We made some headway about being forced to work our days off. While the company is certainly going to keep their right to force us in (on our days off) to meet operating needs, they agreed to look at the areas that are continually forced to work their days off. This came in the form of a letter from Mike Entz stating the union President and Mill Manager (or their designated representatives) will meet to discuss the situation and ensure the appropriate options have been explored.

**UP-7G** We TA'd this one in which we agreed to some language where the scheduler or the shift supervisor must help you to try to find a relief if you are stuck on a job other than the one you worked on all day. An example is when the person above or below you has an 8 hour restriction or has already worked 16 hours, you could be stuck on their job if a relief cannot easily be secured. This language guarantees us some help from the schedulers or supervisors to attempt to contact every person known to be trained on that job.

Thursday will consist of breakout meeting to follow up on issues that were a result of the meetings listed above\* as well as to discuss safety language we are proposing to add to the contract. Bill Smith, their head negotiator, will be in Niagara for effects bargaining so we will work through issues with the company but will not be TA'ing anything. The next round of negotiating will not be until **July 28,29,30,31**.

As always, thanks for your support. The more we get into the heavy hitters on the company agenda, the more we will need you to stand behind the committee and to pay close attention to what we report to you, both through the CAT reports as well as informational meetings.