



## LOCAL 2-21 C.A.T. Letter

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Because of the fact we are at a point in negotiations where the membership is becoming actively engaged, I feel it is especially important we try to keep everyone as informed as possible as to what is going on. In our last CAT report I referred to "minor" changes being made to the company's flexibility proposal as well as CP-1 (which is the transferring of jobs between departments). I have numbered the pages at the bottom to better reference them.

Page #1 (on the back side of this sheet) is the cover letter you saw with our last CAT report.

Page #2 is what we (the committee) refer to as the kiss of death. If the company gets this language they can (and will) transfer work between departments at will. They would be under no obligation to good faith bargaining over any of this as they will have the final say. This proposal refers to Article 14. This Article pertains to wage adjustments for areas where the workload responsibilities have increased because of work being transferred or added to an area. This is as much of a joke as the CP-1 offer itself; as the company has the final say and the answer (to a wage adjustment) is usually "no" or very minimal at best, and we have no recourse. I think if you look at the line that is crossed out it says it all about this proposal.

Pages #3 and #4 go together. You need to read what is there BUT you also need to understand what is not there. While there are several changes from our current flexibility language, one of the biggest (on page 3) is the elimination of the Flexibility Oversight Team which puts any final decisions in the hands of the company. On page 4 you will notice they can take you from your job while it is running for up to 4 hours and have the remaining members of the crew pick up the work load. You will also notice where there are no concept boxes. **I feel that this language, combined with CP-1, will break this union.** There's a lot of information on these 2 pages so please read them several times and compare it to what we have today.

Page #5 is a clarification on the company's Benefits offer. As you can see, the first is about our insurance we negotiated and the second part pertains to the Niagara group. They were getting screwed on their pension so I had been working with Bill Smith to correct a wrong that was made as these people could end up losing \$300 to \$400 per month, depending on the number of years they have left working here. While this had nothing to do with the contract, and I have the e-mails to prove it, the company tied it to the contract to buy these votes. We asked for it to be separated but they wouldn't do it. Smith did say, on record, that this offer will be there whenever we finally get a contract so it's not like it has to be voted in now or it goes away.

The company has placed the February 5th deadline on us. Even **IF** we wanted to bring this to a vote, I do not think we could be prepared in time as we need to hold informational meetings as well as collect information from the USW pertaining to information the company gave us about NewPage.

I will be discussing this in more detail at Wednesday's steward's meeting

Thank you for your support.

In Solidarity,

Bryon Branstrom