

Date: January 28, 2010

To: Bryon Branstrom – USW Local 2-21

From: Dan Diers

Re: **Article 8 – Request**

Copy: Sally Feistel – USW International Union

The Company is requesting efforts from the Union to end the unauthorized interruptions of work through written communication (postings) as follows:

- The Union does not support or condone the “work to rule” concepts outlined in a letter to employees homes.
- No employee should be pressured or intimidated into declining OT they would normally want to accept. And no ERT member should be pressured into quitting or not responding to fires or other emergencies.
- In summary, the Union urges all employees to go about their business in a normal, safe and productive manner. Employees should understand that any harassment or pressure to do otherwise is not condoned by the Union, and is a violation of the labor agreement. Employees violating the Labor Agreement in such a manner are subject to possible discipline, per the Agreement.
- The Company and the Union will meet next week to discuss our joint safety program and safety university. Please expect more communication on this subject. Both the Company and the Union remain committed to safety.

In addition, the Company is requesting the Union to communicate this verbally in the mill with good faith, and through their stewards, officers and C5 team.

Dan Diers
Human Resources Manager