



LOCAL 2-21 C.A.T. Letter

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Once again I find myself writing a CAT report in an effort to prevent someone from getting fired. Some of the behavior being overheard by supervisors and reported to HR is unacceptable and will result in discipline up to and including termination. I've also been told directly about threats and harassment from one Local 21 member to another. Come on folks, this type of behavior has to stop.

I realize there is a lot of tension on the floor right now and I'm not going to say anything to sound like a hypocrite as I'm as upset as all of you. I feel the way we were treated at the table by Bill Smith and company was an absolute slap in the face. While I understand being upset and wanting to do something to show your frustration, attacking/threatening your co-workers is not the answer. I'm sure you're all aware of the code of conduct rules as well as our contractual language that prohibits this type of behavior. Let's focus our attention on the contract and work on becoming more united rather than turning on each other.

I also need to remind everyone about Article 8 again. This Article does not allow for an organized slow down. The company views the recent mailing to your homes as an effort to do exactly that. While I don't believe that was the intent (by whoever sent it), the fact of the matter is we don't want anyone putting themselves in a situation where they could be accused of such. I've been working with the company and the USW (for most of the day) to assure them the committee is not promoting such behavior.

As far as everyone getting out of most of the volunteer programs; Bill Smith (on a conference call today) wanted me to tell everyone to get back involved. That would be nice if I had that kind of power. Heck, I'd have a decent contract for you by now if I had power like that. This was the point where the conference call deteriorated. I later committed to Dan Diers that I (and some of the committee) will agree to meet with him and Entz to discuss this issue next week. Don't worry, I've heard you loud and clear for the past year and will not be selling you down the river in this meeting but instead I will be explaining once again why we felt we had to react the way we did, and that of course was to protect the programs we have in place.

Last but not least I just want to say that the stress level is higher right now then I've seen in the 19 years I've been here. Please try to stay focused on your job. It's easy to get side tracked or upset these days. We sure don't need anyone getting hurt. If anyone has a concern.....about anything....please give me a call on my cell. (553-2559)

Thank you for your support.

In Solidarity,

Bryon Branstrom