



LOCAL 2-21 C.A.T. Letter

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I laughed to myself at all the phone calls I received about the last CAT report I put out. I didn't explain things very well and many of you let me know it. I guess I got lazy. I found it amusing because you have grown to expect thorough communication pertaining to negotiations and when I fall short you let me hear about it, and rightfully so. I apologize for letting you down. Let's see if I can do a little better job the second time around.

Both sides are looking at a **longer contract**. We proposed a 7 year contract and the company came back with a proposed 8 year length. It is agreed on that each year will be at 2% wage increases and \$1 on the pension.

We proposed full **retro pay** for all active Local 21 members and back pay (in pension dollars) for those that retired on January 1, '09 or later. The company came back with some offers that fell short of our expectations. The positive thing about this is that they were willing to talk about it and we did have some candid conversation surrounding this issue. Based on average wages, each member should get approximately \$3500.

Bankers were something we had on our agenda with the full intent of negotiating some kind of resolution so we could get back to normal around here, whatever normal is anymore. During a caucus Mike Entz called me out of the room and said he was going to put bankers back like they were. He said he knows we were going to try to negotiate something to get it but he didn't want to wait until negotiations were over to put them back like they were. Starting Monday May 3rd, bankers will return like they were before February of '09.

Deferred maintenance has been a contentious issue for years. We believe the language says one thing and the company sees it differently. This pertains to maintenance being told (before they leave for the day) to come back at 5:00AM (usually to prepare for a down). We say this is the same day because the contractual day starts at 7:00AM; therefore it deserves a call out. We grieved this over a period of time to the point the grievance was worth about \$25,000. The company agreed to pay this but will be changing the language. The language change was already on the table but the settlement offered was only \$7,500 before.

Meal tickets continue to be something we can't agree on. The company says there is too much game playing going on and it is hard to manage so they want them gone. There have been some ideas thrown around but nothing is concrete yet. Mike Young wrote up a **subcontracting proposal** that is by far the best approach I've seen in both the 2008 negotiations and the 2002 talks. He did a lot of research and took a lot of time preparing but the company wasn't interested. Naturally they don't want to restrict themselves when it comes to sending our work out or bringing subcontractors in.

We were able to get maintenance to use **1 week vacation at 1 day at a time**, the same as 979 got for their day workers. There were a lot of phone calls about this one with people asking why this is just for maintenance. First of all I want to explain that we tried getting this for everyone but the company wouldn't have anything to do with it. The maintenance day workers don't get a chance to work holidays to earn a banker, therefore they get 1 day a year off without getting a check mark (PPD). As I told the committee, we need to get what we can here. Maybe in years to come this can expand to other areas. When we go back to the table we will try to include the store room day workers as I'm told they can't work any holidays either.

CP-1 continues to be a struggle but I was encouraged by some open dialog pertaining to this issue and I was very pleased to see the USW International get involved with this. They made several calls throughout the day to our International rep Sally Feistel with some suggestions as well as with the promise of some strong backing.

I just want to point out that at this point of negotiations we are looking at things as a package and not as an individual proposal. What is on the table one day may be removed the next. That is true with both sides. I'm comfortable the positive items I mentioned above will remain as presented throughout the contract negotiations and we'll just need to get through the open items but obviously at this point I can't promise you anything. There are currently no new dates set but I do expect to hear something in the very near future.

On the back of this report is an article I wrote pertaining to **safety**. I don't usually use the CAT report for that issue but too many people are getting hurt lately, and they are serious injuries. I also need to bring to your attention that many of us are falling short on our obligation to attend safety meetings and I want to address this before it turns to discipline. Please take the time to read it.

Thank you for your support.

In Solidarity,


Bryon Branstrom