

Escanaba Negotiations Counter Proposal August 2, 2010

The Union withdraws UP-8A and UP-8B without prejudice.

Contract Term: 5 year term.

Back Pay: Full Back Pay (Retro from 6-1-2008).

UP-12F Primetime Vacation: Union Withdraws.

CP-1 Lines of Progression:

Modify Article 11. Seniority as follows:

Section 9. Lines of Progression

The Company and Union have agreed upon lines of progression, Exhibit "D" within departments where applicable. **Changes will be negotiated in these lines of progression using the procedure outlined below.** ~~The Company has the right to re-assign work from existing jobs to other jobs in any department or line of progression, subject to the provisions contained in Article 14.~~

If the re-assignment of work results in a modification to the line of progression (i.e. moving an entire job from one line of progression to another or job tasks are reassigned), the Company and Union commit to using the interest based process for the purpose of reviewing proposed modifications. The parties agree to meet **two times if necessary to resolve any disputes regarding the modification.** The process will involve input from the employees who will be impacted by the proposed change. If a successful conclusion is not achieved through this process, **the parties agree that these proposed changes WILL be discussed at the next contract negotiation cycle.** ~~or if no resolution is made in the committee, the Union may pursue the grievance procedure. Additionally, the Union and Company will meet to discuss the wage adjustment that is warranted, and the amount thereof.~~

The mediation ruling is vacated with this proposal as per our verbal proposal through Don Maki

CP-2 Flexibility: 4 hours with restrictions to respected areas.

CP-3 Holiday Operations: One paid personal day/employee; Christmas to be treated like other operating holidays per current contract language.

CP-6/UP-9 Meal Tickets: Union Withdraws

CP-4 Temporary Vacancy Posting: Company Withdraws.