

LAST, BEST AND FINAL

Escanaba USW 2008 Negotiations - Company Economic Offer
Four Year Agreement - June 1, 2008 to May 31, 2012
November 3, 2010

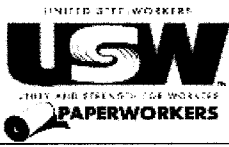
	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>
Wages			6.12%	2%
<i>effective date</i>			first Monday following ratification	5/30/2011
Shift Diff	\$.25, \$.45 effective first week following ratification			
<i>\$.19 \$.36</i>				
Medical	Three plan options, with cost sharing as shown.			
<i>PPO 1 80/20</i>	PPO 1			80/20
	PPO 2			80/20
	HRA			80/20
				effective 1/1/2012
Dental	20% employee cost, with annual election			
A&S			\$430	\$435
<i>\$415</i>			effective at ratification	
Pension:	\$42	\$43	\$44	\$45
<i>\$41</i>	effective 1/1/2009	effective 1/1/2010	effective 1/1/2011	effective 1/1/2012
Summer Student Pay	1st Summer - \$11.50, 2nd Summer - \$12.50, 3rd Summer or more- \$14.00			
<i>\$10.91</i>				
Safety Shoe Allowance	One pair per year through the shoemobile. Second pair with approval.			
<i>\$100</i>				
Language:			<u>Dated</u>	
CP1	Lines of Progression and Work Redesign		November 3, 2010	
	New Lines of Progression (E-1, E-3, E-4)		attached	
	Wage Adjustments		March 16, 2009	
CP22	Transition Plans		June 12, 2009	
CP2	Article 33 - Productivity/Flexibility		January 18, 2010	
CP3	Article 23 - Paid Holidays (Christmas holiday)		attached	
CP4	Article 11 Section 4 - Job Posting (temporary vacancies)		June 10, 2008	
CP6	Article 17 - Meals		attached	

Lump Sum

USW employees on the payroll at the time of ratification will receive a lump sum of \$6,000, less applicable withholding. The ratification bonus offered is strictly to encourage employees to ratify a labor agreement and is not to be considered wages for any purpose. Employees who have worked less than 3000 hours between June 1, 2008 and ratification will be prorated accordingly. This offer may be withdrawn at any time.

The Company reserves the right to add, modify or delete proposals.

The Company reserves the right to withdraw this proposal.



LOCAL 2-21 C.A.T. Letter

Check out all the C.A.T. Letters at www.usw2-21.com/updates.htm

Distribution: # 56

Date: 11-4-2010

On the back of this CAT letter you will see the last, best, final given to us yesterday at negotiations. There were minor changes with CP-1 which now reads like this: *"The Company and the Union commit to using the interest based process for the purpose of reviewing proposed modifications to a line of progression. The parties agree to meet a minimum of two times if necessary to resolve disputes regarding the modification. The process will involve input from the employees who will be impacted by the proposed change. The parties have agreed that the utilization of this process will not exceed six months. If a successful conclusion is not achieved through this process, the Union will have the right to grieve the change if they believe it is a violation of the labor agreement."*

The company is now offering what they are calling a \$6000 bonus (as described at the bottom of their offer) in an attempt to encourage ratification. The truth is this is just your back pay you have coming but by calling it a "bonus" it is not used in calculating your vacation pay for the following year nor will there be a % raise for the RIF (retirement insurance fund) for the years of 2008 and 2009. This will short the fund by about \$22,000.

A yes vote would give the company CP-1 as proposed above, Christmas as a working holiday, 26 job cuts, more flexibility, meal tickets gone and the ability not to post temporary vacancies (these are our main open items). We have heard from members on both sides of the argument as to whether or not we should bring this back to a vote. After some passionate discussion at the committee level, the decision is that we will be voting on this with the clear understanding that 100% of the committee is asking for a solid "NO" vote. We explained to Smith that with a little more work he could get this thing ratified but he was not interested. Negotiating was done when they walked in at 9:00 AM.

While many of you may wonder why we would bring this back to a vote, I want to remind you the union is a democracy, not a dictatorship. The right you gave us to not bring something back to a vote was mainly to prevent the company from pitting one area against another in an attempt to buy votes to a substandard proposal. This vote will tell us exactly where everyone stands.

There will be informational meetings held in early December to share everything with you. We are currently looking at December 6th for these meetings but that isn't carved in stone yet as we need to see if Sally Feistel can clear her schedule for this.

Thank you for your support.
In Solidarity,

Bryon Branstrom