

## **The top ten reasons to vote NO on the proposed contract on Wednesday, December 29th.**

**10** - Company proposal 1 (CP-1), as proposed, will give the company the unilateral right to move job duties from department to department or line of progression to line of progression at their discretion. While they may have to bargain with the union for awhile, at the end of the day they will have the right to do as they see fit.

**9** - Flexibility and transfer language has been expanded to the point the company can transfer you anywhere in the entire Escanaba facility for up to 4 hours (yes, when your equipment is running) and the rest of your crew will have to pick up your share of the work while you are gone.

**8** - Company proposal 22 will eliminate an entire department. The Stock Prep department will be eliminated with some of the people being blended into the machine lines. There's never enough money for something like this but the wage adjustment they offered is a joke. There will be other jobs cut under this proposal with the total being 26.

**7** - The elimination of meal tickets. The company should have been embarrassed about this....but than again they would need a conscience to be embarrassed.

**6** - Elimination of having to post temporary job openings. If they have their way it will be up to the company to decide whether or not to post a temporary bid. This is a huge benefit for us as it gives us a chance to try out a job without losing your seniority at the job you left. That will all go away with this proposal.

**5** - Offering us our back pay in the form of a Bonus. This of course will cost each one of you \$120 for every week of vacation you have. If you have 6 weeks vacation you are being shorted \$740. This will also allow the company to short the RIF by \$43,000.

**4** - Making Christmas another working holiday. This has a value of 1.4 million dollars for the company and they refused an offer from us where everyone would get another PPD each year, a value of \$212,000. Greed!!!

**3** - Because of the way the company has conducted negotiations, they have created a ton of stress on all of us as well as division between some union folks. They love it. They pretend to care but the fact of the matter is they want the atmosphere we are currently working under and have done everything within their power to execute it.

**2** - The 4 year offer. This is a strategic move by the company and we will pay dearly for it in 18 months. In order for this mill to prosper and for the stress level to drop we need to have labor peace in the mill and we cannot possibly achieve that when we will be back at the table in 18 months.

**And the number 1 reason to vote NO on the contract** is because of the way the NewPage chief negotiator, Bill Smith has disrespected the bargaining committee and this entire membership throughout negotiations. Think about him saying "some win and some lose" when referring to Marietta Carroll passing away 11 days to early to collect her retirement. Think about him walking in with a last best final when we were not done negotiating.

Also, don't forget the way our local salaried folks on their negotiating team have continually let us down by not sticking up for us and in fact have assisted in making this process more difficult. The bottom line is they are using strong arm tactics and we need to take a stand.