



LOCAL 2-21 C.A.T. Letter

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What do you think of the most recent letter by Greg Maule? Was it a desperate measure by a desperate man? Was he simply the messenger and was this just another threat from Bill Smith and company or is the company actually telling the truth this time? My point here folks is that the company doesn't have an ounce of credibility left. When negotiations get to the point they are at right now, the company will usually pull out all the stops and tell you many things that aren't necessarily true. Remember the video tapes we received at home in '89 where Sam Benedict told us (while his glasses were sliding down his nose) that the company had to get rid of double time in order to stay competitive. Here we are, 20+ years later and we are still one of the most competitive mills in North America. A more recent example is when Bill Smith told us if we didn't accept the June 12th offer the company would revisit the economic package. We voted it down and not only was the economic package NOT revisited, we actually got an offer that reflected an attempt at actual back pay. The most recent example of the company not telling us the truth was the recent visit by Mark Lukacs. He told us how good things were going to be in the 4th quarter and 6 weeks later they are shutting down the Whiting mill and have withdrawn the 4th quarter price increase for both coated and uncoated paper. My point to all of this is that we have been told many things that aren't accurate so why would we believe this is a last, best and final. And even if for a change they are telling us the truth, does that mean we lay down and take it? I sure hope not. Remember, in '02 we voted down the company's last, best and final offer and we got a better insurance package because of it.

With all of this in mind, let me ask you something; when do we take a stand? Let me remind you of something. Back in '03 or '04 when George Martin first came here, he immediately put a stop to the job redesign incentive we agreed to in negotiations where the company would share 18% to 22% of the savings with us. He reneged on that and offered lump sums instead. It wasn't long after that where he had a say in eliminating our incentive program. These are facts people, I'm not making this up! Where do we draw the line? George is in a position now where he holds all the strings and controls all the puppets. Do we simply let them take Christmas for nothing or screw us on our back pay? Do we let them expand their management rights to the point we no longer have a say in any job cuts? Do we sit back and allow them to simply dictate to us when they will fill a temporary vacancy? What about meal tickets when you are forced over after your shift, doesn't anyone care about that? And then we have the length of the contract.....probably the biggest issue in this proposal. Why do you think the company came to us with a 4 year offer? It's plain and simple, so we can go back to the table in 18 months just to get more taken away from us. I'm asking you folks, when is enough, enough? There are many things on this proposal that would not cost this company another dime to fix but they refuse to listen. I have repeatedly asked to directly talk to George Martin about these issues so we could get this damn thing done and I was told Bill Smith is the negotiator. I do not believe Smith is telling George everything.

So, back to Maule's letter; I cannot sit here and guarantee you anything. I cannot tell you what will happen next when we turn this offer down BUT I can guarantee you what will happen if we vote it in. Coming to work, as you know it now, will be quite different. Why would we simply take that without a fight? The company, more specifically Bill Smith, has threatened us 4 times so far and each time we have stood up to him. Why should we believe Maule that this is the last, best and final offer? They've lied to us so much no one at the top has an ounce of credibility. **Please take a stand and vote NO.**

See reverse side

Thank you for your support.

In Solidarity,

Bryon Branstrom