



LOCAL 2-21 C.A.T. Letter

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I know it's been a long time since you've heard from me in the form of a CAT letter and because of that I've been getting a lot of calls asking where we are with negotiations and whether or not we've heard anything from the company. The truth of the matter is we just received verification (literally minutes ago) that we will be meeting again on Friday, February 11th 2011.

We had a conference call this morning with our USW District Director Mike Bolton and International Rep Sally Feistel. The hour long discussion pertained to the 2 tier proposals given to both Rumford and Wickliffe 2 weeks ago as well as our position when we go to the table on the 11th. Our concern is that we remain active in the Rumford/Wickliffe battle even though we may reach an agreement here in Escanaba. I'm sure all of you realize by now if these 2 mills accept this proposal, it will be coming to Escanaba in 16 months. While our contract has been one hell of a battle so far, it is nothing compared to the battle that is starting with these mills. You will be hearing a lot more about this in the near future as their fight is definitely our fight as well.

I also want to bring to your attention that starting this Monday, Paul Baeten will be here for the next 3 to 4 weeks to present some insurance options to all of you. For those of you that may not remember, Paul is the guy that helped us out so much during negotiations when we were discussing and fighting for our insurance. Paul and Mike Nantelle each have hundreds of hours spent on protecting our insurance and were successful in securing our PPO1 plan and keeping the 80%/20% match.

During negotiations we were able to get a promise of a payroll deduction slot in which we could have the company automatically deduct money for supplemental insurance. The Electricians were also given the right to this TA and now that they voted their contract in, the company was bound to the agreement and needed to move forward with it. With all the trouble we are currently having with Ceritian, Mike and I were able to work out a deal with the company (the electricians also agreed) to allow Paul to come in here to talk to all of us, even though we have not reached an agreement yet, and for this year we would just go with a bank draft option. This is viewed as a win/win by us because we get the benefit of not waiting for a ratified contract before we can get involved with this and they can straighten out their payroll mess before going with this deduction slot. Some of the benefits being offered by Paul will be long term disability, short term disability, guaranteed life insurance and critical care insurance. As we said to the members at our January union meeting, this is monumental for our members and you really need to listen to Paul's presentation to actually realize how affordable this is.

Please see the back of this letter for the schedule of when the meetings will take place. Also be aware that one on one meetings can also be arranged.

See reverse side

Thank you for your support.
In Solidarity,

Bryon Branstrom