



## LOCAL 2-21 C.A.T. Letter

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I will start out by apologizing to all of you for waiting so long to get this CAT letter out. I just couldn't get into it. Naturally I'm pretty frustrated. **I'm frustrated because of the way we were man handled by the company and I'm frustrated that the contracted we voted in does not reflect the hard work that went into trying to get something better.** I want to be very clear about something though, I am NOT frustrated with our membership. Most of you held on strong right to the end and I thank you for that. As I said at the information meetings, the next step could very well have been a big one and you needed to be prepared to do whatever was necessary. I wasn't trying to scare anyone, I was being honest. The majority of the membership spoke and we will move on. *(Please see the back of this letter to get a very condensed version of the more important changes that will come with the new contract. Remember, this small list is not all inclusive but rather a thumb nail report of what you should expect. I will put on an information meeting at the hall if there is enough interest.)*

**I've been getting a lot of calls pertaining to ERT, safety, training, spare foremen and other volunteer programs.** When people ask about getting back involved with these things my answer is yes. We asked our members to step down in an attempt to preserve these programs when people were quitting left and right and to hopefully put pressure on the company. Like it or not there were decisions made during negotiations that the committee felt were necessary. Now that the contract is settled the committee needs to keep their word about getting these programs back up and running. With the recent hiring of 11 new mill trainees and another 50+ summer students right around the corner, we need trainers. Being no one signed up at the beginning of the year you will need to contact your area trainers to let them know you are interested.

There was recently a letter sent to our homes talking about the **"NewPage Retirement Plan for the Bargained Hourly employees"**. I think this is just the annual statement that we get every year but because it gets into much more detail than usual and because we don't dare trust the company with our pension, I dropped a copy of to Attorney Peter Strom. If you remember, Mr. Strom is the guy that came to the hall when we had questions about our pension before. Pensions are his specialty and he was a big comfort when we last went to him so we thought we'd have him look at this letter and give us his opinion. I plan to have Mr. Strom at our May union meeting to report to you firsthand what he found.

Another thing I want to bring to your attention is the organized petition that will begin circulating throughout the mill on Monday, May 9, 2011 pertaining to the **Alternative Work Schedule**. I met with a group of about 10 people that will be participating in this drive. We discussed the proper protocol for this venture as well as the rules set down by the committee during our last attempt which was back in '07. Everyone has been patient while we were in negotiations so now with the contract settled, the petition committee will be coming to your area soon. Please be respectful to this group as I have asked them to do the same. It's alright to have a difference of opinion but we can do so respectfully. A majority number of signatures would allow Local 21 to investigate/negotiate as good of a package as we can and then bring it to a vote by the entire membership. If that vote passes it would then have to be voted into each individual department. As you can see, it's a long process with the petition drive only being the beginning. Any questions can be directed to the Petition Chair who is Todd Ogea. Todd is on C crew (#4 Supers) and can be reached at ext 2889. Todd will be reporting to me.

It seems weird to be writing a post contract CAT letter. It just seems like there was so much more to accomplish but the truth is we couldn't have been at the table at a worse time. The economy is in the tank, mills are closing, we are owned by an investment firm, the politicians are attacking unions and we were dealing with some real son of a guns at the table. All I can ask is that we stay united. We have a great membership but we need to stand shoulder to shoulder and remember who the fight is against.

Thank you for your support.

In Solidarity,

Bryon Branstrom

-Please see other side -

Listed below are some of the contract changes I want to bring to your attention. The list below is not all inclusive but merely an attempt to bring some of the important changes to your attention (*in no certain order*).

- 1.** If an employee returns to his job in the middle of the week from either a medical issue or from turning down a job bid, the person filling for him/her will not lose any hours from what they were originally scheduled for the week. It used to be that the bottom guy would be bumped out and often didn't even get 40 hours.
- 2.** In the past if you got called in to work for an employee that went home for anything other than an injury or illness to them personally, you did not get a call out. In other words, if you left because your child got in a car accident, the person coming in did not get a call out. That has changed now and you will receive call out pay whenever you are called in to work, regardless the situation.
- 3.** If you are moved up when working a holiday, you will now be paid that higher rate for your banked holiday. If you are moved up and you take your paid personal day, you will now be paid the higher rate for that day. This wasn't the case before. You used to get the rate for the position you were on the master schedule for your department.
- 4.** You can now bank 15 weeks of vacation instead of 12. This is not earth shattering but there are still people that do not know you can bank vacations at all.
- 5.** When you are forced to switch crews because of a permanent move up, your first 2 vacation picks can follow you to your new crew providing the vacation allotments for the department are not exceeded and the change is cost neutral to the company.
- 6.** Employees who decide to cancel their vacations MUST notify their scheduler no later than Monday of the week prior to the week in which their vacation is to be taken; otherwise, the employee will be scheduled on vacation and off the schedule.
- 7.** We will establish a "Worker's Comp" committee to review inquiries and concerns relating to employee specific workers comp claims. Our Local will have 3 people on this committee along with 3 from the company.
- 8.** This was a grievance answer before but it will now be in the contract; Overtime errors made by self managed personnel will not be remedied by paying the effected person if the parties do not use the temporary vacancy form. In other words, if you are in a self managed department where you fill your own vacancies, by all means use the temporary vacancy forms. Failure to do so will mean any wronged party will not be compensated because of your mistake.
- 9.** We were successful in getting 1 week of vacation to be taken 1 day at a time for Mechanical Maintenance day crew, E&I day crew, Salvage, Storeroom day crew, Paper Inspection Day Tech, Special assignment Safety Advisors and Hourly Trainer positions. We viewed this as getting our foot in the door with the hopes it can be expanded in the future.
- 10.** CP-1 is exactly what we have been explaining for the past 3 years; it gives the company the ability to move jobs between departments without the approval of the union. They can also include duties into your daily tasks that would require crossing lines of progression. Job cuts, job cuts, job cuts!!!!
- 11.** CP-2 is an expansion of the flexibility language that the company already had. Instead of having to stay within the concept boxes when using a running time transfer, they can now move you anywhere. Instead of a 2 hour restriction when using a running time transfer, they can now move you for 4 hours. Remember; when someone is transferred out utilizing the running time transfer language, the people left behind assume the work duties of the person transferred out. It is also not always the bottom person transferred out now; instead it is now the most junior qualified person.
- 12.** CP-3 means you'll be working Christmas.
- 13.** Temporary job posting will now be up to the company's discretion whether or not to post them. It used to be 28 days for anything other than an accident or illness and 60 days if it was an accident or illness, now it is up to the company if/when they will post it.
- 14.** CP-6 means meal tickets are gone. This went into affect May 2, 2011.
- 15.** CP-22 is the elimination of the entire Stock Prep department and the elimination of 26 jobs.
- 16.** There were also changes to the Bark Hauling Procedure, Deferred Maintenance, The Drug and Alcohol Policy, Special-Assignment guidelines, the grievance procedure and funeral leave but it would be too complex to include on this small list.