



LOCAL 2-21 C.A.T. Letter

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Distribution: # 73

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(From Bryon Branstrom) When Ken Bower took over as President, he asked if I would continue working with the Alternative Work Schedule committee and see it through its completion. Whether you are for or against a change in your work schedule, I can tell you this group of guys tried their best to represent all of you when they were with the company. The whole idea was to make the agreement as good as possible in an attempt to allow those that want to change their schedule to do so while also making it where a department that doesn't want to change to be able to stay as they are.

Please read the information included in this CAT letter and bring any question to the information meetings which will be held at the hall on Thursday, November 3, 2011. The times for these meetings will be 6:45 AM, 12:30, 2:30 and 3:15. If you can't attend a meeting but have concerns, please contact someone on the AWS Committee. Voting will be conducted at the union hall from 5:30 AM to 7:00 PM on November 9, 2011.

If the voting results are in favor of allowing an alternative work schedule into the Escanaba facility, a pilot program will start on January 2, 2012 in 4 areas of the mill. If the departments approve, those areas will be the wood yard, #3 machine, #4 supers and the reprocessing winders. These areas were suggested by the company because it would allow for each scheduler to get used to some of the scheduling issues that might come up. This pilot program would run for 2 to 3 pay periods before other areas could go to an alternative work schedule. Please review the information below, also when it comes to information sharing please remember if it isn't in a CAT letter it is more than likely a rumor.

Memorandum of Agreement Overview

- **Opening Statement** – This contains language that states that we are, and will remain, an 8 hour mill. There will be two alternative schedules available, but the departments in each area (#4, #3, etc) will have to select only one of them. For instance, the coater cannot be on the DuPont schedule and the Supers on the “3 on 3 off” schedule.
- **Overtime** – Time and one half will be paid over 40 hours, on days off, and for any hours worked beyond what is considered a normal work day.
- **Pay Neutral** – If an area switches to an alternative schedule, it must be cost neutral.
- **Shift Differential** – Will only be paid for the 6:00 pm to 6:00 am shift and increased to .466/per hour.
- **Reporting pay** – Will be unchanged
- **Holiday pay** – Bankers will be paid at 8 hours as per contract.

(Please see back)

- **Funeral Leave & Jury Duty Pay** – Will be paid according to the number of hours scheduled to work.
- **Eight Hour Work Restrictions** – An area cannot vote to go on an alternative schedule if they have someone already on an 8 hour restriction unless those restrictions can be altered to fit the schedule being voted on. Someone that is on restriction would not be allowed to bid to an area that does not fit their restrictions.
- **Vacancy Procedure** – An overtime procedure has been developed for use throughout the mill in areas voting to go on an alternative schedule. For areas with unusual circumstances, the procedure would need to be modified.
- **Shutdowns** – Appropriate crews will be scheduled including crews on days off.
- **Escape Clause** – Both the union and the company will have the right to revert back to a normal eight-hour work schedule at any time upon 14 calendar day notice. **This is the clause that prevents the company from eliminating a crew.**
- **Voting** – The Memorandum will be voted on by the entire union, and will need a simple majority (50% plus 1). If the Memorandum of Agreement is approved, each department line (Supers, Coater, Paper Machine, etc.) will be allowed to vote by simple majority to trial one of the two alternative schedules being offered at this time. Keep in mind that the entire Machine system will have to agree on the same schedule. There will be a one year trial period; after which all department lines in each area will need to agree to work the same schedule (8 hours or 12). **The winders and color buildings in all three systems will be exempt and will not be affected at the end of the trial period. The Boiler house will also be considered separate and will not be expected to work the same schedule as outside utilities.**
- **Trial Period** – Will be one year and will require a 2/3 vote to remain on the alternative schedule. You can only vote three times a year to go on an alternative schedule. The Escape clause can be used at any time during the trial period also.
- **Training** – Will be done at straight time whenever possible but may be necessary on your day off.
- **Closing Statement** – Departments currently working a schedule other than a 24/7 8-hour rotation will be exempt from this agreement; i.e. Water Monitor, Pulp Dryer, E3 Material Handler etc. This agreement also has language in this section that will ensure that this agreement cannot be used to reduce headcount and will remain separate from the labor agreement.

Modified DuPont Schedule

Model #9

Longest break 7 days

Weekends off per cycle / 1 Full and 2 partial

<u>Week of the cycle</u>		<u>Monday</u>	<u>Tuesday</u>	<u>Wednesday</u>	<u>Thursday</u>	<u>Friday</u>	<u>Saturday</u>	<u>Sunday</u>
Week 1	A-Crew	AM	AM	AM	----	----	----	----
Week 2	B-Crew	----	----	----	PM	PM	PM	PM
Week 3	C-Crew	----	----	----	AM	AM	AM	----
Week 4	D-Crew	PM	PM	PM	----	----	----	AM

3 Days On / 3 Days Off

Model #7

Weekends off per cycle / 4 Full and 4 Partial

<u>Week of the cycle</u>		<u>Monday</u>	<u>Tuesday</u>	<u>Wednesday</u>	<u>Thursday</u>	<u>Friday</u>	<u>Saturday</u>	<u>Sunday</u>
Week 1	A-Crew	AM	AM	AM	----	----	----	PM
Week 2		PM	PM	----	----	----	AM	AM
Week 3		AM	----	----	----	PM	PM	PM
Week 4	B-Crew	----	----	----	AM	AM	AM	----
Week 5		----	----	PM	PM	PM	----	----
Week 6		----	AM	AM	AM	----	----	----
Week 7	C-Crew	PM	PM	PM	----	----	----	AM
Week 8		AM	AM	----	----	----	PM	PM
Week 9		PM	----	----	----	AM	AM	AM
Week 10	D-Crew	----	----	----	PM	PM	PM	----
Week 11		----	----	AM	AM	AM	----	----
Week 12		----	PM	PM	PM	----	----	----

This CAT letter has been approved by Ken Bower