

October 21st, 2008

C.A.T. Contract Distribution #8

On the reverse side of this sheet is the economic package presented to us on 10-20-08. I realize this is only their first proposal but it is still nothing but a slap in our face. While drawing up our agenda, we took the high road and kept things reasonable, we weren't going for the juggler, only to come to the table and find out the company really wasn't interested in performing to the high standards they supposedly held. I know the strategy of the company is to start extremely low and then throw a few trinkets our way to make it look like they gave us something, but this is ridiculous. Don't fall for it folks. Not only is the monetary package an insult, the language they want to change would completely gut the contract.

As you can clearly see, they want to take away the money we receive for working the 4th of July. This was an agreement the union made with Mead back in '95 and it clearly states "This agreement will automatically renew each contract period." The money for working the 4th of July funds the RIF (retiree insurance fund). This language was considered rock solid back when it was written up and is the same now. We have sent this document to our attorney in Pittsburgh for their help.

The company also wants to make you work Christmas. They want to alter your lines of progression as well as redesign your jobs. They want to be able to flex you anywhere at any time. If you are passed up on an overtime procedure, too bad, maybe you can come in for the next opening but there is no grievance, and by the way, if you get stuck over, the almighty meal tickets will be gone if they have their way.

I could go on and on but the language on the reverse side pretty much says it all, it tells you exactly what the company thinks of you. Remember, this is the company that has "those high standards they want us to follow." This is the company that wants us to consider them the "employer of choice." Thank goodness they feel this way or you can only imagine what this economic package would have looked like. Oh, one more thing, this is also the company that wants you on board with LSS to make them more money.

Just for the record, this economic package is not just from the desk of Bill Smith. Mike Entz and Tom Sparacino assured us they supported this offer and said it has the support of everyone on the company side of negotiations. So folks, we are experiencing a battle, a battle we've been predicting for the past 5 years. We are going to need your help and solidarity to get a decent contract, we cannot do it alone. We will be communicating through the CAT members (as we have been) but may hold informational meetings in the near future to strategically get plans in place (C-5). Please stay informed, attend meetings, read official CAT reports, read your newsletters, and visit the web site. We need your participation folks.

In Solidarity,

Bryon Branstrom