

# October 23<sup>rd</sup>, 2008

## C.A.T. Contract Distribution #9

You have already received the big news for the week when we reported to you about the Company's economic proposal which was given to us on Monday afternoon. We felt it was necessary to get that report to you as soon as possible. Other than the economic proposal, it's been a pretty uneventful week with only a few TA's. We did break off into groups and try to bring to resolution, issues such as special assignment guidelines, overtime procedures, paying correctly for meetings, general housekeeping in the contract, and contractual safety language. While there is still some fine tuning to do with the language pertaining to these issues, all are pretty much wrapped up. The proposals we agreed on this week were;

Company Proposal – Preamble, This language simply changes PACE to the USW and MeadWestvaco to NewPage. It also acknowledges that Local 21 is bound to this agreement through the USW International Union. Bottom line is it's just a bunch of legal jargon.

Company Proposal 18, Housekeeping - Exhibit D, Again, this is just cleaning up the language pertaining to the lines of progression from changes that were made since 2002 in certain departments. Not a big deal, just cleaning things up.

Union Proposal 15, Mill Trainee Pool Article 31, It is under this Article that training is mentioned. We addressed the lack of training in the mill and agreed upon a letter of intent from Mike Entz promising to form a training Advisory Committee to address this issue. This committee will meet on a monthly basis.

To better prepare for the company's presentation on consumer driven health care (next Wednesday), the union submitted an in depth information request to the company. We also requested other information pertaining to the monetary value the company places on many of their proposals on their agenda.

On Tuesday, our District Director, Mike Bolton was here and while we didn't meet with the company a whole lot that day, we did get into some good conversations with Mike. We discussed strategy as well as what we can expect as we move along. Mike set us up with a direct link to a benefits specialist in Nashville (Deborah Edwards). We've worked with Deborah in the past and she is always on top of her game.

I realize this report is rather boring as there is nothing earth shattering to report. Once the economic proposal came out, the atmosphere changed quite fast and time spent together shortened immediately. I did get a call from a guy working in the outside area asking if we were getting out of safety now that the company treated us this way. Absolutely not!!! We'll deal with the company. We will utilize the strategic plans we have in place as we need to, but we aren't getting out of safety. That's the commitment the committee made to everyone getting involved with safety, whether it be on the USAT team, a safety rep, involvement in train the trainer for hazard mapping, or any other involvement in safety you may have chosen to get involved in. That is a promise we will keep. Remember, it's us that will get hurt, not them.

In Solidarity,

Bryon Branstrom