



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

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I'm sure by now most of you are aware of the action taken yesterday by the company to send me home (pending investigation) because of an article I wrote in our most recent newsletter. In the article in question I discussed the difficulties we've experienced during negotiations. I mentioned the inequity of the severance packages offered the CEO's that recently left the company as well as that of the salaried folks compared to the hourly that lost their jobs in Whiting. I also mentioned the frustration of not having a contract after so many months. At the end of the article I alluded to the human cost of the stress associated with the uncertainty of losing your job, losing your health care coverage and the insecurity around the current condition of the business. I know from personal experience that this affects the mental and physical health of the people caught in these situations and the wording I used in the last sentence of the article was only intended to underscore that point. I have been told that some management people have read this as having an intimidating or threatening undertone. This is simply wrong and is not at all what was intended by that statement. Be assured that while we have our differences with the company, and sometimes are down right disagreeable, that we would never condone any action, convey a message, or permit an environment to develop that would cause anyone to feel threatened, intimidated or otherwise worry about their safety. I wholeheartedly deplore and denounce such rhetoric and behavior and regret any unintended interpretation. While we may disagree passionately about the direction of the company, we also know that the long term success of the company is riding on us resolving our issues.

Even though there was nothing in my article that was meant to be threatening, it was taken that way by some people and for that I apologize. I also want to apologize to any of our 817 USW Local 21 members that I may have upset or embarrassed by my actions as your president.

This investigation by the company could take some time so while this is going on I'm asking all of you, please don't do anything you might regret. I know there's a lot of emotion on the floor right now but just let the system work and stay focused on your job. The last thing we need right now is for something bad to happen to anyone (as a result of this) because we're not staying focused and by all means stay on your job.

Thank you for your support.

In Solidarity,

Bryon Branstrom