



LOCAL 2-21 C.A.T. Letter

Check out all the C.A.T. Letters at www.usw2-21.com/updates.htm

Distribution: # 66

Date: 3-31-2011

The day started off with the company coming in around 9:15 and within 15 minutes it was clear they were not interested in anything we discussed 3 weeks ago. This was frustrating because we felt we had stuck our necks out in an attempt to get this thing wrapped up. Before leaving the room, the company did throw out a 5 year offer but that was the only change.

At 11:30 we called the company back in and told them the committee was unanimous in that we couldn't take this back for a vote with such a minor change. After much discussion the company did offer a 6th year but only with the understanding it must be a lump sum and not a % raise that will be paid at the beginning of the 6th year. The company would not move on the back pay bonus meaning the bonus stays the same as it was at the last offer, which was \$6000.

With Christmas remaining on the table, we negotiated one more check mark for everyone so instead of getting a verbal warning at 5 check marks you would now get a verbal at 6.

There was no headway in getting the company to take CP-1, CP-2 or CP-22 off the agenda. Temporary bidding was tweaked a little bit but still not to our liking. Meal tickets are another thing they wouldn't budge on.

While many of you may be upset about this, we will be voting on this offer on Wednesday, April 13, 2011 from 5:30 AM to 7:00 PM. There will be information meetings at the union hall on Tuesday, April 12th at 6:30 AM, noon, 2:30 and 3:30.

Please see the economic offer below.

Escanaba USW Negotiations

Two Year Extension - June 1, 2012 to May 31, 2014

March 31, 2011

	<u>2012</u>	<u>2013</u>
Wages	2%	2% lump sum
<i>effective date</i>	6/4/2012	6/3/2013
 A&S	 \$440	 \$445
<i>\$415</i>		
 Pension:	 \$46	 \$47
<i>\$41</i>	<i>effective 1/1/2013</i>	<i>effective 1/1/2014</i>

Lump Sum

USW employees on the payroll on 6/3/2013 will receive a lump sum equal to 2% of the average straight time rate of USW employees x 2400 hours. Employees who have worked less than 1500 hours in the 12 months prior to 6/3/2013 will be prorated accordingly.

The Company reserves the right to add, modify or delete proposals.

The Company reserves the right to withdraw this proposal.

Thank you for your support.

In Solidarity,

Bryon Branstrom

Please see reverse side