

FIRST ROUND CLARIFICATION

June 2, 2008

C.A.T. Contract Distribution #2 clarification

As a result of your concern expressed directly to the bargaining committee as well as through the CAT members, we realized the first report of negotiations were confusing at best. I was directly responsible for the release of that report and I will take the blame for sending out something that wasn't more precise and more informative. I've learned from that mistake and from your requests so here is my attempt to explain what was accomplished in the first round of negotiations which were conducted on May 19, 20, and 21.

First of all, let me explain that **UP means "union proposal"**, **CP means "company proposal"** and **TA means we reached a "temporary agreement"** on that particular proposal.

After 3 days of negotiating, the following proposals were TA'd;

UP-3, Check off of union dues – (TA on 5-20-08) This simply means we will go to direct dues. This is something the USW has wanted for a long time so the language in the contract will now reflect that the company will send the check directly to the USW International union and they will send us our share.

UP – 5C, Layoff Notification language, (TA on 5-21-08) There is currently language in the contract that says any employee that is laid off from the company **MUST** notify the company every 3 months (in writing) that they intend on returning to work when they can. This is old language and needed to be cleaned up.

UP – 7B, Reporting out at meal time, (TA on 5-21-08) Again, this is old language that said an employee may be required to report in and out at meal time. It is not pertinent today and was removed.

UP – 7D, 16 hour rule, (TA on 5-21-08) Existing language was too vague. We added some clarification into the contract article and added that once a year when the clocks are turned back, 17 hours are allowed.

UP – 7E, Call out pay, (TA on 5-21-08) We will now get a call out if we come out to replace an employee that needs to go home, regardless of the reason.

UP-10 and CP – 17, Funeral language pay, (TA on 5-21-08) We simply added more clarification of when you will get paid as well as adding step family and ½ brothers and sisters.

UP – 22, Language – misconduct rule, (TA on 5-20-08) We were asking that the discipline listed in the contract for misconduct not be so rigid so the company and the union can have some wiggle room. We were able to agree on a watered down version of what we proposed.

CP – 16, Housekeeping misconduct rule, (TA on 5-20-08) This language about safety meeting attendance is already an agreement we are living under and was actually signed a couple years ago. We simply agreed to add it to the contract under misconduct rules.

Well, there you have it. I hope this is what you were asking for and I hope the summary of each proposal is enough for you to understand what was agreed upon. This is what you can expect in the future to better enable you to follow along in your handouts of the company and union proposals. As always, we appreciate your feedback to make this communication process even better. The next round of negotiations are scheduled for Thursday and Friday, June 5 and 6. Thanks for your support.

Bryon Branstrom