

**CP1: Company Proposal – Lines of Progression**

**Summary**

Provide management the right to move work between jobs in separate departments or lines of progression. This proposal vacates the Mediation Ruling Dated December 18, 1995.

**CP2: Company Proposal – Flexibility**

**Summary**

Expand flexibility

**CP3: Company Proposal – Christmas Holiday**

**Summary**

Define Christmas as an operating holiday

**CP4: Company Proposal – Job Posting (temporary vacancies)**

**Summary**

Eliminate requirement to bid temporary vacancies lasting longer than 28 days (or 2 months for medical reasons). Reduce unnecessary training costs associated with temporary bids.

**CP5: Company Proposal – Missed overtime opportunities**

**Summary**

Reduce and resolve grievances regarding overtime mistakes by offering grievants the opportunity to work in order to equalize overtime.

**CP6: Company Proposal – Meals**

**Summary**

Eliminate meal allowances

**CP7: Company Proposal – Deferred Maintenance, Exhibit F**

**Summary**

Simplify the deferred maintenance language

**CP 8: Company Proposal – Consolidate department overtime policies**

**Summary**

Discuss consolidating department overtime policies to avoid confusion of multiple different overtime policies throughout the mill.

**CP9: Company Proposal – Job Bidding / Transfers**

**Summary**

Reduce the number of times in a year that employees can transfer as a result of a job bid

**CP10: Company Proposal – Bark Hauling Overtime Procedure**

**Summary**

Simplify overtime procedure for bark hauling so that the work belongs to the Yard department

**CP11: Company Proposal – Vacation pay allowance**

**Summary**

Delete provision for early vacation checks.

**CP12: Company Proposal – Special Assignment Guidelines**

**Summary**

Allow the parties to select the best qualified candidate for special assignments longer than 6 months.

**CP13: Company Proposal – Seniority Break**

**Summary**

Add language to address separation of employees after long term illness or injury

**CP14: Company Proposal – Exhibit G Temporary Curtailments**

**Summary**

Define temporary curtailment as a period of 7 days or less

**CP15: Company Proposal – Housekeeping – name changes**

**Modify all contract references of MeadWestvaco and PACE**

**CP16: Company Proposal – Housekeeping – Exhibit B Misconduct Rules**

**Summary**

Add misconduct rule #30 per side agreement signed Feb 10, 2006.

**CP17: Company Proposal – Housekeeping – Funeral Leave**

**Summary**

Modify language consistent with grievance settlement and current practice

**CP18: Company Proposal – Housekeeping – Exhibit D**

**Summary**

Update Exhibit D lines of progression to reflect current positions as follows:

**CP19: Company Proposal – Housekeeping – Article 27**

**Summary:**

Modify Article 27 consistent with the mechanical multi-craft mechanic agreement and E&I Merger.

**CP20: Company Proposal – Exhibit B Misconduct**

**Summary:**

Increase the penalty for reporting to work under the influence of intoxicants of narcotics.