

U-1----CHANGE LANGUAGE FROM PACE TO UNITED STEELWORKERS THROUGHOUT THE CONTRACT, AS WELL AS PERTINENT DATES.

Language should reflect that the United Steelworkers are the sole and exclusive representative of Local 2-21 for the purpose of collective bargaining.

U-2----DISCUSS USW SUCCESSOR LANGUAGE

This language was sent to us by Sally Feistel from the USW.

**U-3----DISCUSS ARTICLE 6
CHECK OFF OF UNION DUES**

This will need to reflect the fact that we are going to "Direct Dues" and therefore all monies collected from the company in accordance with this section will be remitted monthly to the USW International Union and not to the financial secretary of the local union.

**U-4A----DISCUSS ARTICLE 9
HEALTH AND SAFETY**

Propose some of the language from the USW that Steve Sallman wrote up.

**U-4B----DISCUSS ARTICLE 9
HEALTH AND SAFETY**

SEC 3----This language which refers to the Safety Committees is not being followed and should be modified or removed.

**U-4C----DISCUSS ARTICLE 9
HEALTH AND SAFETY**

SEC 7---Our members should have the right to request to be tested if they feel they were exposed to something that might harm them. This was the initial intent when we adopted this in '02 but the company feels differently.

**U-4D----DISCUSS ARTICLE 9
HEALTH AND SAFETY**

We need to add a section about not being forced to work overtime when fatigue is a factor

**U-5A----DISCUSS ARTICLE 11
SENIORITY**

SEC 4---Increase the amount for not moving a person (to a new job) in a timely fashion. (currently \$4.00 a day)

**U-5B----DISCUSS ARTICLE 11
SENIORITY**

We need to discuss the method used when moving down in a line of progression when someone comes back in the middle of the week, such as those coming back from a medical leave or from declining a job within their 8 days.

**U-5C----DISCUSS ARTICLE 11
SENIORITY**

SEC 11, #5..When an employee, laid off through no fault of their own, fails to notify the Company in writing at least once each three months during their layoff of their intention to return to work. (The Local Union shall receive a copy of such notice from the Company.) We would like to delete this.

**U-6----DISCUSS ARTICLE 12
TEMPORARY TRANSFER**

There is language defining conditions when being transferred **from** a machine but not when you **go to** a machine.

**U-7A----DISCUSS ARTICLE 15
HOURS OF WORK AND OVERTIME**

SEC 2---General, discuss start/quit times (time clocks/swipe cards?) Correct pay when attending meetings.

**U-7B---DISCUSS ARTICLE 15
HOURS OF WORK AND OVERTIME**

SEC 2, C----Take out last sentence of part "C" (Employees may be required to report in and out at meal time)

**U-7C----DISCUSS ARTICLE 15
HOURS OF WORK AND OVERTIME**

SEC 2, D—We would like to change this language so that it respects our days off. The current language allows the company to schedule us in for any reason because it says, “..unless such schedules must be changed to meet operating, maintenance, or customer requirements...or the absence of another employee.”

**U-7D----DISCUSS ARTICLE 15
HOURS OF WORK AND OVERTIME**

SEC 6,--16 hour rule needs to be better defined in the contract and enforced.

**U-7E----DISCUSS ARTICLE 15
HOURS OF WORK AND OVERTIME**

Call outs need to be addressed. When a person is called out and the job is vacant, there should be a call out paid. For example: if an employee has to leave because there was a family emergency at home, he vacated his job. The person coming in should get the call out.

**U-7F----DISCUSS ARTICLE 15
HOURS OF WORK AND OVERTIME**

We need to clarify the 4 hour rule. Now it says four hours or more **and** 4 hours and less, but what about **exactly** at 4 hours?

**U-7G----DISCUSS ARTICLE 15
HOURS OF WORK AND OVERTIME**

When a person is forced over on a job other than their own, the schedulers should have to go above and beyond the procedures to get a volunteer out here instead of just saying you are at a step 7. Example: 8 hour restrictions or when someone is at 16 hours.

**U-8A----DISCUSS ARTICLE 16
CONSTRUCTION AND MAINTENANCE WORK**

Reduce outside contractors, propose USW contracting language.

**U-8B----DISCUSS ARTICLE 16
CONSTRUCTION AND MAINTENANCE WORK**

Get letter of intent for parts being sent out for rebuilding. Too many parts being shipped out. Maybe get clearance from maintenance chief steward before shipping parts out.

**U-8C----DISCUSS ARTICLE 16
CONSTRUCTION AND MAINTENANCE WORK**

Have some serious talks about HVAC. This was promised us in 2002 negotiations but never happened.

**U-9----DISCUSS ARTICLE 17
MEALS**

Keep meal allowance as it was.

**U-10----DISCUSS ARTICLE 18
NECESSARY ABSENCE**

SEC 2—Clarify funeral pay language. Too vague. Write something so everyone understands when/how they get paid. Just pay the allotted days. More clarification of step families included in contract. Refer to Stora funeral language.

**U-11A----DISCUSS ARTICLE 23
PAID HOLIDAYS**

We should get our PPD paid at the rate of the job we are working when we take it.

**U-11B----DISCUSS ARTICLE 23
PAID HOLIDAYS**

We deserve more than one PPD per year. Asking for 3 additional PPD.

**U-11C----DISCUSS ARTICLE 23
PAID HOLIDAYS**

Any person working over 25 years to get an extra PPD for every two years worked over the 25 years. (Longevity incentive)

**U-12A----DISCUSS ARTICLE 24
VACATION PLANS**

Why is there a limit of 12 vacations that we can bank?

**U-12B----DISCUSS ARTICLE 24
VACATION PLANS**

We need to clarify what Bill Peterson said in '02, when he talked about the guy in Maine that would bank his vacations to use for a trip to Alaska every three years. We need to make sure the Union and the Company are in agreement with this.

**U-12C----DISCUSS ARTICLE 24
VACATION PLANS**

We need to talk about our first two choices of vacations following us throughout the year like they do in RW&S and the Kraft Mill, providing the equipment can still run.

**U-12D----DISCUSS ARTICLE 24
VACATION PLANS**

We want to pursue 1 week vacation taken 1 day at a time.

**U-12E----DISCUSS ARTICLE 24
VACATION PLANS**

Get language clarifying when prime time vacations are. Currently it is only mentioned in **SEC 4 OF ARTICLE 11** (Seniority) and needs to be added to this article for clarification.

**U-12F----DISCUSS ARTICLE 24
VACATION PLANS**

Ask to increase the length of Prime Time. Example: Department that does not use summer help.

**U-13----DISCUSS ARTICLE 25
GRIEVANCE AND ARBITRATION PROCEDURE**

Is there a better way of utilizing the grievance procedure? Another concern is that the current language is not being adhered to.

**U-14----DISCUSS ARTICLE 27
JOB CLASSIFICATION—MAINTENANCE DEPARTMENT**

This entire article needs to be looked at with the passing of the Multi-Craft to reflect maintenance mechanics, apprenticeship program, etc, etc...

**U-15----DISCUSS ARTICLE 31
MILL TRAINEE POOL**

Increase the minimum number from 16 to 60, or use a percentage, such as 10%.

**U-16----DISCUSS ARTICLE 33
PRODUCTIVITY/FLEXIBILITY**

With the passing of Multi-Craft, this article would need to be addressed as anything pertaining to maintenance would need to be modified.

**U-17----DISCUSS ARTICLE 34
SPECIAL ASSIGNMENT GUIDELINES**

With the addition of the Safety Adviser jobs, we should change the language in this article to say a person must return to his/her job for a minimum of 3 years, before being able to return to one of these jobs. We need to make sure these jobs are back filled, not only on the job but in the labor pool numbers.

U-18----DISCUSS ALCOHOL AND DRUG POLICY

Eliminate the drug testing. It has been proven that we don't have a drug problem at this mill.

U-19----DISCUSS ON SITE HEALTHCARE ASSISTANT

It's so aggravating trying to handle healthcare issues. We would like to see an on site assistant to help us with our insurance issues.

U-20----DISCUSS WORKERS COMP ISSUES

Have hourly people trained in workers comp issues to represent any comp issue for the hourly people at NewPage.

U-21----DISCUSS UPLMJC CONTRIBUTION.

We would like to see a deduction amounting to 1 hour of the median wage to be deducted one time (on the last pay period of the year) to assist in the education of unions to high school students in the form of collective bargaining workshops. Each employee would automatically be included but would have the option to opt out. We are looking for a match from the company.

**U-22----DISCUSS EXHIBIT B---ESCANABA PAPER COMPANY RULES
DISCIPLINARY STANDARDS, MISCONDUCT**

We feel it has become necessary to add the words, "Up to and including" in the verbiage describing the discipline attached to a rule violation.

**U-23----DISCUSS EXHIBIT F
DEFERED MAINTENANCE**

We need to reach an understanding about call outs in this exhibit. It seems as though #3 and #6 contradict each other and maintenance is getting denied call outs because of it.

U-24----DISCUSS SHOE ALLOWANCE

Has been at \$100.00 since '96. Wasn't updated in '02 contract. Should be at least \$150.00.

U-25---DISCUSS OUR EAP PROGRAM

Find out what it would take to easier utilize Mark Hallfrisch as our EAP counselor.

U-26----DISCUSS TRAINING

We need to look at some language that will guarantee us some proper training in a reasonable amount of time. Only language now is in **Article 31, Mill Trainee Pool**.

U-27----DISCUSS GAIN SHARING/ PROFIT SHARING

Get something other than the 13% proposal they are offering. Look at Niagara's system based on price per ton.