



New Lines of Progression
March 2, 2009

Summary:

- Current vs. new lines of progression
 - Job eliminations will result in new lines of progression in the paper machine systems due to some jobs being left alone in their current lines

■ Current Lines of Progression

- E-1 Machine
 - Machine Tender
 - Back Tender
 - 3rd Hand
 - 4th Hand
 - 5th Hand (**curtail 4**)

- Stock Prep #1
 - Beater Engineer (**move to E-1 mach**)
 - Beater Engineer Helper (**curtail 4**)
 - Guillotine Operator (**curtail 4**)

- E-1 Supercalender
 - Operator #11 or #12 (**curtail 4 of 8**)
 - Helper #11 or #12

■ New Lines of Progression

- E-1 Machine
 - Machine Tender
 - **Beater Engineer**
 - Back Tender
 - 3rd Hand
 - 4th Hand
 - **General Utility (+4 new)**

- Stock Prep #1 line is eliminated

- E-1 Supercalender
 - Operator #11/#12
 - Helper #11 or #12

- Merits of E-1 changes:
 - Machine tenders are knowledgeable of upstream (stock prep) influences. Stock Prep Operators come with paper machine experience and appreciation. The two become able to assist each other.
 - Experienced paper machine operators move to stock prep.
 - Protects the paper machine with sufficient staffing for recovery time, shutdowns, clothing changes, etc.

- Merits of E-3 changes
 - Machine tenders are knowledgeable of upstream (stock prep) influences. Stock Prep Operators come with paper machine experience and appreciation. The two become able to assist each other.
 - Experienced paper machine operators move to stock prep.
 - Protects the paper machine with sufficient staffing for recovery time, shutdowns, clothing changes, etc.
 - Material Handlers available to unload 24 hours a day
 - Moves remaining guillotine operators to new line with opportunity for move ups

■ Current Line of Progression

- E-4 Machine
 - Machine Tender
 - Back Tender
 - 3rd Hand
 - 4th Hand
 - 5th Hand (**curtail 4**)

■ New Line of Progression

- E-4 Machine
 - Machine Tender
 - ***Stock Prep Operator***
 - Back Tender
 - 3rd Hand
 - 4th Hand

- Merits of E-4 changes
 - Machine tenders are knowledgeable of upstream (stock prep) influences. Stock Prep Operators come with paper machine experience and appreciation. The two become able to assist each other.
 - Experienced paper machine operators move to stock prep.
 - Protects the paper machine with sufficient staffing for recovery time, shutdowns, clothing changes, etc.

- Transition to new machine lines (E-1, E-3, & E-4)
 - Existing Beater Engineers and Stock Prep Operators will have the option to sign a “promotion waiver” when they move to the machine line.
 - Those who elect the promotion waiver will assume new PM duties, but will freeze in the machine line.
 - Those who don’t, must meet the following requirements before they will be qualified to move up to Machine Tender:
 - Completion of a 2 year transition period
 - Must be trained and must demonstrate successful performance as a Back Tender
 - Back Tenders will be trained on both Stock Prep/Beater Eng. and Machine Tender, and will fill vacancies in both (until stock prep operators are qualified to move up)
 - Future Stock Prep Operators and Beater Engineers will be expected to move up to Machine Tender in accordance with the contract.