



LOCAL 2-21 C.A.T. Letter

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Distribution: # 89

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Brothers and Sisters,

On Friday, June 12, 2015 Tim Mayville (IBEW), Jim Kroll (Teamsters), Brandon Stromberg and Steve Benoit conveyed to the company that we expect them to hire more people into our Maintenance, E&I, and Production departments. We've requested additional employees due to the ongoing work overload we've been experiencing mill-wide for far too long. Our membership is currently working in unsafe conditions, being forced to work 18 hour shifts, and working consecutive 16 hour shifts for days on end. Mill maintenance jobs are being performed with fewer people than is safely required which is also placing our members in jeopardy. Additionally, with the significant amount of impending retirements, the Maintenance/E&I Apprenticeship program is essentially going to be dead in less than five years. Due to the extensive work overload, there is a correlating increase in outside contractor work being performed in our mill which leads to further safety concerns along with creating friction amongst employees. As if these situations aren't dire enough, there is another impending factor that could create additional strain to our workforce: Kaizen Events. Kaizen Events will require the pulling of employees off their normal job duties to perform special tasks; an inability to fill these vacancies seems inevitable with our current staffing levels.

"Kaizen is also known as continuous improvement. It's a long-term approach to work that systematically seeks to achieve small, incremental changes in processes to improve efficiency and quality. Kaizen can be applied to any kind of work, but it is perhaps best known for being used in lean manufacturing and lean programming. If a work environment practices Kaizen, continuous improvement is the responsibility of every worker, not just a selected few."

We have requested Management to hire more people in all areas of the mill and in exchange we would encourage our members to attend Kaizen Events. They've informed us that they are requesting data (relating to overtime and staffing) and will be sharing results of this data with us in the near future. This data should demonstrate the staffing shortfalls that we clearly see in Maintenance, E&I, and Production. We will be encouraging members to reconsider taking part in Kaizen Events until we receive this data. There are Kaizen Events already planned as early as next week, just remember that your knowledge is very valuable and you should treat it as an asset. We all witness the mill-wide struggle due to understaffing on a daily basis. We cannot allow this to continue. You CAN make a difference!

Please carefully consider your involvement in Kaizen and the repercussions it may have on the workload of you and your co-workers. Take into account what your knowledge is worth and support the pledge for more workers, a safer work environment, and a life outside the mill.

In Solidarity,

Steve Benoit, President

Chuck Way, 1st Vice President

Joe Curran, 2nd Vice President

Jeff Skorupski, 3rd Vice President

Brandon Stromberg, Secretary

Guy Trudell, Treasurer

Gerald Kell, Insurance Advocate

Ross Strand, Worker Comp Advocate

Tim Mayville, IBEW Chief Steward

Jim Kroll, Teamster Chief Steward

The reason we are sending this CAT Letter to your homes is because we need to reorganize the CAT Team. We will need all members help as we prepare for contract time. If you are interested in being a member of the CAT Team or may be interested in leading the CAT Team please contact Steve Benoit at 233-2366 or 399-4195. Thank you for your consideration.

