



## LOCAL 21 CAT Letter

September 1st, 2022

# BARGAINING UPDATE

Your USW Local 21 Bargaining Committee met with the Company this week for two days of bargaining over non-economic agenda items. Much of the focus remained on the structuring of new investment and the transition associated with it. Both sides agree that there will be many unanticipated challenges and that a collaborative effort between labor and management will be key. Exactly how that will work still needs to be figured out but there is commitment from both parties to move it forward through open dialogue.

One thing is clear: an entirely new board machine will come with a much different structure and process than today's paper machine systems. Many of the Company's original proposals are aimed specifically at the new investment versus what could be referred to as the legacy assets in the mill. The committee continues to work on maintaining our rights while ensuring the future success of major investments in the mill.

A series of additional proposals were passed and are near agreement regarding Special Assignment, the Grievance Procedure, Seniority Break, New Hire Orientation, healthcare deductions during A&S, and Supervisors Working language.

We will be back at the table the entire week of September 12th and have agreed to additional dates in September and October. Sign up for the union text messaging and online message board for updates and be sure to attend September's union meeting on the 14th at 6 pm.

In Solidarity

USW Local 21 Bargaining Committee