



# LOCAL 2-21 C.A.T. Letter

Check out all the C.A.T. Letters at [www.usw2-21.com/updates.htm](http://www.usw2-21.com/updates.htm)

Distribution: # 90

Date: 8-6-2015

Brothers and Sisters,

For anyone who hasn't heard, there was an e-mail sent out last Tuesday concerning the Company's match to our 401(k). The following is the letter that was received.

*"Dear Colleagues,  
We are all working very hard to make Verso a stronger, more successful company, and it shows. We are delivering meaningful cost reductions and performance improvement across the company. As we continue to gain traction on our many improvement initiatives, it's also very important that we maintain adequate liquidity as we strive to fully integrate the new organization.*

*We're meeting our financial obligations, including recently a large interest payment on our debt. But the fact is, we're facing some industry headwinds right now that we expect to last for a while longer. To help us through this rough patch, our senior leadership team is taking a number of proactive steps to conserve our available cash. We have assessed a wide variety of options and made every effort to identify actions that would not impose undue hardship on our employees.*

*One of the actions we've decided to take is the postponement of Verso's employer matching contributions to our employee 401(k) retirement savings plans. This is just a temporary delay of matching contributions to your 401(k) accounts, not a discontinuance of contributions. Once our immediate cash preservation needs have eased, the employer match to your 401(k) accounts will be made retroactively. In the meantime, the Verso employer matching contribution to your 401(k) accounts will continue to appear on your paychecks, but the actual contributions will not be made until a later date.*

*When we became the new Verso, we knew there would be challenges ahead. Verso's senior leaders remain confident that our team is up to these challenges, and we appreciate all you do every day to keep Verso moving in the right direction. Thank you for your continuing efforts.*

Sincerely,  
Kennys Signature  
Kenny D. Sawyer  
Senior Vice President  
Human Resources and Communications"

The Union Committee contacted the USW District Representatives to get clarification on this issue. The committee has been informed that District Director, Mike Bolton, was in discussions with our District 2 attorney and had provided the information she needed to develop grievance language. This grievance was filed Friday (July 31<sup>st</sup>):

*By letter dated July 28, 2015, the Company informed the Union that it is postponing payment of employer matching contributions to the 401(k) plans until an unspecified "later date." The Company's unilateral decision to cease paying employer matching contributions each payroll period is in violation of provisions of the parties' agreements, including, but not limited to, Appendix E of the parties' Master Agreement and Article 29, Section 2 of the parties' Local Agreement. The Union demands that the Company immediately resume its contractual obligation to pay matching contributions to employees' 401(k) accounts each payroll period and immediately reimburse employees' 401(k) accounts with any matching contributions that have been unpaid as a result of the Company's breach.*

The Union Committee has also been informed of a meeting being held on August 18, 2015 in Appleton, Wisconsin by the USW:

*To: Verso Paper Local Union Presidents  
As each of you knows, the coated market continues to deteriorate. After speaking to Vice President Geenen, we have determined these market conditions will affect Verso. Therefore, we would like to discuss this with our members who work there as soon as possible. I have asked Vice President Geenen to attend and assist us in our discussions.*

As a sign of solidarity, we are encouraging every member to make an effort to keep informed by utilizing any of the mediums listed on the back of this letter. The importance of our need to stand together today and in the future cannot be overstated. It's becoming clear that Verso does not respect our legally binding contract and intend to use fear-mongering to divide us. Let us not forget that we are the Escanaba Paper Mill first, and we've endured the mitigating efforts of plenty before them by demonstrating our strength as a Union.

In Solidarity,

Steve Benoit, President

Chuck Way, 1<sup>st</sup> Vice President

Joe Curran, 2<sup>nd</sup> Vice President

Jeff Skorupski, 3<sup>rd</sup> Vice President

Brandon Stromberg, Secretary

Guy Trudell, Treasurer

Gerald Kell, Insurance Advocate

Ross Strand, Worker Comp Advocate

# USW Local 2-21 Avenues for Communication



[www.facebook.com/USWlocal21](http://www.facebook.com/USWlocal21)



[unitedsteelworkerslocal21@yahoo.com](mailto:unitedsteelworkerslocal21@yahoo.com)

(Send your email address to this address to receive weekly updates)



[www.usw2-21.com](http://www.usw2-21.com)



<http://pacelocal21.proboards.com/>

## Apps that can be loaded on your phone:



tapatalk (this app allows you to load the message board to your phone)



proboards (this app also allows you to load the message board to your phone)

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.