



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

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Negotiations began this week for the Master Bargaining agreement on Monday, October 17, 2016 in Milwaukee. Unfortunately, both sides decided it best that we break off negotiations on Wednesday. After a number of days, it was obvious that we were not going to be able to come to an agreement at this time. The issues of Sunday Premium Pay, Pyramiding, Holiday Premium and the elimination of time and a half on your day off were not within the scope of what could even be considered by our Local.

It is very hard to consider these items when we see a company being mismanaged and money being spent unnecessarily. We as a local also have to look at the fact that there are bargaining standards within our Union that cannot be altered. These items include contract terms, healthcare standards, safety, wages, successorship, retirement and vacations. These need to be focused on for the simple fact that we cannot allow these items to be driven down in the paper industry creating industry standards for all.

The company has argued that their current position prevents them from offering these industry standards but yet at the same time are asking each of us to come into line with industry standards with premium pay and pyramiding. The company is also asking each of us to take money out of our wallets to help them. This is a hard pill to swallow when we see the unnecessary spending that is done within our mills.

While we were in Milwaukee we had the best of the best to help us through this processes. The knowledge and commitment from the international and our district was exceptional. They listened to each of our thoughts and concerns while communicating to us and with the company. They constantly asked how we thought each of our members would feel on the issues and never made a move without asking. We truly saw our union dollars at work.

We hope to be back at the table soon. We commit to you all that we will continue to negotiate for a contract that works for all of us and our mill. We commit to bargain in good faith while looking out for our local and industry as a whole. We ask you to come to us with ideas and or concerns concerning negotiations and not share these ideas with the company this only undermines what we are trying to accomplish in the bargaining process. I want to thank each of you for your support through this. Thank you for the calls and comments on the message board. This only helps us know we have your support and the direction our membership wants to go in negotiations.

In Solidarity,

Stephen Benoit