**CONTRACT UPDATE**

NO TENTATIVE AGREEMENTS

FOR USW YET

The USW, IBT (Teamsters), and IBEW councils met with the Company Thursday evening and Friday at the Mill. The following is a brief overview of what was covered:

* E&I Agreement – The Company has proposed that all future E&I would be IBEW. We’ve made it clear the USW does not intend to bargain away our work and we’re not obligated to do so and they should remove it from their proposal. We reminded them E&I employees were originally certified as USW members.
* Multi-Craft Agreement – E&I and M.C. Company proposals seek to eliminate seniority, overtime procedures, and want these members to be put on an 24/7 on-call rotation.

We asked, “How will seniority work concerning your proposal to eliminate bidding?”

Their answer was, “Assignments will be made based on skill of the craft, knowledge, and training opportunities. Seniority will be a tie-breaker.”

* We discussed their proposal on adding Utility Relief positions. We’ve agreed to take it outside of negotiations and meet separately to address this issue.
* The Alcohol & Drug Policy proposal was discussed and we asked them to present something that addresses their specific concerns with the existing language rather than a completely new policy. We also expressed our disinterest in any proposal which includes discipline for activities outside the mill.
* We offered a counter proposal to their Seniority Break language to protect seniority and benefits for members who are off for long term issues.

We agreed to five dates for negotiations in December in addition to the three days already salted for October. We were unable to agree to any dates in November. There will be a CONTRACT UPDATE meeting held at the USW Hall on Wednesday, October 11th to provide insight on the process—this is open to all Union Locals from the mill with the exception of the 7 pm USW Union Meeting.

In Solidarity,

Your USW, IBT, and IBEW bargaining councils.