

CWA14164



JUNE 2011

CWA14164@CITLINK.NET

WE JUST SAVED A BUNCH OF MONEY ON OUR HEALTH INSURANCE.

The numbers are in! In the month of April, the membership as a whole saved over \$55,000 on health insurance compared to what we were paying for Mead health insurance. If you have any insurance problems or questions please call the customer service number on the back of your insurance card. If you are not successful with this, let one of the E-Board members know and we will contact our Excellus representative directly.

LAYOFF/INSURANCE

Members who go out on layoff have had different types of problems with health insurance. Some members have gone as far as being canceled. We found that this has been communication language problems between MWV and Hewitt. The way MWV communicates our layoff status has changed. By doing this employee's will not receive anything from Hewitt. You will be contractually protected under section 30-04 and any other relevant sections. Past that time employees will receive Cobra notification. All employees will maintain their elected benefit coverage (health, dental, vision) during this time your weekly contributions will go into arrears bucket. Once you return to work 1 ½ of your normal benefit deduction will be withheld in order to repay the amount in arrears. Example: if an employee normally pays \$50 per week for health insurance and has 4 weeks on layoff, once they return to work, they will have \$75 per week deducted for 4 weeks. Then you will be back to your normal \$50 per week. Employees may also setup a deduction that is higher than the ½ required by coming in to HR and setting it up. This is a great benefit if you plan on paying on your own. By setting it up through HR. you can have this extra money come out before tax. Once again taking advantage of the insurance tax benefit. Again, this change will alleviate insurance being canceled, billing issues, etc. that are currently caused by the old communication language.

IZZY

NEGOTIATIONS

As of right now, we are planning on doing a survey for negotiations. We are tentatively going to put out the survey towards the end of June, look for it.

MATT

PICNIC

As everyone knows, we conducted a survey for the Union picnic. The survey was to be used to determine if the membership wanted to have a picnic this year or use the money for something different. Due to the results of the survey, we will not be having a picnic this year. There will be \$15 added to the Great American certificates to be handed out at a later date.

MATT

NEW STEWARDS LIST FOR 2011

NAME	DEPT	SHIFT
John Nero	505-3100	1 st
Robert Vance	505	1 st
Mike Talbot	505	1 st
Linda Darrow	505	1 st
Deb Perry	505	1 st 2 nd
Pete Taranto	505	1 st
Deana Tietjen	195 & 505	2 nd & 1 st
Brian Burdick	140	2 nd
Deb Perry	505	2 nd & 1 st
Victor Fitch	275	3 rd
Scott Genung	190	3 rd
Sarah Howland Church	190	3 rd
Donna Finch	195	1 st

HOW POINTS ROLL OFF

Points stay on for 12 months, they do not roll off while you are on layoff. So simplified if you are collecting a paycheck your time is adding up to roll a point off. No time is added to your 12 month total while on layoff.

Good rules of thumb for points.

Check your points once a month, supervisors make mistakes!!

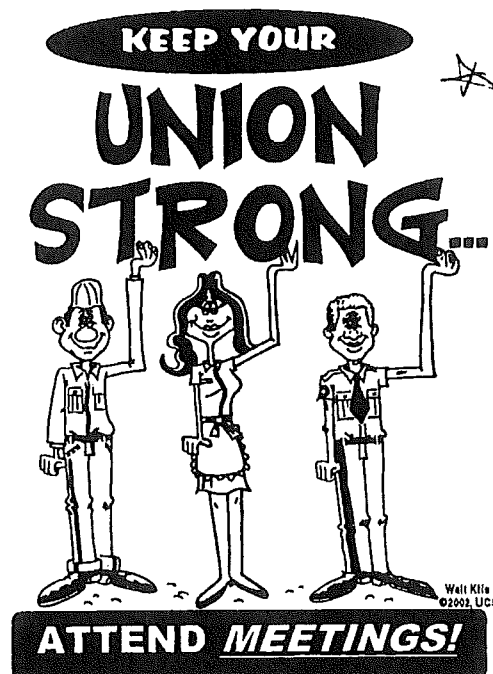
Keep track of your own points and time worked. It will help eliminate mistakes.

DUSTAN

CHANGES TO THE E-BOARD

Brenda Searles recently resigned from the E-board, Gordy Shields was selected to fill the position.

**THE NEXT MONTHLY MEMBERSHIP MEETING WILL BE
ON JUNE 25, 2011 AT 9 RIVER ST. @ 11:00 AM**



WESTAB COUNCIL TRIP

Once a year the unions that work for MWV have a meeting to discuss the issues that we are all having at four (4) of the MWV sites that are left. The group is called the Westab council. We are a part of this group. We met on May 13-14th in Erie Pa with union representatives from Blair, Williamsburg and Hilroy. Williamsburg was sold to Cenveo corporation in November and still is a valued partner in our council.

Not to drag this out too much, we discussed and learned many things that are happening throughout all branches of our business and one important thing that we found out was that all three labor contracts for Hilroy, Blair and Sidney are expiring at the same time. If you should happen to have any interest in this topic. Please feel free to ask us about our trip to Erie

DWAIN

HELLO EVERYONE, JUST A REMINDER

I'm writing this to remind people of the importance to call the plant to notify of any absence from work. If you will be late you also need to call the plant. There are instances where emergencies prevail and you will need to provide an excuse for not calling in. FMLA issues do not excuse you from calling in.

DWAIN

HAVE A SAFE AND GREAT SUMMER

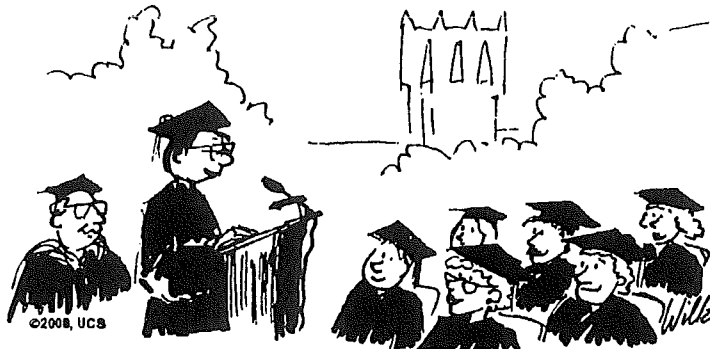
ATTENDANCE GUIDELINES

Recently we had some people get in to trouble with points that did not roll off due to the new section of the contract on page 44. section 32-08-10 this has changed to require you to actually work a combined total of twelve (12) months after you receive an attendance point before it will be removed.

HR has recently completed a programming change to Kronos and now the system is capable of tracking the workdays needed for removal of any point.

The date on the cover of the contract goes back to December 12, 2008. the company is going back to that date for points accrual. In theory, you could have a point for three years if you only work 4 months a year because you have to work 12 months to work off each point. Please take each unpaid absence **VERY SERIOUSLY**, the company already is.

DWAIN



"Fellow graduates, in the years ahead we will have many mountains to climb, oceans to cross and asses to kiss."

UN ION MUG UPDATE

The union mugs approved at the monthly membership meeting are being ordered and will be on the way shortly---more details to follow.

ALEASHA

Free Printable Word Search Puzzles

Spring

Find and circle all of the words that are hidden in the grid.
The remaining letters spell a message about Spring.

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T L E M W O N S S S A R G L A
G C Y C L A M E N S A L I L P
G N G R O W T H R L L L L R S
O Y I I D L S A R A I E S N N
L A L N K A I E B E R R O H E
F M L O A N F E S G M I P W W
E N A E E E S F I U L R R A L
I O B Q R A L E O E C S A B E
R S T U B E S C D D F O S W A
I A F I G R N N G L I N R H V
    O N N R A E O N I L C C E
L S S O I D E W W B I R S B S
S I N X R G E E O A A R M E G
    Y F L P R O R N M L W P E O
    T E W S S P I L U T R S S R
    E T S A E P L A N T I N G F
  
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ALLERGIES	FROGS	RAIN
APRIL	GOLF	RENEWAL
BASEBALL	GRASS	ROBINS
BEES	GREEN	SEASON
CROCUSES	GROWTH	SNOWMELT
CYCLAMENS	IRISES	SOFTBALL
DAFFODILS	LILIES	SPRING BREAK
DANDELIONS	MARCH	SPRING CLEANING
EASTER	MAY	TULIPS
EQUINOX	NEW LEAVES	WARMER
FLOWERS	PLANTING	WET

Did you enjoy this puzzle? Visit: <http://www.puzzles.ca/wordsearch.html>

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