

8/24/11

Fellow Union Members,

On August 15th and August 16th the Executive Board met with the Company at the Company's request to discuss three grievances that are going to arbitration. During these discussions the Company made us a proposal to extend the Collective Bargaining Agreement for one year. This would make the expiration date for the contract December 11, 2012.

The proposal is as follows:

Wages

A 2% general wage increase effective 8/7/2011

Pension

Increase from \$31.00 to \$32.00 per month per years of eligible pension service effective 1/1/2012

Life Insurance and AD&D

Increase coverage from \$26,000 to \$27,000 effective 1/1/2012

Disability Benefit

Increase benefit from \$230 per week to \$240 per week effective 1/1/2012

The Executive Board feels that it would not be appropriate to accept this proposal without presenting the details to the membership first. Therefore we think that the decision to either accept or decline this proposal should be made by the Membership. We will be scheduling a mass meeting to be held at the Sidney High School with a tentative date of 9/11/2011 followed by a vote to be held on 9/12/2011 at the Union Office. These dates may be subject to change depending on the availability of the Sidney High School. If the dates change we will let everyone know as soon as possible. The purpose of this meeting will be solely to discuss the terms of the proposal by the Company and answer questions related to it.

With that said we would like to remind everyone that the Executive Board is not the Union, we all are the Union. A decision of this importance should be made by the whole membership not just a small percentage. Every member has a voice and a vote and we urge you to exercise both.

In Solidarity,
The Executive Board