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CP2: Flexibility  
March 2, 2009

- **What are we proposing?**
  - New Flexibility language that will safely utilize the skills and abilities of everyone to their fullest extent

- **Why do we need a change?**
  - Increasingly competitive industry; most direct competitors have greater flexibility than Escanaba
  - Need to fully utilize employees' talents to improve efficiency, increase productivity and reduce costs
  - Current flexibility language and flextask lists are restrictive and ineffective
  - Flex oversight team decisions have limited flexibility and efficiency

- **Basic principles of new language:**
  - Do what makes sense for efficiency, productivity and safety
  - Protect the employment security of Escanaba employees
  - Fully utilize the skills and abilities of all employees
  - Employees will not be expected to perform any duties that would jeopardize their safety or the safety of co-workers (proper instruction will be provided as needed)
  - Employees' basic work assignment will be to perform duties normally associated with their classification and department
  - Employees will be expected to perform duties outside of their regular job, line of progression, or department
    - Example: Operating employees will perform condition monitoring and minor maintenance independently and assist maintenance as needed
    - Example: Maintenance employees will assist operations as needed
  - Employees may be re-assigned between jobs, shifts and departments

- **What will stay the same?**
  - Commitment to safety remains
  - Basic work assignments would remain with the employee's normal job/department
  - Company may re-assign employees to cover vacancies as needed
  - Language regarding pay during re-assignments remains the same

- **What will change?**
  - Flextask lists and Area concept boxes will be eliminated
  - Employees can be assigned duties outside their job, line, or department
  - Flexibility Oversight Team will be eliminated and past decisions will be superseded
  - Previous flexibility agreements and past practices will be superseded
  - Exhibit I will be eliminated. Re-assignments between jobs/departments will be based upon availability and need

- End of Presentation
- Questions