



Leo W. Gerard
International President

April 5, 2011

To: All USW Paper Sector Members

Dear Sisters and Brothers:

At the last USW Paper Sector Conference, the group was asked if any local had ever experienced a fatality at their facility. Well over 70% of the delegates raised their hands. The group was then asked if any member at their facility had experienced a life-altering safety event. Every single hand in the room went up. It was a breathtaking moment, proving that fatalities are only the tip of the iceberg. Additionally, it was a defining moment, making clear that we must take more control over the safety processes in our facilities.

At that same conference, a presentation was given on the results of the USW's groundbreaking safety survey, "Papered Over," the largest safety survey ever conducted by labor or management in the industry's history. The results were staggering and revealed seven key points of action for industry safety. The survey also revealed a need for a hazards-based safety approach to connect the dots, or "unpapered over" incident causes and common hazards and abatements. The "Papered Over" report and video can be found at www.usw.org/paperworkers.

This survey caused the delegates to identify improving safety as our number one priority. As part of that priority it was determined that a National Day of Action on Safety be held to reclaim this issue as our own and shed a light on the state of safety processes industry-wide.

That **National Day of Action will start with Workers' Memorial Day, Thursday, April 28, 2011**. However, the action will not stop there. Plans for the National Day of Action were developed with a cross-section of the USW Paper Sector Bargaining Task Force of local leaders and key safety activists from across the sector. Those leaders insisted that the National Day of Action be a mere kick-off for a "Season of Safety" campaign across the sector.

During this "Season of Safety" we will communicate to all members the key points of the survey, along with information on a hazards-based approach and the need to interject it in the industry; fatalities and catastrophic life-altering injuries; and, important safety gains made at USW facilities. The enclosed flier highlights important communication structures put in place for all members to make the "Season of Safety" a success.

The Season of Safety will last one year, and on Workers' Memorial Day 2012 we will celebrate our successes, evaluate our challenges and rededicate ourselves to further safety gains.

On the National Day of Action on Workers' Memorial Day, April 28, each local will:

- (1) distribute and ask your members to wear the enclosed "Fix the Hazards" sticker to send a united message to the industry on the same day from all USW members working in the paper industry, that we are dedicated to exposing hazards in this industry and fixing them BEFORE workers are killed or maimed;

- (2) copy and distribute to your members the enclosed leaflets with key information on the Papered Over report, the Season of Safety campaign and important communications structures for USW members;
- (3) engage management by asking for a moment of silence or a similar recognition on all shifts for all workers to stop and remember those killed and injured on the job in the paper sector; and,
- (4) post the enclosed "Season of Safety in the Paper Sector" placards at the union hall and, as applicable, on union bulletin boards in the workplace.

The next step in the Season of Safety will be in May. Each local will be asked to dedicate itself to the Season of Safety through a local union resolution and to show the enclosed Papered Over safety video either at the monthly membership meeting or better yet, approach management about showing the video during an on-site Health and Safety meeting or a tool box talk. Information on this resolution will be included in a special May mailing to all paper locals.

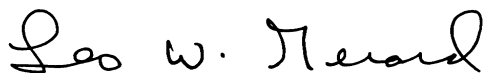
From June 2011 to March 2012 leaflets will be produced for local distribution communicating each of the Papered Over points in depth and significant safety events both positive (bargaining victories and improvements to safety programs made as a result of our work) and negative (deaths, injuries and the underlying hazards) in the industry. The USW will continue to communicate and build our communication structures on these life and death issues.

Of course, all locals are encouraged to hold events on or around Workers' Memorial Day honoring those lost, and highlighting the state of safety in our industry. In fact, many locals, including those who have lost members, are already planning events and those actions will be shared across the sector. If your Local is planning an event, please send an e-mail to: PaperSafety@usw.org and include the details and any pictures, member quotes or blogs of your experiences

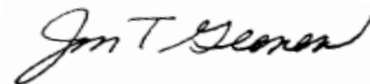
There have been 36 deaths in the paper sector since the merger to form the USW in 2005. Those deaths had two things in common: all were preventable and all were papered over. Too many lives have been lost for us to remain on the sidelines. While we are interested in working with management to develop joint labor-management safety programs that focus on hazard identification and abatement, we must also be resolved to develop our own union safety program and not let employers dominate safety in our facilities.

Our action on this literal life and death issue will define who we are as trade unionists and will prevent countless, needless deaths and injuries. We urge your Local to dedicate itself to this important campaign, not only on Workers' Memorial Day but during the entire Season of Safety.

In solidarity,



Leo W. Gerard
International President



Jon T. Geenen
International Vice President

c: USW Executive Board
Staff Representatives Servicing the Paper Sector