



LOCAL 592

PORT ALBERNI, B.C.

FORWARD  
LOOK

JANUARY 2009

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<b><u>LOCAL 592 CEP 2008 EXECUTIVE</u></b>
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<b><u>President</u></b>		<b><u>Safety Officer / Guard</u></b>	
Jim VanDusen	724-2772	Travis Goodyear	724-5353
ET Plant		Millwright	
<b><u>Vice Pres.</u></b>			
John Young	724-4735		
Millwright	Pager 282		
<b><u>Vice Pres.</u></b>			
Brent Hamelin	724-6524	<b><u>WAGE DELEGATES</u></b>	
ET Plant		Jim VanDusen	
<b><u>Rec. Sec.</u></b>		Daryl De Rooy	
Tim Thompson	723-3279	Phil Guild	
Steam Plant		Tim Thompson (Alternate)	
<b><u>Fin. Sec. Treas.</u></b>			
Norm Skipsey	752-2777		
Woodroom			
<b><u>Trustee</u></b>			
Randy Teichman	724-6279		
Plant Protection			
<b><u>Trustee</u></b>			
John Egresits			
Relief Pool			
<b><u>Trustee</u></b>			
Doug Chisholm			
Millwright			

<p><b>GENERAL MEMBERSHIP MEETING</b>  <b>HANSEN HALL</b>  <b>Monday January 19, 2009</b>  <b>7 P.M.</b></p>
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<p><b><u>Editors Note:</u></b>  <b><u>PERSONAL ARTICLES PRINTED</u></b>  <b><u>IN THE FORWARD LOOK MAY</u></b>  <b><u>NOT BE THE OPINIONS OF THE</u></b>  <b><u>EDITOR, EXECUTIVE OR THE</u></b></p>
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## 2008 Committee Members CEP Local 592

STANDING COMMITTEE

John Young 724-4735  
Brent Hamelin 724-6524

W.C.B., WI, L.T.D.

J. Van Dusen 724-2772  
Daryl De Rooy Alt. 752-3750

APPRENTICESHIP

J. Young 724-4735  
P. Guild 723-5146  
T. Thompson 723-3279  
Dave Hiltz Alt.

VENDING COMMITTEE

R. Teichman 724-6279

LABOUR COUNCIL

J. Young 724-4735

WAGE DELEGATESFLEX. SKILLS TRAINING

D. De Rooy 752-3750  
Phil Guild 723-5146

DISPUTE RESOLUTION

Jim VanDusen 724-2772  
T. Thompson 723-3279

SOCIAL & RECREATION

Norm Skipsey 752-2777  
R. Teichman 724-6279  
P. Rayburn 723-5210

ERGONOMICS COMMITTEE

Simon Fox 724-5459  
Doug Chisholm

JOB EVALUATION

Simon Fox 724-5459  
Kelly Schutte 724-0988

ENVIRONMENTAL,  
POLLUTION,

Simon Fox 724-5459

PENSION OFFICERS

D. De Rooy 752-3750  
L. Sorensen 723-3931

CONTRACTING OUT

John Young 724-4735  
Landy Stevens 724-5974

E.F.A.P

R. Sabiston 724-5239  
R. Isaacson 724-2984  
N. Skipsey 752-2777  
G. Pighin 724-3699

RETIREE COMMITTEE

Ray Bredo 724-3766  
Rec. Sec.  
John Armich 724-5202  
Fin. Sec. Trea.  
Duane Flory 724-0236  
Sick Visiting

SUNSHINE COMMITTEE

R. Isaacson 724-2984

PULP & PAPER REP.

G. Turner 724-3496

Office Phone  
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local-592@shaw.ca

**SHOP STEWARDS**

Doug Chisholm	Millwrights
Glen Mee	Pipefitters
Kelly Schutte	Lubrication
Jim Melloy	PPO
Alex Taylor	Steam Plant
Loris Gaiga	Steam Plant

**SAFETY DELEGATES**

Marc St. Thomas  
Travis Goodyear  
Chairman 724-5353

NOTE: Corrections and updates to the page are ongoing.

# **GENERAL MEETING**

**Monday January 19<sup>th</sup>**

**7:00 P.M.**

**HANSEN HALL**

**All the latest information!**

**Come and get involved in  
the business of YOUR  
Union!!**

**See you Monday night!**

# Communications

**Jim VanDusen**

Thanks to everyone for your support and all your kind words of encouragement. I certainly never expected I would be back in this position. I thank you all for the opportunity to serve as President of our local once again.

I hope all our members, retirees and their families had a very Merry Christmas and I wish you all a very happy and healthy 2009.

It has been a busy couple of months that's for sure. In addition to just trying to get my bearings we have a couple of LTD appeals; a couple of WCB appeals, 3 cases of unjust discipline, issues regarding Gate Hires and of course, the many conversations and meetings sorting out the details of the curtailment.

This coming year is going to be full of continuous challenges, and I am sure that with those challenges will come many contentious issues. Communication and involvement are essential as we continue to move forward under this new agreement. And by communication I mean "Two way communication". I will do everything I can to keep you informed but you must also keep us informed. If there are problems, issues or concerns, we need to know about them. Please contact your Area Vice President or if you can't get hold of him please feel free to contact me.

If you are having trouble contacting me by phone, please send me an email. There is now a link to my e-mail address on the blog.

Congratulations to our newly elected Trustee, Doug Chisholm and Safety Officer, Travis Goodyear. As well as our re-elected Executive Officers, Vice President, Brent Hamelin Recording Secretary, Tim Thompson and Financial Sec. Treasurer, Norm Skipsey. And congratulations again to Tim on being elected to our new position of Alternate Wage Delegate.

Also my thanks to John Young, Brent Hamelin, Steve Smith, Owen Paxton and Dave Warrender for letting their names stand and running for an Executive Board or Wage Delegate position.

Negotiations for the pattern are complete at the other Catalyst mills. CEP Catalyst locals were successful in achieving the Industry Pattern Agreement and ratified the tentative agreements by 92.5%. PPWC, Local 2 voted 91.9 % acceptance of a Collective Agreement at Crofton Division. The deal addresses both the issues regarding the target of \$80.00 per ton labour cost and the PPWC Industry Pattern Agreement.

I approached our management group about paying the retroactive pay we are now entitled to. I asked that if at all possible it would be great if it could be paid out on the pay day during the curtailment. Unfortunately Payroll could not have it done that quickly but will have it for the January 22nd payday.

Many of our members have asked questions regarding the Pattern Agreement and it is clear that this was not well publicized. We have attached a link to it on our blog and we will be distributing it at our General Meeting.

At the January 19<sup>th</sup> General meeting we will be holding elections for the following Committees:

- Safety Committee
- Job Evaluation
- Labour Council
- Environmental and Pollution Committee
- Ergonomics Committee
- Sunshine Committee
- Vending Committee
- Social & Recreation Committee

Following each General Meeting I am going to post a short update highlighting the events of the meeting. One thing to note from last meeting is the Notice of Motion regarding lowering the number of members needed for a quorum was narrowly defeated so our quorum numbers remain 15 not including the Executive.

In addition to the election of committees there are numerous Executive Recommendations this month and it is important you attend the meeting and express your opinion on these issues.

See you Monday night





# From the Editor

**Tim Thompson**

Happy New Year to all of you. It's hard to believe that it is already 2009. It seems like it was just yesterday that the world was worried about what would happen when all the computers tried to figure out that it was the year 2000. And now, here we are closing in on the first decade of the 21<sup>st</sup> century. The old adage about time seeming to speed up as you get older certainly rings true in my case. A lot has happened in my life over the last 9 years including becoming a grandparent of 3 and a 4<sup>th</sup> on the way.

This year sees some changes in the makeup of the Executive with some returning faces from a few years back. I want to welcome Jim, Travis and Doug back to the executive. The big task ahead of us in my opinion is to move ahead in trying to make this mill successful. It isn't an easy task. Some of you are still highly resentful of the new agreement. While I understand those feelings (having some of them myself in some areas) I think that this needs to be the year that we put some of that behind us and move forward in making the agreement work. One of the biggest problems I see will be getting the Company to communicate a great deal more with us about what they are doing and why. Part of the agreement is that we will work together more cooperatively and I would like to see that. However, if the company continues to insist that working together means "do it our way" then the problems will be ongoing and possibly will even get worse. And that will only be detrimental to the success of the mill as a business.

The wage delegates having been meeting weekly with the company and I finally managed to get to my first one. It was on the difficult side to say the least. We had some heated discussions about the issues of using gate hires and we still have not resolved that. As I alluded in the previous paragraph, communication of intent is something that I am looking for from the Company and I don't think we are there just yet. I don't want to see us bog down into drawn out, self-defeating meetings, nor do I want to get caught up in language issues about what is and isn't a contractor. But I do want to see us clarify the understanding and meaning of what the agreement says around this issue and, where the use of gate hires wanders away from that, then we need to have discussions with the company to see if it makes sense to bring them in or if there is a better, cost saving way of doing things.

It is not my intent to be obstructionist, but it is essential that we understand why something is done and have input into its doing. I think the vast majority of the membership wants to make this mill work and, with the agreement forming the basis of how to do that, we need to move forward.

Sometimes, though, it is hard to understand the decisions the Company makes at a corporate level. Most of us remember years past when they made the mistake of shutting the mill down in the winter, but our illustrious decision makers seem to have forgotten that and so we have just weathered a mill shutdown during the

longest and snowiest cold snap that I recall in my 3 decades in the valley. I guess they felt they had no choice although it makes little sense to me. I guess that's why they make the big bucks. Hats off to all of you who worked hard to get the mill fired up again.

There has been some discussion about getting a printed version of the Forward Look back in the mill. I know the Executive discussed it at last month's meeting. I don't know what the status of that discussion is yet and I note that it didn't appear to be discussed at the General Meeting. I think it might be possible to do something without adding much in the way of costs so we'll have to wait and see what happens. In the meantime, we'll continue to publish the online version.

That pretty much wraps it up from me this month. I started out by wishing you all a Happy New Year. Let me just add to that by hoping for all of you that 2009 will be a successful year, both in your personal life and also in your mill life.

Finally, don't forget that the January General meeting is the one where we deal with committees so come on out and get involved in the business of this local.



*"A 34 per cent cut in our corporate ethics should return us to profitability."*

# A Point of View

John Egresits

If anyone thought that our new five year agreement would give our Plant stability in bad times, one should think again. At the first blip of market problems our mill is shutdown for an extended period over the Christmas holidays. Our orders for 4 paper machine are shipped out to Crofton and made there for the time our Plant is down. This is done when we are experiencing one of our worst winter weather in years. I feel betrayed by management's actions and I think it was stupid to shut down in cold weather. This also jeopardizes any good spirit and trust that came out of the agreement for me.

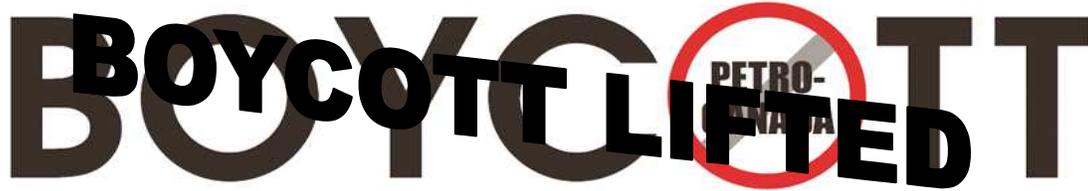
Yet, this type of action by management is too predictable. We suffer, the plant suffers and the shareholders continue to lose on the value of their shares. I must say that management have a real problem thinking out of the box. They never seem to learn from their mistakes. They do the same actions time after time and expect different results. This is truly insane!!

This mind set seems to be ingrained In the Minds of the C.E.O. in the North American Paper Industry. They just figure if they close one more mill down or if they shut down one more paper machine down they will get that supply-demand balance right. They never do get it right. They lack the innovational mindset that Nordic companies like Stora Enso and UPM- Kymmene have. Thus, the industry suffers.

There is no question in my mind that 4 Paper machine should have been kept running. The weather pretty much dictated that we would have problems starting up. I heard it was a nightmare to shut down and it was a nightmare to start up. Besides being a smart business move it would have kept some of the good spirit that came out of the agreement. It sure was hard on the pocket books of workers. "Come On!!" Let us use our brains for once and make the right decision to make this plant more viable.

Another big problem that I have with management is how they man the plant. They don't man for efficiency. They are fixed on the \$80/ ton manning when the bottom line should be obtaining \$200/ton EBITDA. I see management once again trapping themselves in that box mind set and hope for different results. It takes skill and good management to have a broader mind set.

As critical as I am of our upper management, I must say there are still a few good managers in our Plant. They probably would have liked to see 4 Paper machine running over the cold weather spell. Unfortunately these managers' voices were dashed. My hope for this year is that Standing Committee can talk with management and with management listening to them we can help the Plant to run with better efficiency. I want this mill to be viable for the long term.



**BOYCOTT LIFTED**

## **Epic struggle at Petro Canada secures national bargaining in energy sector**

Workers at the Montreal Petro Canada refinery have voted 94.6% to accept a new collective agreement to end a 13 month lockout fought over the future of national pattern bargaining in Canada's oil, gas and petrochemical industries.

"This epic struggle has preserved and strengthened national bargaining for energy workers across Canada," said Communications, Energy and Paperworkers Union national president Dave Coles after the votes were counted in Montreal this evening.

"This dispute was about our relationship with the industry and recognition of the union's national bargaining program that has provided excellent wages and benefits for oil, gas and petrochemical workers for over 40 years. After a year long lock-out, we have an honorable settlement that recognizes and preserves national bargaining."

"This is a fair settlement that is fully consistent with the CEP national pattern, including full retroactivity," said CEP National Energy Bargaining Program coordinator Joseph Gargiso. The 3 year agreement includes wage increases of 5%, 4.5% and 4.5%, a \$4,000 bonus, vacation benefits averaging \$6,000 per worker for 2008 and \$3,800 per employee profit sharing for 2007. Back to work provisions provide for the dropping of all charges arising from the dispute and a full return to work on January 12.

On the key issue in the dispute, the settlement provides for an automatic extension of the collective agreement when it expires in 2010 based on the union's national energy bargaining settlement that is achieved at Petro Canada's Edmonton refinery in the next round of national bargaining.

"We will return to work in January with our heads high," said CEP Local 175 President Jacques Vanier, "Our members have walked picket lines from one winter to another, and today we have achieved our goal of a new and respectful relationship with Petro Canada. Our members are truly appreciative of the support we have received from CEP and the labour movement during this long fight."

Gargiso acknowledged the role of conciliator Robert Dupuis and special mediator Lucien Bouchard in reaching the settlement.

CEP President Dave Coles said the Petro Canada dispute was a watershed in Canadian labour solidarity that included financial support and a national boycott campaign against the oil company. "Our members withstood the hardship of a 13

months struggle because of thousands of CEP workers in the oil, gas and petrochemical industry who supported them weekly, and because of outstanding support from the Canadian Labour Congress and the Fédération des travailleurs et travailleuses du Québec (FTQ) who supported a boycott campaign and made it a real success. We also had international support from energy unions around the globe organized by our international federation, ICEM. There is no doubt that this outcome owes much to this watershed of labour solidarity that was organized in support of Local 175.”

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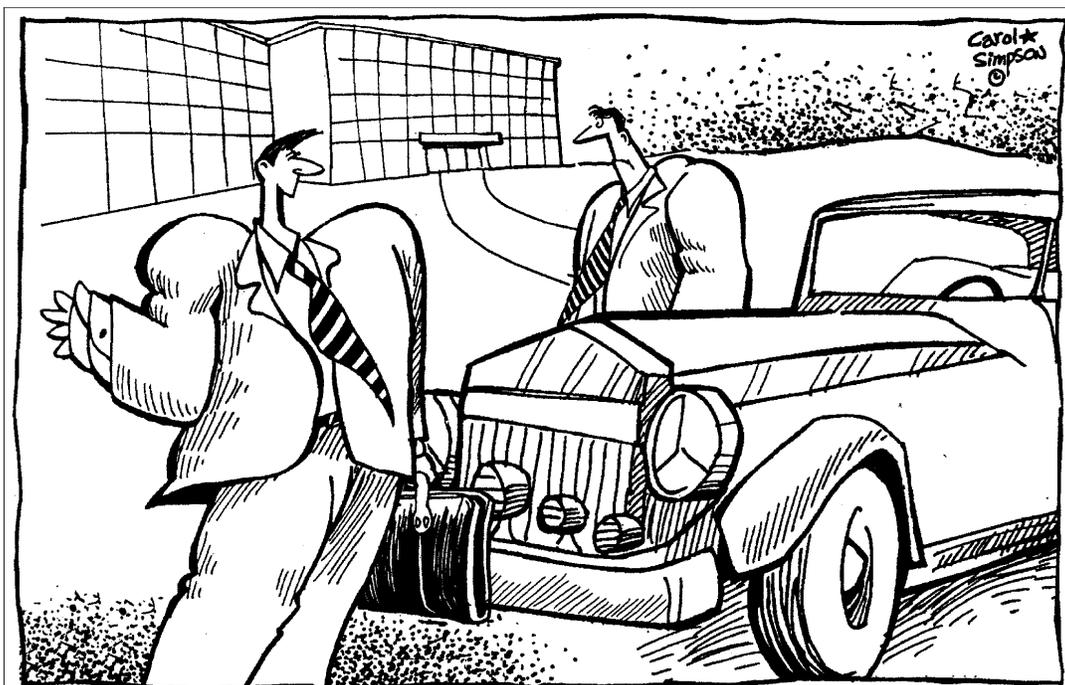
## Petro-Canada boycott lifted

The Communications, Energy and Paperworkers Union (CEP) reports that members at the Montreal Petro-Canada refinery have ratified a new collective agreement, ending a thirteen-month lockout that began in November 2007.

In a letter to Ken Georgetti, CEP President Dave Coles writes "it is therefore with great pride and immense gratitude to the Canadian Labour Congress and its affiliates that I request you now end the boycott campaign against Petro Canada."

The strength of the solidarity of the labour movement, along with the support of our union brothers and sisters internationally, certainly played a role in putting pressure on Petro-Canada to return to the bargaining table to negotiate a fair agreement.

As Brother Coles wrote, "there is no doubt that this outcome owes much to this watershed of labour solidarity in support of our cause."



*"I'm actually sorry the strike's over. Crossing the picketline every morning appealed to my sense of adventure."*

## Important Links

Following you will find links to various sites that have information relating to the union movement.

BC Federation of Labour Home Page — [www.bcfed.com](http://www.bcfed.com)

BC Fed Current Disputes Page — [www.bcfed.com/bcfed\\_news/current\\_disputes](http://www.bcfed.com/bcfed_news/current_disputes)

BC Fed Media Centre — [www.bcfed.com/bcfed\\_news/media\\_centre](http://www.bcfed.com/bcfed_news/media_centre)

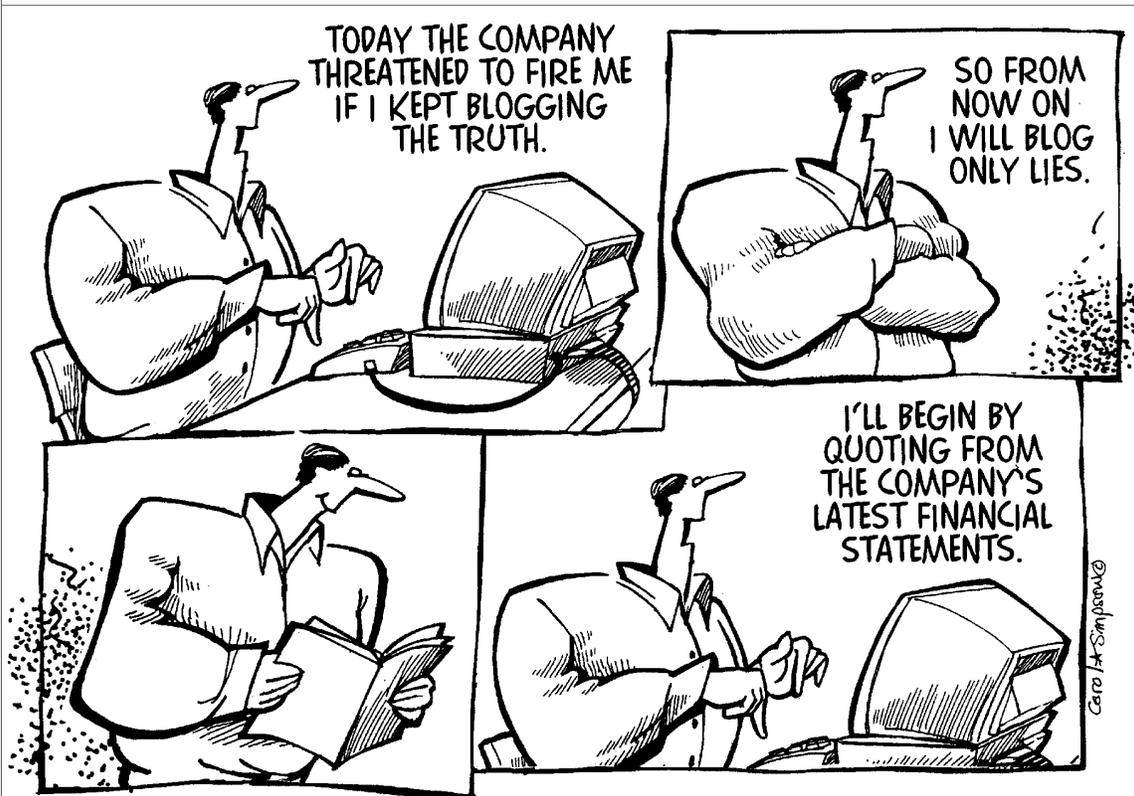
\$10/hr. Minimum Wage Campaign — [www.bcfed.com/issues/minimum\\_wage](http://www.bcfed.com/issues/minimum_wage)

CLC Media Releases — [www.canadianlabour.ca/index.php/release2008](http://www.canadianlabour.ca/index.php/release2008)

CEP National Website — [www.cep.ca/index\\_e.html](http://www.cep.ca/index_e.html)

CEP Scholarship Program — [www.cep.ca/education/files/scholarship\\_e.pdf](http://www.cep.ca/education/files/scholarship_e.pdf)

Injured Workers Pension — [www.publiccompensation.ca](http://www.publiccompensation.ca)



## Supply and demand

Internet/CALM

Once upon a time, in a village, a man appeared and announced to the villagers that he would buy monkeys for \$10 each.

The villagers, seeing many monkeys around, went out to the forest and started catching them. The man bought thousands at \$10 and, as supply started to diminish, the villagers stopped their effort.

He further announced that he would now pay \$20 for a monkey. This renewed the efforts of the villagers and they started catching monkeys again. Soon the supply diminished even further and people started going back to their farms. The offer increased to \$25 each, but the supply of monkeys became so small that it was an effort to even find a monkey, let alone catch it.

The man now announced he would buy monkeys at \$50. However, since he had to go to the city on some business, his assistant would now buy on his behalf.

In his absence, his assistant told the villagers, “Look at all these monkeys in the big cage that have been collected. I’ll sell them to you at \$35, and when the man returns from the city, you can sell them to him for \$50 each.”

The villagers rounded up all their savings and bought all the monkeys. They never saw the man nor his assistant again, only monkeys everywhere.

## Rich-poor gap widening

UCS/CALM

A 30-nation report found the gap between the world’s richest and poorest people has widened over the last 20 years, particularly in the U.S.

The Paris-based Organization for Economic Cooperation and Development (OECD) says that with many countries now facing recession, “policy making must act quickly to prevent a surge in populist and protectionist sentiment as was seen following the Great Depression.”

The U.S. has the highest inequality and poverty rates in the OECD after Mexico and Turkey, and the gap has increased rapidly since 2000.

The richest 10 per cent of Americans earn an average of \$93,000—the highest rate in OECD. The poorest 10 per cent earn an average of just \$5,800—about 20 per cent lower than the OECD average.

“Wealthy households are not only widening the gap with the poor,” the report declared, “but in countries such as the U.S., Canada and Germany they are also leaving middle –income earners further behind, with potentially ominous consequences if the global financial crisis sparks a long recession.”

## Hockey: Not made in Canada

UNITE HERE/CALM

UNITE HERE has announced a cross-country campaign to persuade Reebok to bring its production of hockey equipment and jerseys back to Canada.

Over the past six years, Reebok-CCM Hockey Inc., the official makers of NHL apparel, has shut down many of its Canadian plants and outsourced production of NHL jersey replicas and other hockey equipment to Asia.

“Sporting associations in other countries have policies in place that restrict sporting apparel and equipment production from going offshore,” says Alex Dagg, UNITE HERE’s Canadian co-director.

“Hockey is a part of Canada’s identity and jerseys and equipment should be made by Canadians for Canadians. From coast to coast to coast, in small towns and big cities, we support our national game and we demand that Reebok commit to producing jerseys and equipment once again in our country. It makes good economic sense—Canadian production creates jobs, which allows for even greater support for hockey,” adds Dagg.

Five plants producing hockey equipment have closed in Ontario and Quebec over the past six years. The plant closings resulted in a loss of 600 manufacturing jobs in Canada—500 in Quebec. The plant closings represent a \$55 million loss for the Canadian economy.

The work has been sent to factories in other countries, particularly China. An analysis of more than 500 Reebok import shipments over the last two years shows that NHL jerseys, hockey sticks, ice skates and other items come from as many as 12 countries, with nearly two thirds from factories in China.

## Union? You’re fired!

UFCW/CALM

Wal-Mart has ruthlessly proved once again that the only rules it respects are its own.

In October, without warning, Wal-Mart closed its unionized Tire & Lube Express outlet in Gatineau, Quebec.

“It is yet another attack on its workers, on the community, and one more example of Wal-Mart’s blatant disregard for Canada’s Charter of Rights and Freedoms,” said UFCW president Wayne Hanley. “Wal-Mart thinks a cheap oil change is more important than the Canadian constitution.”

It was the second UFCW Canada union-busting closure by Wal-Mart in Quebec. In April 2005, Wal-Mart turfed more than 200 members of UFCW Local 503 when it shut their store in Jonquière just before binding arbitration for a first contract was to begin.

The Supreme Court agreed last August that it will hear charges that the Jonquière closure violated the workers' rights to organize.

In Gatineau, the UFCW Local 486 bargaining unit had been certified in 2005. After years of legal roadblocks by Wal-Mart, a first contract won through binding arbitration finally came into force in August 2008. The contract reflected the going rates for similar service centres across the province. Just eight weeks later, Wal-Mart locked the doors, claiming the cost of the new contract didn't fit with its business plans.

Quebec's minister of labour announced his ministry's investigation of the Gatineau closure. Meanwhile, binding arbitration for the Wal-Mart TLE and main store in St-Hyacinthe, Quebec is in its final phase. First contracts for those locations are expected early in 2009.

## Wal-Mart under triple scrutiny

UFCW/CALM

Wal-Mart Canada's bid to derail charges it broke Saskatchewan labour laws has been shot down by the Saskatchewan Labour Relations Board.

The ruling comes just days after many objections were filed to thwart Wal-Mart's Canadian banking ambitions and 10 weeks before the Supreme Court of Canada will hear charges against Wal-Mart. The charges stem from the company's closure of a UFCW Canada unionized Wal-Mart store in Quebec in 2005.

"Wal-Mart's past actions are starting to catch up with it," says UFCW president Wayne Hanley. "Wal-Mart has to understand that to operate in Canada, it must play by Canadian rules. It must respect the rights of Canadian workers, regardless of how it plays the game in other parts of the world."

In the case of the Quebec closure, UFCW Local 1400 in Saskatchewan—an applicant for members at multiple Wal-Mart locations—appealed to the SLRB that the 2005 closure of a unionized store in Jonquière, Quebec, represented an intimidation of Wal-Mart's Saskatchewan employees.

In spite of delays caused by a restructuring of the SLRB's decision-making process due to a right-wing change in government, the case was eventually referred back to the original SLRB arbitrators, who determined in a written decision in October that Wal-Mart's objections were "without merit" and that Wal-Mart's actions outside the province could be construed to have implications within the province.

"Wal-Mart can't hide behind provincial borders," Hanley says. "The company can't pretend that it doesn't intimidate workers everywhere when you shut a store right after the workers unionize."

"Wal-Mart did that in Jonquière four years ago. They did it again in Gatineau."

Further scrutiny of the company's behaviour will take place in January, when the Supreme Court hears charges that Wal-Mart violated the Charter rights of its Jonquière workforce when it shut their store after it unionized.

Meanwhile, UFCW Canada, the Canadian Labour Congress and a number of other groups are calling for public hearings into a recent application by Wal-Mart to enter Canada's banking business.



COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA

# LOCAL 592

## PORT ALBERNI, B.C.

January 19, 2009

### AGENDA

- |                            |                         |
|----------------------------|-------------------------|
| 1. ROLL CALL               | 6. REPORT OF COMMITTEES |
| 2. DEPARTED BROS & SISTERS | 7. FINANCIAL REPORT     |
| 3. INITIATIONS             | 8. UNFINISHED BUSINESS  |
| 4. READING OF MINUTES      | 9. NEW BUSINESS         |
| 5. CORRESPONDENCE          | 10. ADJOURNMENT         |

### COMMITTEES

- |                                |                                 |
|--------------------------------|---------------------------------|
| 1. Standing                    | 10. Vending                     |
| 2. Safety                      | 11. Labour Council              |
| 3. Pulp & Paper Rep.           | 12. Social Committee            |
| 4. Technological Change        | 13. Joint Placement             |
| 5. Contracting Out             | 14. EFAP                        |
| 6. Factories Act & Environment | 15. Flexibility/Skills Training |
| 7. Sunshine Committee          | 16. Wage Delegates              |
| 8. Job Evaluation              | 17. Ergonomics                  |
| 9. Apprenticeship              | 18. Retiree Committee           |

### CORRESPONDENCE

- 18 Letters & circulars received & filed
- 2 Referred to the Trustees

### NEW BUSINESS

#### 1. EXECUTIVE RECOMMENDATIONS

1. That we publish an abbreviated Forward Look on a trial basis until June.
2. That we send Travis Goodyear and the new safety rep to the BC Fed Occupational Health and Safety Conference in Nanaimo on Feb. 18.
3. That we send up to three Executive Members to the Progressive Discipline for Supervisors and Stewards seminar in Vancouver on February 4.
4. That we send Norm Skipsey to the Basic Bookkeeping course at NIC, Feb. 9 to March 4 at a cost of \$275.
5. To disband the Ergonomics committee and roll the duties into the Safety Committee.

#### 2. RECOMMENDATIONS ON GRIEVANCES

1. That we move the 08-BH-02 Gate incident grievance to 4th stage.
2. That we move the 08-JY-?? Unjust discipline grievance to 4th stage.
3. That we move the 08-JY-06 Unjust discipline – lock out to 4th stage.

#### 3. MOTIONS FROM THE FLOOR

#### 4. GOOD OF THE UNION

ADJOURN 9:00 PM

<b>GENERAL MEETING January 19, 2009 AT 7:00 P.M.</b>
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