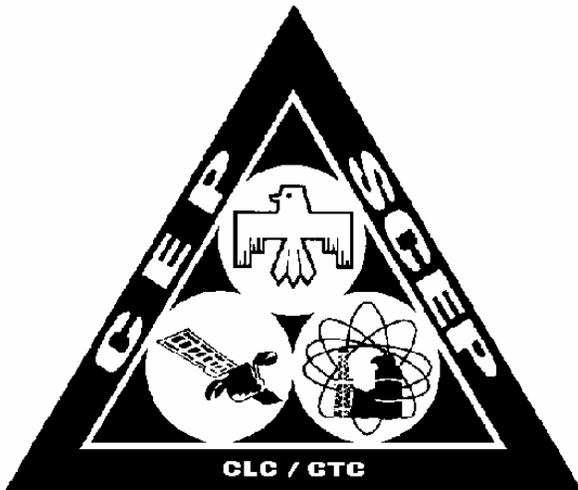


# The Forward Look

## LOCAL 592, PORT ALBERNI



GENERAL MEMBERSHIP MEETING  
7 P.M. HANSEN HALL,  
April 16th, 2007

Editors Note:  
PERSONAL ARTICLES PRINTED IN  
THE FORWARD LOOK MAY NOT BE  
THE OPINIONS OF THE EDITOR,  
EXECUTIVE OR THE CEP

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<u>President</u>	
Pete Rayburn	723-5210
Steam Plant	
<u>Vice President</u>	
Travis Goodyear	724-5353
Millwright	Pager 095
<u>Vice Pres.</u>	
John Young	724-4735
Millwright	Pager 282
<u>Vice Pres.</u>	
Bob MacAdams	724-5926
Plant Protection	Pager 286
<u>Rec. Sec.</u>	
Tim Thompson	723-3279
Shipping Dept.	Pager 419
<u>Fin.Sec.Treas.</u>	
Daryl De Rooy	752-3750
Millwright	Pager 212
<u>Trustee</u>	
Tony Price	723-2838
Shipping	
<u>Trustee</u>	
Norm Skipsey	752-2777
Woodroom	
<u>Trustee</u>	
Dal Gulstene	723-3143
<u>Safety Officer</u>	
Phil Guild,	723-5146
Respiratory	Pager 213
<u>Guard</u>	
Randy Teichman	724-6279
Plant Protection	

### WAGE DELEGATES

Jim Vandusen	Daryl De Rooy
Tim Thompson	Pete Rayburn

**SHOP STEWARDS**

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CEP Local 592**

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John Young 724-4735  
Bob MacAdams 724-5946

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

J. Van Dusen 724-2772  
P. Rayburn 723-5210  
Daryl De Rooy Alt. 752-3750

APPRENTICESHIP

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P. Guild 723-5146  
B. Currey 724-2044  
T. Thompson (alternate) 723-3279

VENDING COMMITTEE

R. Teichman 724-6279

LABOUR COUNCIL

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T. Price 723-2838  
P. Rayburn 723-5210

WAGE DELEGATES

FLEX. SKILLS TRAINING

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D. De Rooy 752.3750  
T. Thompson 723-3279  
P. Rayburn 723-5210

DISPUTE RESOLUTION

D. De Rooy 752-3750  
P. Rayburn 723-5210

SOCIAL & RECREATION

Norm Skipsey 752-2777  
R. Teichman 724-6279  
P. Guild 723-5146  
P. Rayburn 723-5210

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Simon Fox 724-5459

JOB EVALUATION

Simon Fox 724-5459  
Kelly Schutte 724-0988

ENVIRONMENTAL,  
POLLUTION, FACTORIES ACT

Adam Currey  
Simon Fox 724-5459  
Dan Rogers 723-9751

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L. Sorensen 723-3931

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Jim Gislason 723-4372  
Travis Goodyear 724-5353  
Jim Irvine 723-5469

E.F.A.P

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

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(Chairman) 723-8902  
D. Swanson  
Vice Chair 723-3826  
Ray Bredo 724-3766  
Rec. Sec.  
John Armich 724-5202  
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Sick Visiting

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B. York 758-8861

PULP & PAPER REP.

G. Turner 724-3496

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Russ Cross	Electrician
Bill Uvilla	Shipping
Tom Thompson	Lowerators
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Glen Mee	Pipefitters
Brian Weikum	Steam Plant
Doug Wilkie	Steam Plant
Don Oxley	Groundwood-
Piara Basra	Core Room
Vic Ursic	Woodroom
Paul Myers	Steam Plant
Keith St. Thomas	Instrument
Kelly Schutte	Lubrication
Steve Smith	Groundwood
Jim Melloy	PPO

Safety Delegates

Brian Daniels 724-3223 pager 296  
Area 1: Mechanical Maint.  
Lube & Vibe  
Joan Race 724-3223 pager 289  
Area 2: E & I Maint. Carp. Paint,  
rebuild shop, cranes  
elevator  
Dal Gulstene 723-3143 pager 073  
Area 3: Mach. Pulp, Wdr. Yard  
Shipping, Machinists  
Mark St. Thomas 724-2716 pager 075  
Area 4: P.P.O, Stores, Janitorial,  
Auto, Steam Plant  
Phil Guild  
Chairman 723-5146 pager 213

Please have any articles for the Forward Look into Linda Sorensen at the Union Office no later then the first week of the month.

Thanks  
Randy Teichman

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Pete Rayburn, President



# COMMUNICATIONS

Since January Local 592 has been engaged in discussions with Catalyst Paper management in order to mitigate the proposed downsizing of approximately 125 people thru to the end of 2007. The aim of these discussions was to try and achieve enhanced severance packages in order to take care of all the laid off members in return for improved work practices (flexibility) as well as some new understandings on some local issues such as leave smoothing, seniority, 4 point formula, Committee structures, point of use vending machines to mention a few. The first week of these discussions revolved around clarification on exactly what the company was looking for. We did come to some verbal understandings on what they needed for any agreement that they would present to the Board of Directors for approval. After receiving this information the Wage Delegates went to work to try and come up with an agreement that would address the Companies concerns and also something that both parties could live with. After a few weeks into this process we were informed by our local management and Ron Buchhorn that we would not be offered the same packages as Local 76. They stated that anything we may have to offer would not have the value needed to take to the board and that they already had 80% of that value by their right to manage. Mr. Buchhorn did say that if we wanted the same deal as Local 76 we would have to work very hard to come up with an agreement before he would take it to the board if he saw any value in our proposal. With that information we knew that they would be coming after us for a lot more than they asked of Local 76. We decided that we had invested too much time

and work in this process to just walk away. Although with substantially less confidence and enthusiasm we kept on going.

In March the Wage Delegates finally came up with a proposal to present to the Company. The following is the preamble to the proposal,

*When PM 3 shutdown was announced, Local 592 negotiated a shorter work week agreement at Catalyst's insistence in exchange for buyout packages to age 59. Recently, the company cancelled this agreement here and at Powell River. Local 76 in Powell River was offered 34 packages to compensate for the cancellation of their agreement. Local 592 was offered nothing in the way of compensation for the cancellation of our agreement.*

*It is the opinion of CEP Local 592 that our members should be treated in the same manner as the members of CEP local 76 and that sufficient packages should be offered unconditionally to take care of the 26 affected by the cancellation of the shorter work week agreement.*

*CEP Local 76 and Catalyst Paper, Powell River Division recently reached agreement on several letters of understanding for all the employees affected by the announced downsizing. This agreement went to Catalyst's Executive and Board of Directors who accepted the proposal and approved 84 additional packages for the membership of Local 76. These packages consisted of early retirement to age 55 and extended to the end of 2008.*

*It is the expectation of the membership of Local 592 that we would be treated no differently in exchange for work practice changes. In consideration of this Local 592 is willing to offer agreements on similar work practice changes that are addressed in separate letters of understanding.*

*In order to take care of all remaining affected members of Local 592, we are prepared to offer additional work practice changes as outlined in this agreement.*

Although they wanted substantially more from us than they asked of Local 76 we expected to be treated no differently in order to secure severance packages.

On March 21<sup>st</sup> the Wage Delegates presented our proposal and gave some explanation on the various letters of understanding that are part of this proposed agreement. The company called us back to the table on Thursday March 29<sup>th</sup> to respond to our proposed agreement. If we had any expectation that we were to be treated no differently than Local 76, we were sadly mistaken. Most if not all the verbal understandings that we came away with from the very first meeting were now gone and they decided to add a few more items that were not brought up in the early stages of these talks. Although some of these items we could have worked with, the huge roadblock that they threw up was their position on the outstanding grievances and arbitrations. They insisted that we drop most of the existing outstanding grievances as well as withdrawing the Seniority Grievance from the scheduled arbitration and accept their position. If we were successful at the Core Room arbitration appeal, they wanted us to ignore the decision and leave the Core Room situation as status quo. Although we weren't very confident that we could reach an agreement before this, it became very clear at this point there would be no hope of reaching a workable agreement. They could have made those issues go away a lot easier

than we could. I can appreciate their position that taking any proposal to the board with these grievances hanging over their heads and the thousands of dollars in legal expenses would be very difficult. But why do we always have to submit to their position to resolve these things? Any of these issues could have been resolved by simply sitting down and putting away the adversarial attitudes and working together with respect to each others positions.

This whole process left us wondering if this management had any intention of working with us to achieve an understanding that would have benefited them as well as our laid off members by way of severance packages. Why did Mr. Buchhorn find so much value in the Powell River agreement and no value in our proposal? And why do they feel they can achieve the 80% value here by their right to manage and not in Powell River? I'm getting a little sick and tired of being treated like the unwanted step child in a family of the golden people. What the hell does someone have to do for this outfit to get equal recognition and treatment? I guess we will never know.

Of course the usual rhetoric was constant. If we didn't come to an agreement it would not bode well for the future of PM 4, there will be 125+ people on lay-off, there will be no capital investment and the work practice changes will happen regardless. None of this is news to us and we have been listening to this for the last 3 years. All that this kind of intimidation does is create more uncertainty and hopelessness in the mill to the point that people don't care anymore. If this management feels that their 80% right to manage will go smoothly and have everyone on board, then they are sadly mistaken. You can't treat people like that and expect a cooperative relationship. Unfortunately you cannot negotiate a relationship, someone has to take the first step and we did. I guess there is no value in a cooperative working relationship.

There will be 2 special meetings on Thursday April 12<sup>th</sup> at 2PM and 7PM to provide the membership with all of the information including the entire proposal we made to the company as well as a full report on just how things fell apart. Please attend and get informed so there are no misunderstandings on the issue.

The Wage Delegates have been called to a Caucus meeting at the end of May, hopefully to start to formulate a strategy for the 2008 negotiations. The next year will be very busy preparing for the next set of negotiations.

Hope to see you all at the special meetings and the General Meeting.



**IN MEMORIAM**

We are sorry to have to report that Wilson Fandry has passed away.

Wilson was an electrician and worked in the mill for almost 21 years.

Our condolences, thoughts and sympathies go out to his family.



**EDITORIAL**

Yes, there is a Forward Look for this month. With the help of Tim Thompson, and help from Linda before she went on vacation, we managed to “run the press” this month.

It’s amazing how things can change. I go on vacation for three weeks, come back and find that the Company has taken their “hardnosed” attitude again. Many I have talked to have said that we “shouldn’t sell the ranch.” Past and present Union members have fought hard for what we have now, and to give it all up is wrong.

April 28 is the day of mourning. I encourage everyone to get out and remember those that have been injured or killed on the job. Since I’ve worked in this Mill (I started as a summer student in 75), there have been eight killed on the job!

Also, I’d like to mention that the Local held a dinner for the workers that retired within the past year. Recognition well deserved for their many years of unionism.

Finally, I’d like to remind everyone that the next General Meeting is April 16 at 7 p.m. Bring your opinions and hear the latest.

In Solidarity  
 Randy Teichman: Guard/Editor

# VIEWPOINT

After numerous days of discussion and working through the company's requests for "workplace change" it has, in the end, turned out to be an exercise in futility. This is mainly due, I think, to the company asking for far more than the membership of this local would be willing to give.

It is unfortunate, on one hand, that we were unable to find a way to get packages in order to get most, if not all, of our laid off members working steady again. On the other hand, it was very distasteful to offer concessions on contractual items that many of us, and certainly many of our retired members, fought hard to achieve over the years. I did take my job as a wage delegate seriously, recognizing that we were negotiating for packages. What we offered the company included some pretty major changes, more, perhaps, than what should have been. In the end, it was still not enough to satisfy this company.

Since we became part of the Norske-Canada/Catalyst "family" we have witnessed a never ending drive to reduce costs. Of late, it seems to have reached anorexic proportions and in the process, the company has tried to force its fist down the throat of the union in order to induce a vomiting up of contract concessions. It is now time to stand up, grab that fist and shove it back down the company's throat and let them choke on their own greed. In the process, we have to be prepared to pay the price that working men and women have paid time and time again in the quest for the rights, privileges and respect due to the people on the front lines of production.

Next year's contract negotiations may well

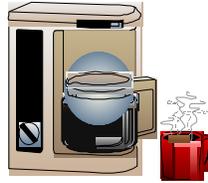
**Tim Thompson**  
Recording Secretary, Wage Delegate

be one of those fights. We are already hearing talk from some of the new management team that we get paid too much and we have too much time off. It is obvious to me the direction that they are heading. As in all battles, the price to be paid will be high on each side. The seeming targeting of our mill recently creates the potential for even more cost. In addition, the company may well use this as a big stick. This will come as no surprise to anyone, especially considering the recent loss of morality and ethics from the company in their dealings with the unions.

I know these are strong words and they are not easy ones for me to write. I firmly believe that cooperation and working together with the company can achieve far more than fighting. But cooperation has to be done in an atmosphere of mutual respect, working together to come to agreements that benefit both sides. This is not accomplished when the idea of working together, as presented by the company, means doing it their way. That always seems to mean giving up hard earned benefits and wages and jobs.

None of this means that I don't recognize and appreciate the market difficulties faced by the company over the last few years. I just don't think the solution is to always attack the union workforce, a group once described by management as their most valuable resource. I guess they now view us as nothing more than a pine-beetle infested blight on their bottom line. I, for one, don't intend to take that attitude from them. And I hope that this membership isn't willing to take it either.

**RETIREE NETWORK**

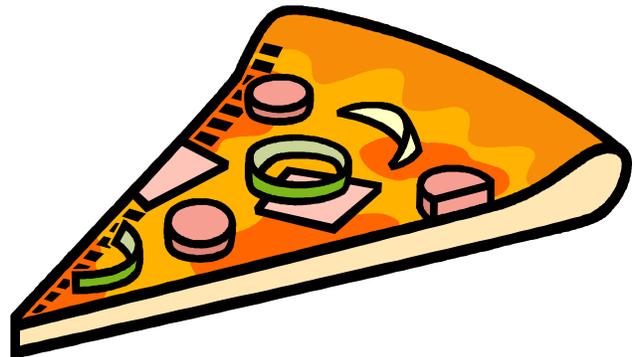


**LOCAL 592 RETIREE'S GET TOGETHER**

**10 A.M. TO 1 P.M.**

**MAY 11TH, 2007**

**HANSEN HALL**



# Safety Report

## NATIONAL DAY OF MOURNING

The National Day of Mourning held every year on April 28th was officially recognized by the Federal Government in 1991. The Day of Mourning has since spread to approximately 100 countries around the world and has been adopted by the AFL-CIO and the International Confederation of Free Trade.

In Canada, 855 employees die from work related incidents each year, averaging more than 2 deaths every day. In fact, in 2005, that average increased to 3 deaths per day. From 1993 to 2005, 900,000 workers were injured or became ill and 11,123 workers died as a result of workplace incidents.

The International Labour Organization states that at least 50% of the deaths from accidents could have been prevented by safe work practices!

Our Day of Mourning ceremony will be held at 9:00AM on Saturday at the front steps of our main office. Please make every effort to encourage friends, family, and retirees to attend our ceremony to remember the dead, injured and ill, as well as publicly renew our commitment to improve health and safety in our workplace.

There will be the annual Day of Mourning ceremony sponsored by the Port Alberni & District Labour Council on April 28th at 10:30AM at the Steelworkers Hall at 4904 Montrose Street.

Be Safe,  
Phil Guild  
Safety Chairman

## APRIL SHOWERS

In the month of March the local North Island College held their second annual Creative Writing Contest.

It was on a Saturday morning, March 10th, and a surprising amount of people showed up to enter, from Teenagers to Retirees. The contest was held in the computer labs, so basic word processing was a must.

The rules of the contest: You have three hours to make up a story that involves three items that you select from about eight items the organizer showed us.

From a bag he pulled out, a yellow umbrella, Chinese fan, glass float, hair clip, scarf, Sweet Grass, and so on.

I selected the yellow umbrella, hair clip and the glass ball.

This is the story I submitted for the contest at North Island College.

All true except the umbrella and hair clip. I did not win, but it was a great time.

Occasionally I bump into another contestant around town.

I hope you enjoy my entry. Look for the three items I selected.

Joan Race  
Area #2 Safety Rep.  
Safety, Health and Wellness, Family,  
Recreation and Leisure Activities

## THE PLEASURE OF LIFE

Many of us were blessed with the opportunity to grow up on the West Coast of Vancouver Island, while others have to spend every hard earned penny to travel and visit us here. There are so many beautiful areas to explore, you just need to go out and find them. A lot of visitors only concentrate on the most popular locations such as Long Beach, Bamfield, or Parksville to name a few. All majestic in their own breath taking beauty, but the outer regions away from civilization is what I truly enjoy.

I often travel out to Nahmint where the Elk herds are, and hike up river beds to observe these truly magnificent beasts. Of course I have been extremely close to Elk in the Cameron valley as well. It is truly exciting to sit motionless amongst the rocks or logs and watch them graze. The males weigh past 600 pounds and have racks about ten to twelve feet long. They are truly keen to focus on any movement.

Of course, by keeping low and placing myself down wind, I have the opportunity to watch them lie down and scratch their backs with those huge antlers, or bugle a challenge to a neighbouring bull occasionally staring in my direction as they sense my presence. Many large herds of cows and calves generally stay together.

Of course, the deer tend to move in and around the same area, but don't generally feed within close proximity at the same time as the Elk. Where the Bear are the deer are, truth be known. These two family members stay very close to each other and find comfort in each others senses to alert each other of danger, at the same time sharing the same vegetative growth. The Bear is my best friend and I would never harm one. I have been so close to many Bear in my life while I pack a loaded rifle or not.

I am a sports hunter and raised among the native people, I have a religious connection to the land and a life long respect for its natural state.

Facing many sizes of bears on my adventures, I cautiously keep my distance and speak to them of my respect and love, vowing to protect them the best I can. I realize if I take care of the bear, they will keep the balance of the land and that will ensure my better opportunity for a nice Buck.

Hunting is part of my live, but being out in the wilderness is what my life is all about; it is my sanctuary, my deepest connection to life and freedom. Never have I taken a bad shot, or small deer. Never would I wound an animal or harvest more than I personally need to eat. I always honour every part of the deer I have harvested.

I make traditional native drums out of deer hide, and the antlers are carved into the handle as my father and older native sister have learned. I have given these drums with pride of their sound and craftsmanship, the reward is seeing it played. I share the meat with family and close friends. I cook the bones and scraps for my two dogs who keep me safe as I camp in the wilderness alone. And often I will give the hooves to an elder shaman I studied native language with and he trades them down island for traditional medicine.

Of course, I never ask the great spirits for anything, which is the way, but the bonus of achieving a nice Buck to feed my family for the winter, I stop to give a thank you prayer for the bounty I have received, for the graciousness of the animal's spirit, the quick clean shot and the safety of my hunt and return home.

I am not native.

Often, I will travel to many remote places,

and had the unbelievable fortune of being raised in the Broken Group Islands. My Birth Father had an old cabin in the Pinkerton Islands which was blown away in a storm back in the 1970s. I was just about eight years old and my dad would take us in his old tug boat in the month of March for spring break out to a place we had hidden amongst the Islands. Even with the stabilizers out all of us kids would get sick on those big swells.

When we arrived at the old float house, we would get the old fashioned cook stove going and bring down the hurricane lamps out of the attic. The old army cots were bare and we had our own foam mattress and sleeping bags, the windows had been nailed mostly closed and the door left open for the clam diggers, who might have kicked it in otherwise. So there was a sign asking people to take their garbage.

Back in those days our cabin was actually registered with the Coast Guard as a station. This was a safe retreat for vessels in the area to get to in the event of an emergency or a place to tie up for the night or wait out a storm.

After we shook off the nausea of the trip there, my dad's wife would give us all lunch she had packed before we left Ucluelet, then we would be ready to set crab traps and fish or collect clams and oysters for dinner that night.

I would paddle around all the small Islands in the various channels looking for whatever adventure I could find in a small leaky tin boat. My Dad would say, "make sure you have a life jacket!" which I did. With my rubber boots on I started to leave the dock. His wife came out and said, "hold on just a minute" and brought me a yellow umbrella. I replied, "it's not raining hard," and she said, "no, but if the boat floats away while you're on shore it will be easier to find you, and don't go too far."

So away I went to explore the places I thought for sure no one had before. In the shallows of the channels I could see the bottom clearly and the many wonders of the sea. A beach not far away had a fresh water stream and a good place to hunt for glass floats from Japan washed up on the shore from all the winter storms. In the later part of summer you could find salmon berries and tiny wild blackberries as well. Of course, this was a very popular beach for the bears as well.

Always in my life I visited that shoreline many times, while stopping to check and re-bait my crab traps along the way. But with the total respect of the bears who lived there through many generations, and cautious not to allow myself to get in the middle of a field of tall grass without checking to ensure I would not find a cub on one side and a sow on the other.

As I grew up I used to go there and wash my hair in the stream. It was very cold and gave you a little headache, but I would dry it in a towel and slap it back with a hair clip and I would be all ready for the Saturday night sea food feast.

The many Islands and the power of the sea, the uncertainty of the weather and the history of lives lost and saved. There is a magic in the Broken group with the eagles and whales, porpoises and seals, many birds and small mammals, plentiful sea creatures, fish and the occasional wolf.

Thirty-five years have passed since this time, and I feel it was just a short time ago. The old cabin is long gone, and the one we built to replace it with, is sorely missed by myself and family members after its sale.

Twenty-five years of raising oysters and clams and an entire lifestyle seems lost. My motorboat sits idle now, and all my fishing traps are stored, and I often

wonder if I launch it where will I go?

Cabins, boats, 4x4 trucks, are simply transportation and shelter to allow you to take a place in what is part of your lifestyle and well being. Mountains and beaches are places I need to be to feel whole and alive, while appreciating each day I have on this earth and all the wonder the great spirits had intended.

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# Day of Mourning

## Mill Ceremony

Saturday April 28th

9:00 AM

Administration Building

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## Labour Council Ceremony

Saturday April 28th

10:30 AM

Steelworkers Hall  
4904 Montrose Street