

The Forward Look

LOCAL 592, PORT ALBERNI



**MERRY CHRISTMAS &
A HAPPY NEW YEAR
FROM LOCAL 592 EXECUTIVE
& LINDA, ANITA, LISA**

**GENERAL MEMBERSHIP MEETING
7 P.M. HANSEN HALL, DECEMBER 18, 2005
INSTALLATION OF OFFICERS
SOCIAL EVENING**

Editors Note:

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

**LOCAL 592 CEP 2006
EXECUTIVE**

<u>President</u>	
Jim Van Dusen	724-2772
Fin. Rm.	Pager 080
<u>Vice Pres.</u>	
Pete Rayburn	723-5210
Steam Plant	Pager 286
<u>Vice Pres.</u>	
John Young	724-4735
Millwright	Pager 282
<u>Vice Pres.</u>	
Travis Goodyear	724-5353
Millwright	Pager 095
<u>Rec. Sec.</u>	
Tim Thompson	723-3279
Shipping Dept.	Pager 419
<u>Fin.Sec.Treas.</u>	
Rick Dallman	723-3498
Plant Protection	
<u>Trustee</u>	
Brent Henderson	723-0363
Mill Stores	
<u>Trustee</u>	
Tony Price	723-2838
Shipping	
<u>Trustee</u>	
Norm Skipsey	752-2777
Woodroom	
<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	Rick Dallman

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**BC
forum**

**CALM
OF LABOUR MEDIA**



SHOP STEWARDS

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CEP Local 592**

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John Young 724-4735
Travis Goodyear 724-5353

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

J. Van Dusen 724-2772
Glen Mee 723-1375
Daryl De Rooy Alt. 752-3750

APPRENTICESHIP

J. Young 724-4735
P. Guild 723-5146
B. Currey 724-2044
T. Thompson (alternate) 723-3279

VENDING COMMITTEE

R. Teichman 724-6279

LABOUR COUNCIL

J. VanDusen 724-2772
J. Young 724-4735
T. Price 723-2838

WAGE DELEGATES

FLEX. SKILLS TRAINING

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D. De Rooy 752.3750
T. Thompson 723-3279
R. Dallman 723-3498

DISPUTE RESOLUTION

D. De Rooy 752-3750
J. VanDusen 724-2772

SOCIAL & RECREATION

Rick Dallman 723-3498
Norm Skipsey 752-2777
R. Teichman 724-6279

ERGONOMICS COMMITTEE

Nathan Greene 248-9419
Boris Radetic 723-2250
Vic Ursic 724-6814
Gary Wells 724-6206

JOB EVALUATION

Simon Fox 724-5459
Kelly Schutte 724-0988

**ENVIRONMENTAL,
POLLUTION, FACTORIES ACT**

Adam Currey
Simon Fox 724-5459

PENSION OFFICERS

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

CONTRACTING OUT

Landy Stevens 724-5974
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
L. Rose 724-6198

RETIREE COMMITTEE

J. Vezina
(Chairman) 723-8902
D. Swanson
Vice Chair 723-3826
Ray Bredo 724-3766
Rec. Sec.
John Armich 724-5202
Fin. Sec. Trea.
Duane Flory 724-0236
Sick Visiting

SUNSHINE COMMITTEE

R. Isaacson 724-2954

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G. Turner 724-3496

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Doug Chisholm	Millwrights
Russ Cross	Electrician
Bill Uvilla	Shipping
Tom Thompson	Lowerators
Dan Rodgers	Janitorial
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
Brent Henderson 723-0363
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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presented to us since we became Norske Canada and in the process helped save this company over 300 million dollars. Apparently all that doesn't matter anymore. I guess they feel that the well has run dry and there are very little Opportunities for Improvements and synergies left, so now our help is no longer needed. It appears they are now going to take over and do things their way.

When this first began we were told that we should not feel picked on, that this is the way they intend on handling all the locals. Before any of the other locals get any Capital Investment they will receive a list of demands very similar to this.

Well, they have done exactly that. I find it very confusing that on one hand Catalyst Paper continues to brag about the great relationship with their unions and on the other hand they are traveling from mill to mill demanding concessions. Maybe it is time to stop playing the "great relationship card", it's getting old.

They have moved on to Powell River and presented them with their list of concessionary demands. I am not going to talk about the things on their list, but I found it very interesting that their management group chose to avoid Main Wage and include local items only. It is early in the process but it appears that they are going to sit down and talk with the unions rather than take the, do it or else, approach we were given. I am not sure why they are dealing with them so much differently, but maybe they actually want to resolve their issues and not just demand concessions, time will tell. I wish them the best of luck in their attempts to work through their issues. If we can be of any assistance we will do what ever we can to help.

Last month the company sent Mayor McRae a letter declining the city's offer for their

proposed tax reduction stating it was helpful but it falls short of achieving competitive parity. Ken had another meeting with Russ Horner on Friday December 8th; I did not hear how that meeting went.

The new Executive is going to be faced with some very tough challenges this coming year.

First of all, they are going to be facing a management group that seems to have a new *we are going to do what ever the hell we want, unions be-damned* philosophy. This style of management is setting labour relations back 20 years. It is very unfortunate that this group has decided they know what is best for this division and they no longer require any input from us whatsoever. I really have to wonder what kind of future this mill has if the only relationship we are going to have is a confrontational one.

The other challenges they will face are regarding our Local Union itself. Many tough decisions concerning finances, possible cuts to the Executive Board, the Union Hall and of course all these decisions will impact our Secretary and Janitress.

We are all going to have to be well informed on what the company is up to as well as Executive recommendations regarding the business of our Local Union. It is more imperative than ever that we all attend the General Meetings and express our opinions on all the difficult issues facing us this coming year.

By the time you read this the Core Room arbitration will have been completed. We had a hearing in Nanaimo on December 11th & 12th. When we get a decision we will post it in the mill as well as on our blog.

Local592.blogspot.com

It is not an easy time these days and understandably everyone's thoughts are on the current round of layoffs and the uncertainty

surrounding the future of # 4 Paper Machine. But please, for our own sakes, we all must stay focused and think about our safety, on and off the job. I realize that this is easier said than done, our minds these days are not always where they should be, but I would really hate to see anyone get hurt.

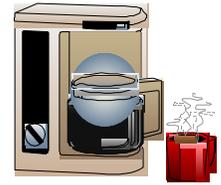
In closing, I thank the membership for allowing me to serve on our Executive for the past ten years. I have enjoyed my time on the Executive and leaving was not a choice I was expecting to make this early. However, situations change and I applaud all those that have stepped up during these very difficult times. It was an honor to serve as President of this local and I appreciate all the assistance, support and guidance you provided me. I wish all Local 592 members, retirees and their families a very Merry Christmas and a happy and healthy 2007.



Merry Christmas

**THERE WILL BE NOMINATIONS
AND AN ELECTION FOR ONE
SAFETY BOARD MEMBER.**

RETIREE NETWORK



We had one retiree pass away last month. Phil Gillis was a pipefitter in the Mill for many years. He leaves his wife of 31 years, Lorraine, two stepdaughters and two stepsons. On behalf of the Retiree's Council and Local 592 CEP, I would like to send our condolences to the family.

The Good Ole Boys will be not be meeting on Tuesdays until January 9th, 2007.

On behalf of Local 592 Retiree's council I would like to wish everyone a very Merry Christmas and Happy and New Year.

VP's Views

First of all I would like to congratulate those that were successful in running for the 2007 Executive. I would also like to thank those people that let their name stand for nomination and hope to see your names out there again next year. Although I personally would like to see more of the Executive positions challenged by elections and fewer acclamations, it was good to see the two positions challenged by elections. If the present situation is any indication, then this year will be very challenging and will keep us all very busy.

Provincial Council

Travis Goodyear and I attended the CEP Provincial council meeting in Vancouver on Nov. 24th, 25th and 26th. The Provincial Council consists of all the sectors CEP in the west and it's a great opportunity to hear from the different sectors about some of the issues they are being confronted with. And it's not much different from what we are faced with.

On the first day we were given a presentation by the BC Securities Commission on "investor fraud". It was very interesting to hear of some of the tactics used by some shady investment companies to bilk the common working guy out of his or hers hard earned nest egg. The old adage of "*if it looks too good to be true, it usually is*".

Also on day one, we held nominations for the Provincial Council Executive for 2007. Brother Terry Lajeunesse has decided to take a much deserved rest from his position as President. Mark Cameron was nominated and acclaimed as President. Ian Simpson was nominated and also acclaimed as Sec. Treasurer. Andrea MacBride, Bob Stevens and Wayne Westcote were acclaimed as the three Vice Presidents.

On day two, Sarah O'Leary gave us a presentation on duty to accommodate and gave us some case history on some arbitrations concerning disability management and duty to accommodate issues. Sarah provided information on the responsibility of the injured worker and what the employer's responsibilities are in regards to disability management. Sarah also fielded questions regarding specific issues brought up by the delegates. She also has a web site that is full of case history that will be very useful to us in the future.

Day three consisted of the day to day business such as financial reports, correspondence and a discussion on political affiliations. A full report along with the minutes and local reports will be available when received. The next Provincial Council will be held in Prince George in the spring.

Core Room Grievance

The Core Room Grievance will have been to arbitration by the time you have read this. Our lawyer John Rogers is cautiously optimistic that we may have a good case. Although he has said that these type of jurisdictional grievances are not usually arbitrated in favor of the grievor he did say that the history of this Local and the definite demarcation for jurisdiction does make a good case. The date for the hearing is Dec. 11th and 12th in Nanaimo.

37.3Hr Work Week

We will be holding two special meetings in January to discuss and vote on continuation of the 37.3 hour work week.

Mill Scene

On a more serious note, we were approached by management with a concern about some of the literature that has been circulating the mill site recently. . Management is now on the war path and has stated to us that if they discover who created and distributed this literature, they will be terminated. We are all

pissed off at the treatment of this Local and it's members and managements decision to pursue the path of a relationship by confrontation and intimidation. I can also fully understand the emotions that the recent events have created with the frustration, uncertainty and in some cases hopelessness that this management has afflicted upon us. But some of the statements I personally have read in these publications are personal and brutal attacks on specific people and can at the very least be called distasteful. This is a form of harassment and is a very serious offence under the BC Human Rights legislation. So please be aware that if anyone wants to circulate this kind of crap, all the grievances in the world will not save your job.

2007 Standing Committee

As most of you should know Brother Bob MacAdams is our new area Vice President. John Young, Travis Goodyear and Bob are currently working out their areas of responsibility and they will get that information out as soon as possible.

On a personal note, I want to thank Brent Henderson, Rick Dallman and Jim Vandusen for their dedication and time devoted to the membership of Local 592. All of these guys will be missed on the new executive but I'm sure we will be using each of them for their experience and knowledge in the future. The installation of the 2007 Executive will be at the Dec. General Meeting and as usual will be followed by a few brewsky's and meat buns. Hope to see you all there.

Pete Rayburn

PROVINCIAL COUNCIL

It is always hard to sit down and write a report on what I have just heard over the past three days. The note taking is all over the place when you are trying to listen and write at the same time. So here a few of the major points.

On Jan. 22/07 the National is having a National Day of protest. They are going to be sending us a list of ideas that we may be able to put to good use. Myself and the Labour Council will be talking to see what we may or may not be able to do. If you have any good ideas on what we can do please let me know.

I could go into what is happening in other locals throughout the West, but this would take all day and some. So let me just say that even though Catalyst Locals had the darkest clouds over our heads, every other head is under attack, with job losses, tech change and contract stripping.

Patrice Bowls from the B.C. Securities Commission gave a presentation on people getting scammed out of all this money and that it is not always a stranger that takes you for a ride, but people you know and trust. If it sounds to good to be true it is, hold onto your money.

Sarah O'Leary gave a very good talk on Disability Management and went over many different situations the member and the Union can find themselves in. The bottom line here is the company is not allowed to get your medical info from your Doc., make this clear to him/her and any information given to the company should be cleared by yourself (and your local rep. If required). If you have any questions about your situation go to website glsie@dcc.net.com. You can get a doctor and lawyers opinion from this site. As I said this is all over the place so here we go.

- Don MacNeil is our Western Rep., and he talked on the bonding issue. He said that a full report will be sent out in Jan. after the National Board Meeting.
- Don Boucher is our Pulp & Paper Rep., and I was not happy that he did not show up for this meeting.
- Saskatchewan Labour Council report told us that Domtar had purchased the P.A. Sask. Mill and that they did not know what would happen, will it run or not.

That's about all I have that is of any importance.

Travis Goodyear.



EDITORIAL

By: Randy Teichman
Guard/Editor

First I'd like to congratulate Pete Rayburn on accepting the position of President of our Local. I know he is up to the many challenges that we will be faced with!

I would also like to thank Jim Van Dusen for his time that he served as President. It was a pleasure to have worked with you on the Executive. I'd like to welcome Daryl DeRooy, Bob MacAdams, and Dal Gulstene to the Executive Board. Also, honourable mention should go to those who were unsuccessful in their bid. It's great to see people wanting to get involved! Rick Dallman has also decided to step down. I'd like to thank him for his work as Financial Secretary/Treasurer, and looking after Hansen Hall. I know that just looking after the Hall is a big job!

I would also like to thank the membership for allowing me to serve as Guard/Editor for "one more year". It should be an interesting year to say the least! Many of us will have opinions so why not put them in print. Just e mail me at local-592@shaw.ca. I will be happy to put your article in the Forward Look.

Finally, I would like to wish you and your family a very Merry Christmas and a Happy New Year. See you at the General Meeting and Social on December 18 at 7 p.m.

In Solidarity
Randy Teichman: Guard/Editor



WCB REPORT

By: Jim Vandusen

I will be submitting an article each month on the topic of WCB. The rules are getting more and more stringent and without some basic understandings our members will get screwed. Please take the time to read this column each month, and don't hesitate to contact me if you have any questions or concerns.

What happens if I get injured at work?

I am going to walk you through the steps of what may happen to a worker following an on the job injury.

Joe Worker is working on his job and feels a sudden pain in his back while lifting an object from the floor to his work desk.

1. Joe goes immediately to First Aid and reports his injury.
2. The First Aid attendant fills out a First Aid report.
3. Joe doesn't feel too bad and he returns to work.
4. He calls his Supervisor and reports his injury. (Joe may have contacted his Supervisor prior to reporting to First Aid)
5. The next day Joe Worker finds he is in a great deal of pain and cannot report to work.
6. He calls his Supervisor and informs him that he is unable to come to work because of the pain in his back.
7. Joe then makes an appointment and sees his doctor. **This appointment must be made as soon as possible.** The longer the delay the greater chance of having the claim denied.
8. Joe **must inform** his doctor that it is a work related injury.
9. The doctor then fills out a Form 6 and sends it

to WCB.

So far this is pretty straightforward stuff, but you would be shocked at how many cases are denied because the worker did not follow one or more of these simple steps.

At this point I would appreciate it if you would contact me and inform me of your situation.

There is a very good chance you will be contacted (by phone) by a WCB Case Worker. He/She may ask you questions regarding your claim. Answer truthfully, but be very careful how you word your answers, they will use what you say when deciding on your claim.

10. Joe will then get a decision letter from WCB stating whether or not they have accepted his claim.

If Joe's claim is accepted:

Then there would be no problem and Joe would begin receiving his cheque within a couple of weeks.

If Joe's claim is denied:

11. Joe will receive a decision letter explaining the reason or reasons why they have denied his claim.

- *Joe then has 90 days to appeal this decision to the Review Division. If Joe waits beyond the 90 days then he will no longer be able to appeal the decision.*

12. Joe then contacts his union representative as soon **as possible after receiving his decision letter** and together they will fill out the form and appeal the Case Worker's decision to the Review Division. *This step is optional, any member may choose to appeal his own claim, but I would strongly encourage them not to do their own appeal.*

13. The form will then be sent to the Review Division officer along with a request for disclosure. Disclosure is a copy of Joe's entire WCB file.
14. The representative will then receive a letter from WCB giving him a date in which to put in a submission on Joe's behalf. (Any letters sent to the Union Representative will also be copied to Joe)
15. If warranted the Union Rep will then send in a written submission to the Review Board.
16. The employer, or the employer representative, will receive a copy of the unions submission and they are given a date to respond with a submission of their own.
17. If the employer sends in a submission then the Union Rep will receive a copy and be given time to respond to their submission.
18. The Review Board then makes their decision and Joe will receive a new decision letter.

If Joe's claim is accepted:

- **Then there would be no problem and Joe would begin receiving his cheque within a couple of weeks.**

If Joe's claim is denied:

19. Joe will receive a new decision letter explaining the reason or reasons why they have denied his claim.
- ***Joe then has 30 days to appeal this decision to WCAT. If Joe waits beyond the 30 days then he will no longer be able to appeal the decision.***
20. Joe then contacts his union representative **as soon as possible after receiving his new decision letter** and together they fill out the form to appeal the Review Division's decision to WCAT.

Depending on what type of appeal it is the Union Rep has the option of requesting either an oral hearing or to provide written submissions. In all probability Joe's union representative will have received this letter, **but do not take it for granted that he has.** Contact him ASAP and inform him of your letter. **Your entire appeal may depend on it.**

21. If it is written submissions that he has requested then he will then receive a letter from WCB giving him a date in which to send in a written submission.
22. If it is an oral hearing that he has requested then he will receive a letter with a time and place that the oral hearing will take place.
23. Either way, written submissions or oral hearings Joe will then get another Decision letter from WCAT.

If Joe's claim is accepted:

- Then there would be no problem and Joe would begin receiving his cheque within a couple of weeks.

If Joe's claim is denied:

24. Then Joe's claim is finished and he has no further recourse for an appeal.

Certainly this is an over simplified example of the process but it should give you an idea of what is involved following a work related injury. Depending on the complexity of the claim some, or most of these steps may not be required. This process can be, and in numerous cases is, much more complicated than this. There are many rules and regulations' regarding deadlines, timelines, submissions, letters of participation, what you may and may not appeal, which appeals are permitted at which level, pensions, reopenings,

reoccurrences, voc rehab,etc. The appeal process can be quick or it can be overbearing and literally go on for years. However, **if you follow the first 8 steps of this article and it will greatly increase your chances of getting your claim accepted.**

OUT OF RIGHT FIELD

I RAN, I WON, I WILL SERVE! The big question is how will I serve? As a way of explaining I will paraphrase two quotes.

“THOSE WHO FAIL TO LEARN FROM HISTORY ARE DOOMED TO REPEAT IT.” Past Executives have made choices, both good and bad. While not bound to blindly follow those choices. We must be mindful of the lessons leant from them.

I have just over 31 years worth of those lessons rattling around in my brain somewhere. I hope I can dredge them up in a somewhat useful manner when it counts.

“A DEMOCRACY IS NOT JUDGED ON HOW READILY IT SERVES THE DESIRES OF ITS MAJORITY. IT IS JUDGED ON HOW WELL IT PROTECTS THE RIGHTS OF ITS MINORITIES.” We can chant “one for all, all for one” day and night. It will not change the fact we are an alliance of a couple of different groups. As individuals we have issues that bind us to our groups, and common goals that bind us to the alliance that is Local 592.

Call it stepping on a slippery slope or treading in a mine field. Issues and rights are dangerous ground to walk on. I hope to learn to step with care.

Looking back at the few jobs I have done in my 31 years here. I think I have gotten at least an inkling of each groups world view. While primarily a tour worker. I have been a day worker twice. I have worked in close proximity to the trades while in

stores and the oilers. I am also very aware that no single group elected me, it took an alliance of voters to do it.

In closing, Thank you for thinking I can do this job and voting for m. I will try to find those history lessons in my head and try to step with great care.

Your Vice President elect
Bob MacAdams.

“Solutions For Success”

In what now feels like a very long time ago, in an atmosphere that was growing ever more non productive. We as a local decided to step up and try, just talking to management in a setting outside of the Mill. We invited Dave Bird and the Managers of Catalyst to an all day sit down at the Union Hall.

Our purpose was to try to make them aware that we understand we are in a competitive business, and we care about our profitability, and guess what we can help. It was an interesting meeting and I though well received. We had one follow up, sadly not that long after Dave had to leave the Mill.

When Mike first arrived in town we invited him to the hall, during this get together one of our topics of discussion was our meetings (“Solutions for Success”) as we had named them. Sadly we never had another of those meetings.

While clearing out my cubby in preparation for not being on the Executive any longer, I came across my original notes for the first of these meetings. I feel our statements then are if anything ten times more valid now. The following were my opening statements:

Respect/cooperation

“We’d like tot take a couple of minutes and talk about a couple of terms, we seem to sometimes throw about when we talk about ourselves and each other, respect and cooperation. It seems that we sometimes mean different things when we use these terms, so maybe a good place to start is the words themselves.

Respect, “a courteous expression by word or deed, of esteem or regard.

Cooperation, “joint operation or action ac-

tively between two agencies or sectors, that aims at some integration of operations while not sacrificing the autonomy of either party”.

When we blame each other for agreements we’ve both made we show neither e.g. A union representative, making the statement to a member of the local, that we really wish you could take your holidays a day at a time but the company won’t let us. As contrasted by a management representative stating I’d love to give you just that one day off but you’ll have to use a floater because the union is insisting we not allow holidays to be broken up. When we engage in these behaviors we show neither.

The dictionary defines a Union as “an organization of employees formed to bargain with the employer”, “a union is a legal entity that unlike a corporation, is governed democratically with one vote per member”. While we understand and respect management’s duty to lead, we feel that they sometimes fail to appreciate our duty to bargain and represent our membership. The Union is not the group gathered before you, we are but their elected servants. A large number of our membership are extremely concerned with the present relationship between you and them and it is incumbent upon us to address this situation.”

While we were willing to aggressively seek solutions our employers unfortunately remain blind as to what not only our contributions have been, but also what they could be, and we seem ever so much further away from respect and cooperation.

Yours fraternally,
Brent Henderson
Trustee (at least for a couple more days)

Safety Days

Hello Everyone:

With Christmas just around the corner I have noticed that regardless where you live many people have responsibilities relating to Safety and preparation for the winter months ahead.

I was traveling home late one night and was impressed to notice just how many people were out for an evening stroll despite the rain and cold, but the people were not only wearing warm and water proof clothing but had reflective vests or some form of reflective clothing.

How often do we see on the news a story about some poor soul hit by a vehicle while trying to make their way across an intersection or possibly on the side of a highway trying to make it back to their vehicle with a gas can or riding a bicycle? Much too often!

Anyway this is the time of year to make note that it is very dark, cold and wet outside and the visibility is difficult at times so it is in our best interests, to wear adequate clothing that is reflective so we can easily be seen by motorists.

There are many products available on the market, such as flashing pins, reflective arm and ankle bands, dog and cat collars, flashing charms and strobe lights that operate from tire rotation.

Also colorful material such as yellow and orange, of course I've noticed hot pink and a pretty crazy shade of lime green as well.

Having a cell phone in your vehicle is a great asset, and purchasing B.C.A.A. for the members of your family who may be vulnerable should they find themselves stranded in a broke down vehicle.

Of course vehicle maintenance is a must, ensuring you have good brakes, lights and tires as well as a tune-up can make a difference on whether or not you can make it home safe. Don't forget to add a couple of sand bags in the trunk or over the wheel wells of your truck helps to improve traction, and tires are crucial to stop hydroplaning in the water. On top of making sure your vehicle is safe and has the necessary tools, such as a jack, spare tire, tire wrench and jumper cables, checking your battery condition, charging system and fluid levels, should be routine even if your ensuring that the new young drivers in your family are prepared.

Education is always a positive way to help your family members, regardless if they are mechanical or not. Having a session with a spouse, son or daughter on what to do if suddenly stranded, knowledge of where the tools are located and possibly how to use them or a few trouble shooting techniques can make a difference. I have met young drivers that in the heat of the moment were not sure how to get a vehicle from an intersection to safely parked off the road, and I thought what a shame that this young person had not been taught to put the four way flashers on and gain assistance from another motorist.

Driving in the snow is always a challenge, more for some than others, this is another skill that takes knowledge and practice, sometimes talk just isn't enough, so might I suggest purposely going out into the snow into some remote area, with fairly level grade and spinning a few tires to get the feel of sliding a vehicle and steering into the direction to correct it and using gears and touching brakes so to learn how to control it.

Not only is this a good idea if given the opportunity to have a safe place away from other people, property and vehicles, its fun! And you may realize that you could use some practice

yourself. Of course a Defensive driving course is always recommended.

Along with the holiday season, comes the concern of people Drinking and Driving, so Please don't! And defer anyone that tries to. If you're having a get together and cannot count on a designated driver plan to put a couple of bucks aside or a spare room so some one can crash if they drank too much or you can offer them a cab ride home.

I put some fresh pieces of old carpeting in the dog house and a fluffy cat bed outside, that I had to dry out after the big storm and remembered how important it is to make sure our four legged friends have a warm dry place to go in this type of weather, of course when the lightning and thunder started they almost broke down the door so they spent that day inside the house in the basement workshop, where they slept and ate well, till the storm was over which allowed them to dry out.

I recently experienced an ATM machine that shut down in the middle of a transaction because the power went out; it gave me my card back but no cash. So after the power outage I noticed it had been deducted from my account, needless to say two separate banks (mine and theirs) before and after receipts and a witness who kindly gave me their name it took exactly one week for them to determine the mistake. Well am I ever glad I didn't lose my cool with the banks as we slowly moved through the process to resolve the issue. But not to say that I didn't get very frustrated! Two weeks later a process and still no money, finally a compromise from my bank only due to the pressure I put on them.

It is easy to become stressed when trying to negotiate, and it is difficult to refrain from emotion when you feel helpless or some how victimized from a situation you didn't create and have limited control of the outcome regardless what the issue. But it reminds me that we all have values and money may be the objective at

the time, but it is our integrity and feeling we have been treated fairly and with respect that I feel is the true importance.

With that note I would like to say during the festive season it is often hard to relate or focus on the truly important things like health and family when you feel pressured by contributors that we cannot control. I often marvel at the people far less fortunate than myself and how they find pleasure and happiness with the control of the things others may find insignificant.

Walking in the rain, a good conversation or just good people to be with who appreciate you for being yourself. A simple smile or handshake, a kind word or helping hand. Holding the door for someone, a pleasant remark, time for listening and understanding, a cigarette, a beer or coffee, a container of homemade soup generally all appreciated and well received.

Being able to make a difference and the innocence of a child's laugh, these are things of truly value, our sight our hearing, our mobility these are true gifts and its all I need this Christmas. I hope you all find peace and happiness in yours.

Safety, Health and Wellness, Family, Recreation and Leisure activities.

Joan Race
Safety Area 11 Rep.

SAFETY CHAIRMAN REPORT

By: Phil Guild

Last month I wrote about “work-life balance” and received some pretty good feedback on how some of my thoughts were used to promote discussion at home and the workplace. It is truly difficult to maintain a positive outlook when surrounded by such negativity, but I feel as a Safety leader, I must try my best to keep things afloat and promote safety in the best way I can. This is not an easy task, what is easy, is to dwell on the negative issues, point fingers, and do nothing to try and improve the grave situation we are in. I would like to bring Brent Henderson to your attention. Brent was one of the many employees facing a layoff. I never once, heard him complain about his own personal situation in a negative way, instead, his focus has been on looking at future opportunities and how to survive these difficult times and care for his son and family. His work safety did not collapse with a “poor me attitude,” in fact he took on new and bigger challenges in his safety leadership role and continued this way until his last day of employment! Brent showed that he truly cared about people and did yeoman’s work when the going got tough. He didn’t give up, he challenged myself and the safety committee and the employees of this division to make this a safety workplace. I thank Brent for all his work, and hope that his future is as bright as the effort and diligence he shared with us!

There are changes coming to the Direct Safety Board, we are looking at how we do things and realize that we need to do something different to improve our effectiveness as a committee, if you have ideas, let us know, “cause 2007 is going to be a challenging year and we need all the help we can get!”

So Merry Christmas to all, and let “git er done” in 2007.

Phil Guild.
