



LOCAL 592

PORT ALBERNI, B.C.

FORWARD  
LOOK

FEBRUARY 2008

LOCAL 592 CEP 2008EXECUTIVEPresident

Pete Rayburn 723-5210  
Steam Plant

Vice Pres.

John Young 724-4735  
Millwright Pager 282

Vice Pres.

Brent Hamelin

Rec. Sec.

Tim Thompson 723-3279  
Shipping Pager 419

Fin.Sec.Treas.

Norm Skipsey 752-2777  
Woodroom

Trustee

Dal Gulstene 723-3143  
Steam Plant

Trustee

Randy Teichman 724-6279  
Plant Protection

Safety Officer/Guard

Phil Guild, 723-5146  
Respiratory Pager 213

WAGE DELEGATES

Pete Rayburn  
Daryl De Rooy  
Phil Guild

**GENERAL MEMBERSHIP MEETING  
HANSEN HALL  
February 18, 2008  
7 P.M.**

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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CEP Local 592**

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Kelly Schutte	Lubrication
Jim Melloy	PPO
Barry Greaves	Steam Plant
Alex Taylor	Steam Plant
Loris Gaiga	Steam Plant

**Safety Delegates**

<b><u>Brian Daniels</u></b>	724-3223	pager 296
Area 1:	Mechanical Maint.	
	Lube & Vibe	
<b><u>Joan Race</u></b>	724-3223	pager 289
Area 2:	E & I Maint. Carp. Paint, rebuild shop, cranes elevator	
<b><u>Dal Gulstene</u></b>	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	
<b><u>Phil Guild</u></b>		
Chairman	723-5146	pager 213

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**Tim Thompson**

# From the Editor

Mixed feelings. That is what I'm experiencing right now following the approval of the concessionary deal that will see investment return to the mill and #4 paper machine restart. And, in that sentence, lies the reason behind the mixed feelings that I'm sure many are also experiencing.

It is not an easy thing to grant concessions to a company that has failed to live up to its previous commitments (5 year contract, 37 1/3 work week, etc.) but the alternative, at best, was a one machine operation with the resulting insecurities hanging over all our heads.

I have to admit that I was surprised a bit at the anger that resurfaced when the board finally gave the go ahead. I expected it would be approved and, after the majority of the membership voted in favor of the agreement, I would not have wanted the board to reject concessions (as if anyone thought they would), but I think the finality of it just boiled my blood for a few hours.

Nonetheless, the positive and good part of it all will be the capital investment, the restart of the machine, the retirement packages (congrats to all you lucky ones that qualify – I envy you), and the return of some of you who have been laid off (not nearly enough, though).

Time will tell whether this is the beginning of a good thing or the beginning of a slide to more concessions and more demands from

the company. I have my thoughts on that but let's leave it there. The important thing now is that we move on, get over our internal differences and come together again as brothers and sisters in the local union that still has a job to do to make sure the company honors their commitments. No doubt, there will be some things in the agreement that they will end up not liking and will then attempt to renege on (my prediction? – the 9 hour shift), and they have shown that they don't seem to understand that 5 years is not 3 years, so I fully expect them to be back again before this 5 year agreement is up.

And then, of course, there are the 2008 negotiations of which we will no longer be a part that will bring who knows what into our contract. Hopefully, our agreement will have less of an impact on contract bargaining than we fear. We'll just have to wait and see.

In the meantime, now that the company (in the words of Richard Garneau) “[has] the support of [their] employees” (I don't know what that had from us before this) we have little choice but to move forward and make the best of this situation, good and bad (and there are both). Let's continue to stick together and support each other, as we have for the past 60 years. They can't take away our friendships, relationships and sense of humor no matter how hard they try. Hang in there brothers and sisters. Hang in there.

Pete Rayburn, President



# COMMUNICATIONS

I'm writing this on the day before the Board of Directors meeting and by the time you have read this, hopefully the Board will have given us their approval and things will start to happen. The motors for the CTMP upgrade will be ordered and a detailed plan for the start-up of A4 should be put into place. Also with the reassurance that the agreement has been approved, our prospective retirees can now plan their future.

Just a reminder that all those that intend to retire must indicate their intentions by February 22<sup>nd</sup> to retire on April 1<sup>st</sup>. The 23<sup>rd</sup> will be too late and you will have missed this offering.

Those people that are considering the enhanced severance offering will have until Mar 24<sup>th</sup> to indicate their intentions and to be severed by April 30<sup>th</sup>. In all likelihood the offering will be 1.5 X Contractual Severance. The contractual severance is based on 2 weeks for the first ten years of service and 1 week for every year after to a maximum of 45 weeks as per our collective agreement.

If there is any monies left over for further **RETIREMENT PACKAGES**, those people will have to indicate their intentions by April 17<sup>th</sup> to retire by May 1<sup>st</sup>.

Although the agreement is not fully implemented until May 1<sup>st</sup>, certain aspects of the agreement will be put in to place between now and May 1<sup>st</sup>. The nine hour day shift as well as the ten hour maintenance coverage could be implemented before May

1<sup>st</sup> as well as the Gate Hire process. The 5 shift schedule as well as the salarized pay system will not be implemented until May 1<sup>st</sup> for obvious reasons.

I don't think there is any benefit to get into another debate about the pros and cons of the 5 shift schedule as we have beat the hell out of that already, but we all have to realize that this is a huge change for the shift workers. I'm sure it will take some time for these guys to accept and adapt to that change but the sooner we can all accept and adapt the easier it will be on everyone. Although there will always be the "street whiners" that will do anything to stir the pot. I refer to these people as "street whiners" because they will whine to anyone who will listen to them and usually don't have the faintest clue what they are talking about. They also will not show their face at a Union Meeting to try and get the facts but rather just keep on whining with some wild interpretation of the facts. I have always said that I respect everyone's opinion but please get educated and look at both sides before you start whining.

As most of you are aware by now we did not have a quorum at last month's General Meeting and as such could not carry out the business of the Local. A big part of the business was to be nominations for some vacancies on the Executive. As such I have exercised the option of appointing some very capable people to some of these positions.

Brent Hamelin has decided to step up to the plate and has been appointed to Area Vice

President (Operations). It's going to be a very busy and challenging year and I'm sure that Brent is up to the task.

Norm Skipsey has also stepped up and has been appointed as Financial Secretary. Norm has served on the Executive for a number of years and most recently as Senior Trustee and will do great at his new duties.

We do have one vacancy left, 1<sup>st</sup> year trustee, and I have approached some people and just waiting to get their answers.

The General Meeting is Monday Feb. 18<sup>th</sup> @ 7PM . Please make every effort to attend. It is your Union and you make the decisions. Come and get informed about the facts so we don't have to deal with the rumors.

### Timely quotes

Internet/CALM

They say that time changes things, but you actually have to change them yourself.

– *Andy Warhol*

How we spend our days is, of course, how we spend our lives.

– *Annie Dillard*

Dost thou love life? Then do not squander time, for that is the stuff life is made of.

– *Benjamin Franklin*

The future is something that everyone reaches at the rate of 60 minutes an hour, whatever he does, whoever he is.

– *C. S. Lewis*

Time is an illusion. Lunchtime doubly so.

– *Douglas Adams*

### When the punishment doesn't fit the crime

by Karrie Ouchas/In Solidarity/OPSEU/CALM

Progressive discipline sounds fair. But overzealous managers often apply it improperly.

The concept is simple. Progressive discipline addresses unwanted job-related behaviour or actions of a worker who fails to meet certain performance expectations. The underlying theme of progressive discipline is that the employer should approach it as an opportunity for the worker to learn and grow.

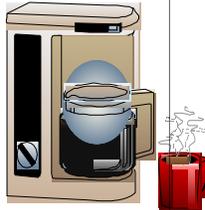
An example of progressive discipline may begin with an informal reminder of the expectation. It progresses from there to a verbal warning, written warning and an increasing number of days of suspension, should the negative behaviour continue.

Ultimately, should the worker be unwilling to make the requested changes, discipline may end with termination of employment.

Most union contracts contain an article that addresses discipline. The employer must show that every opportunity has been given to allow the worker to change the behaviour before firing them. Of course, there are exceptions. For example, if a worker is engaging in criminal activity, it is not necessary to follow the guidelines of progressive discipline.

If progressive discipline is not followed or if the punishment is too severe, a member should file a grievance for unjust discipline. A settlement may include asking for any letters on file to be rescinded and destroyed, a written apology, a reversal of days of suspension and replacement of any loss of wages, with interest.

# RETIREE NETWORK



*Editor's Note: I have received no input for this column but I will leave it in place for now. If anyone has anything to contribute please let me know.*

*Thanks.*

*Tim*

## Workplace violence

Directions/UFCW/CALM

Almost 20 per cent of all incidents of violence—including physical assault, sexual assault, and robbery—happen to workers on the job, according to a 2007 Statistics Canada study.

A third of all workplace violence cited in the study involved someone working in social assistance or health care services such as hospitals, nursing, or residential care facilities. Rates were higher than average in industries like hospitality and food services, retail or wholesale trade, and education.

*Criminal Victimization in the Workplace* is the first comprehensive study of the subject conducted in Canada. It was compiled from self-reported data from 24,000 households taking part in a general survey.

## CEOs' New Year comes in with a bang

CCPA/CALM

At 10:33 a.m., January 2, most Canadians were rolling up their sleeves to begin a new work year. But if you were one of Canada's 100 highest paid CEOs you had already pocketed the national average wage of \$38,998.

The highest paid CEOs will continue to earn the average Canadian wage every nine hours and 33 minutes for the rest of the year, according to a new report on CEO pay by the Canadian Centre for Policy Alternatives.

On average, the best-paid 100 CEOs make more than 218 times as much as a Canadian working full-time for a full year at the average of weekly employment earnings.

"That represents a significant gap between the rich and the rest of us - especially the working poor who earn the minimum wage," says the report's author, CCPA research associate Hugh Mackenzie.

By 1:04 p.m. New Years' Day, the best paid 100 CEOs pocketed what will take a minimum wage worker all of 2008 to earn. Every four hours and four minutes, they will keep pocketing the annual income of a full-time full-year minimum wage worker.

[www.growinggap.ca](http://www.growinggap.ca)

***It's now faster and easier to report a workplace injury***

**Teleclaim 1•888•WORKERS**

**Teleclaim** — a new service from WorkSafeBC designed to simplify and streamline the process for filing a claim — is coming to B.C.'s Interior and North.

Beginning April 16, 2007, workers in your area who are injured on the job and miss work time as a result will be able to call WorkSafeBC directly to report their injury and receive personal assistance. Teleclaim will be available Monday through Friday, from 8 a.m. to 4 p.m., at 1 888 WORKERS (1 888 967-5377), or #5377 for Telus Mobility, Rogers, and Bell Mobility customers.

#### **Teleclaim benefits workers by:**

- Providing a single point of contact for workers to report injuries
- Simplifying and streamlining the process for reporting injuries
- Providing personalized service based on each individual's needs
- Reducing the paperwork involved with reporting an injury
- Helping to reduce the fear and confusion workers often experience when they are first injured
- Clarifying the claim process, workers' responsibilities, and the services available to aid in their recovery and return to work
- Helping to improve the timeliness of injury reporting, contributing to earlier treatment and payment of wage-loss benefits

#### **Teleclaim benefits employers by:**

- Streamlining injury reporting so that employers are informed of injuries to their workers in a timelier manner
- Facilitating earlier treatment and rehabilitation for their injured workers, which will help to reduce the human and financial costs of injury.
- Eventually giving them an online option for receiving, revising, and submitting injury reports (Form 7s) that have been pre-filled with information on the incident — thereby decreasing administrative work

#### **Teleclaim benefits physicians by:**

- Improving the timeliness of billing, since many injured workers will already have a claim number when they first visit their physician
- Ensuring a claim number is available for MSP billing purposes when an injured worker seeks medical attention

For more information, visit us online at [WorkSafeBC.com](http://WorkSafeBC.com).

Call us — we're here to help

**WORK SAFE BC**

**WORKING TO MAKE A DIFFERENCE**



**AbitibiBowater to Sell Mill for \$161M**  
**AbitibiBowater to Sell Ariz. Mill to Catalyst**  
**Paper for \$161M; Part of Gov't Buyout**  
**Terms**

February 11, 2008: 08:14 AM EST

NEW YORK (Associated Press) - AbitibiBowater Inc. has agreed to sell a newsprint mill to Catalyst Paper Corp. for \$161 million, the paper and wood products company said Monday.

The Snowflake, Ariz., facility has a production capacity of about 375,000 metric tons (413,367 tons) of newsprint per year. The sale price excludes about \$19 million worth of working capital that AbitibiBowater has retained.

The Justice Department required the combined company to sell the mill as part of its consolidation last year. AbitibiBowater is the result of U.S. newsprint maker Bowater Inc.'s all-stock acquisition of Canadian forest products company Abitibi-Consolidated LLC.

Montreal-based AbitibiBowater has also agreed to supply Catalyst with recycled fiber for the mill over three years. AbitibiBowater will deliver about 40 percent of the mill's supply for the first year, with the amount decreasing over the life of the contract. Catalyst, which is based in Richmond, British Columbia, plans to acquire remaining supplies from other providers in western North America.

The Snowflake mill will "improve (Catalyst's) cost-competitiveness, strengthen our presence on the west coast of North America and provide us with a more freight logical way to serve existing as well as new customers," Catalyst

Chief Executive Richard Garneau said in a statement.

He added that its location will allow for a "natural hedge" against currency fluctuations and is timely because of tight supplies of virgin fiber.

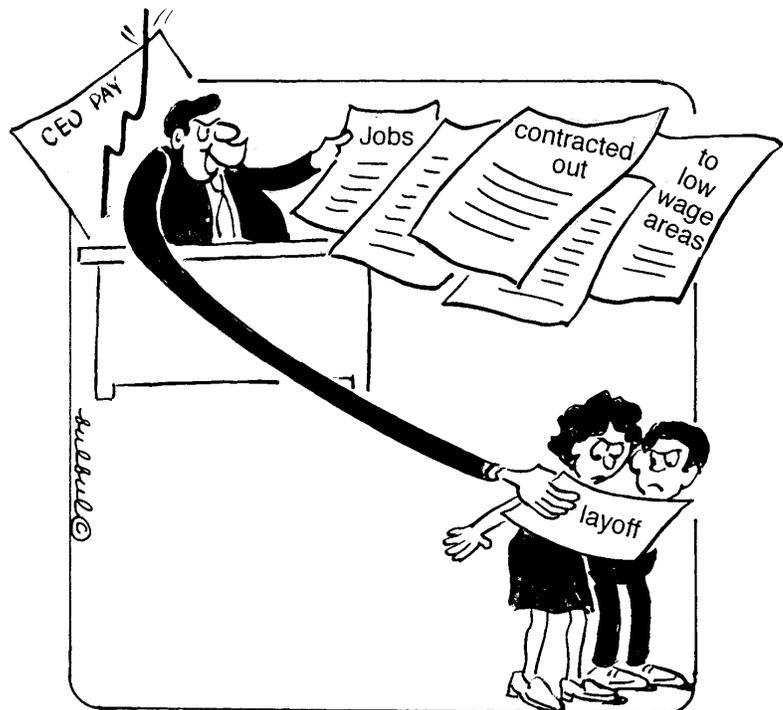
The companies expect the deal to close in the second quarter. Catalyst is funding it through its revolving credit facilities and a proposed stock offering of 125 million Canadian dollars (\$125 million).

AbitibiBowater plans to use proceeds to repay debt and for general purposes.

Following its required divestiture, AbitibiBowater will own or operate 28 pulp and paper facilities and 35 wood products facilities in the U.S., Canada, the U.K. and South Korea. Catalyst, which makes mechanical printing papers and pulp, operates five mills on or near the southern coast of British Columbia.

See also:

[www.reuters.com/article/mergersNews/idUSWNAS028720080211](http://www.reuters.com/article/mergersNews/idUSWNAS028720080211)



## 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)

### **Punland**

Internet

A bicycle can't stand alone because it is two-tired.

What's the definition of a will? It's a dead giveaway.

Time flies like an arrow. Fruit flies like a banana.

She had a boyfriend with a wooden leg, until she broke it off.

A chicken crossing the road is poultry in motion.

If you don't pay your exorcist, you get repossessed.

When she got married she got a new name and a dress.

When a clock is hungry, it goes back four seconds.

A man fell into an upholstery machine and came out fully recovered.

A grenade thrown into a kitchen in France

would result in Linoleum Blownapart.

The tenor broke into song when he couldn't find the key.

A lot of money is tainted. 'Taint yours and 'taint mine.

A boiled egg in the morning is hard to beat.

He had a photographic memory but it was never developed.

If you get too big for your britches you'll be exposed in the end.

When you've seen one shopping centre, you've seen a mall.

Those who jump off a bridge in Paris are in Seine.

When an actress saw her first strands of grey hair, she thought she'd dye.

Bakers trade bread recipes on a knead-to-know basis.

Marathon runners with bad footwear suffer the agony of defeat.

## Canada's rich taxed less than U.S. rich

CCPA/CALM

Canada should raise federal personal income tax rates for the rich to close the growing income gap, bringing them more in line with the U.S., says a study by the Alternative Federal Budget project of the Canadian Centre for Policy Alternatives.

The study, by economist Andrew Jackson, points out that Canada's top federal tax rate is considerably lower than the U.S. The top U.S. tax rate is 35 per cent on incomes more than \$326,000 and 33 per cent on incomes more than \$150,000. Canada's top rate is 29 per cent on incomes of more than \$116,000.

"Instead of continuing to deliver more tax cuts to the rich in the name of competitiveness, says Jackson. Canada should make sure that the wealthy contribute their fair share in taxes."

The study shows that income inequality is growing rapidly as Canada's richest one per cent take home an increasing share of pre tax income. They have also received a disproportionate share of recent income tax cuts.

"This is disturbing because a progressive income tax is a particularly important way to promote fairness in the North American context, and because only higher tax rates for the very rich can stop that elite group from growing away from the rest of society.

"Our governments are leading the nation towards a regressive tax system where the rich contribute less despite their growing ability to contribute," Jackson says. "Let's be clear: taxes fund the kinds of things Canadians say they need to be productive citizens, such as public health care, affordable housing, university tuition, and quality child care."

The study calls on the federal government to set a modestly higher new tax rate of 31.5 per cent on taxable income of more than \$250,000 and to close a major tax loophole by implementing full inclusion of capital gains income. (43 per cent of all capital gains income goes to taxpayers making more than \$250,000.)

A 2006 Environics Research poll indicated the majority of Canadians support closing tax loopholes for wealthy individuals (82 per cent) and increasing taxes on the wealthy (70 per cent) as a way to reduce the growing gap between the rich and the rest of us.

## Minimum wage

Directions/UFCW/CALM

Quebec's minimum wage will jump by half a dollar in May to \$8.50 an hour, putting it on par with the highest minimum wage in the country, that of Nunavut. And in April, New Brunswick's minimum wage will also be boosted by 50 cents—the largest ever single rise in the province's history. Currently New Brunswick's minimum wage is \$7.25, the lowest in Canada.

## *Current minimum wage rates across Canada*

Nunavut	\$8.50 since March 2003
Yukon	\$8.37 since April 2007
NWT	\$8.25 since December 2003
Saskatchewan	\$8.25 in January 2008
B.C.	\$8.00 since Nov. 2001
Alberta	\$8.00 since Sep. 2007
Manitoba	\$8.00 since April 2007
Ontario	\$8.00 since February 2007
Québec	\$8.50 in May 2008
Nova Scotia	\$7.60 since May 2007
PEI	\$7.50 since April 2007
Nfld. & Lab.	\$7.50 since October 2007
New Brunswick	\$7.75 in April 2008

## Planned insecurity: From your favourite corporation

by [Louis Erlichman/IAMAW/CALM](#)

Back in the mid-1970s, Canada's corporate elite decided they'd had enough. In the three decades following World War II, worker incomes had grown steadily and unions were stronger. Key social programs, such as medicare, the Canada Pension Plan and unemployment insurance had made workers and communities less vulnerable to corporate threats and blackmail.

To reverse the rising tide of democracy, fairness and equality, the Canadian corporate elite, undertook a broad-based campaign to regain their former political and economic domination. They pushed a program of government deregulation. They promoted tax cuts that shifted the burden from corporations and the wealthy to the rest of us. They called for the privatization of public services to build their profits. They engineered free trade deals that disabled governments and enhanced corporate power. In Canada, this program was highly successful—for corporations and the wealthy. Over the last three decades, all of the fruits of economic growth have gone to corporations and upper income earners. Middle and lower income earners have barely kept up, or fallen behind.

A central element of the corporate campaign was to reduce the security of working people—to make us more vulnerable, more afraid, and less willing to stand up to corporate pressure.

Changes in labour law weakened unions and undermined worker strength. Government "anti-inflation" policies, particularly monetary policy, sustained high levels of unemployment, even in periods of good economic growth. Cutbacks in unemployment insurance and cuts to provincial welfare payments made the toll of unemployment much harsher.

Even the nature of employment has been changed to increase insecurity. Part-time, contingent jobs have increasingly replaced

stable jobs with union protections, pensions and benefits. We have lost 300,000 manufacturing jobs in the last five years. Meanwhile, job-seekers are at the mercy of temp agencies, set up specifically to make no commitment or responsibility to workers.

Legal protections for workers are particularly important when there is a shutdown or major layoff. Employers can use the threat of shutdown to extract concessions. It is not easy to use even the current protections of the law. In addition to the gutting of the unemployment insurance system, there are loopholes in provincial severance payment rules that allow some employers to duck their responsibilities.

While workplace pension funds are usually held in trust and protected in a shutdown, in some jurisdictions—including federal—solvent employers are not required to make up a shortfall to ensure that members and pensioners get the benefits they have earned. In the event of a corporate bankruptcy, only Ontario provides limited protection for under funded pensions through a pension benefits guarantee fund.

It is hard to gain ground against the corporate juggernaut.

A couple of years ago, the New Democratic Party, in exchange for support of the Liberal budget, forced the minority Martin government to move forward with a law to improve the protection for workers in bankruptcy situations. The proposed law moved workers up on the priority list for corporate assets, maintained collective agreement protections and gave them access to a wage protection fund that would pay up to \$3,000 in unpaid wages in a bankruptcy. The corporations have been working non-stop on a broad program for decades to undermine worker strength and security. It's not easy even to take small steps towards reversing the trend, but if we are going to make it happen, we need to learn a lesson from the corporations and be prepared for a long struggle on many fronts.

*Louis Erlichman is Research Director for IAMAW Canada.*



COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA

# LOCAL 592 PORT ALBERNI, B.C.

February 18, 2008

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

## CORRESPONDENCE

- 20 Letters & circulars received & filed  
 5 Marked for discussion  
 1 Referred to the Forward Look  
 1 Referred to Safety  
 3 Referred to the Trustees

## NEW BUSINESS

1. EXECUTIVE RECOMMENDATIONS

<b>GENERAL MEETING FEBRUARY 18 AT 7:00 P.M.</b>
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