

The Forward Look

LOCAL 592, PORT ALBERNI



GENERAL MEMBERSHIP MEETING
7 P.M. HANSEN HALL,
January 15, 2007
ELECTION OF
2007 COMMITTEES

Editors Note:
PERSONAL ARTICLES PRINTED IN
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<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
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Tony Price	723-2838
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Phil Guild,	723-5146
Respiratory	Pager 213
<u>Guard</u>	
Randy Teichman	724-6279
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WAGE DELEGATES

Jim Vandusen	Daryl De Rooy
Tim Thompson	Rick Dallman

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Glen Mee 723-1375
Daryl De Rooy Alt. 752-3750

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

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J. Young 724-4735
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D. De Rooy 752-3750
T. Thompson 723-3279
R. Dallman 723-3498

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J. VanDusen 724-2772

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Norm Skipsey 752-2777
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Boris Radetic 723-2250
Vic Ursic 724-6814
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Simon Fox 724-5459
Kelly Schutte 724-0988

**ENVIRONMENTAL,
POLLUTION, FACTORIES ACT**

Adam Currey
Simon Fox 724-5459

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R. Sabiston 724-5239
R. Isaacson 724-2984
N. Skipsey 752-2777
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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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Duane Flory 724-0236
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G. Turner 724-3496

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Doug Chisholm	Millwrights
Russ Cross	Electrician
Bill Uvilla	Shipping
Tom Thompson	Lowerators
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Glen Mee	Pipefitters
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Doug Wilkie	Steam Plant
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Piara Basra	Core Room
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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

First I would like to wish you all a Happy New Year. 2007 will be a challenging year for all of us and a lot of very tough decisions are going to have to be made by this Membership concerning the direction and future of Local 592. Those decisions will ultimately be made by you the Membership on the direction this Local will take.

Reduced Workweek Cancellation

By now everyone should be aware that the Company has served notice that they will be canceling the 37.3 Hr work week. Therefore we will not be holding a referendum this month on the continuance of the Short Work Week. According to our Collective Agreement we will be implementing the 40Hr. work week on May 1st. How we implement it and what the manning schedule may look like will still have to be discussed. There may be a few options that we could look at. The reasons stated in the notice are: *“The absolute priority for the mill is to focus on safety, cost of production and quality. Regrettably we have concluded the reduced workweek carries additional cost to the operation in addition to other factors that do not make it a cost effective solution.”* I was somewhat confused by this statement since they had placed very little value on the reduced workweek when we had offered it back to them in our proposal a few months ago. Also, when we were advised that they had served notice to Local 76 (Powell River), we approached our local Management to ask them if they were considering serving us notice. They assured us that they were not

looking at it at all and one week later I was advised that they were now intending to serve notice. A few days later, I contacted Mike Verdiel (Local 76 President) and Mike informed me they were offered 34 enhanced contractual severance packages in place of the reduced work week with absolutely no strings attached. Upon receiving this information I met with Mike Putzke to ask if he had any thought of taking care of the people affected by the cancellation of the reduced workweek. He stated that they were not considering any packages for our affected members and that the Powell River offer was part of their original commitment from the Kraft Mill curtailment. I also contacted Ron Buchhorn and was told again that there is no consideration for our affected members. But he did allude to packages with a whole bunch of strings attached. I feel this is just another slap in the face for this Local. If this Company did want to build a productive working relationship, this could have been a good starting point.

Local 76 Powell River Update

On Thursday January 4th Local 76 received their list of demands on their collective agreement in return for additional severance packages over and above those being offered for the reduced workweek. The following is just a broad summary of what was presented to them.

- Adoption of the 42 hour workweek for Local 76 shift operations.
- Elimination of unpaid time off (leave to

- complete) for shift operations
- Commitment from Local 76 to full flex
- Amendments to the posting and transfer agreements
- Amendments to the apprenticeship agreement
- Amendments to the Captains LOU

In return for the above, the Catalyst Management Team will recommend that early Retirement Severance Packages be given to Local 76.

Local 76 Membership did adopt the Executive Recommendation:
That Local 76 membership support the Wage Delegates in their efforts to mitigate the effects of the Catalyst Downsizing for 2007

As we have been there and done that, I wish Local 76 all the luck in their efforts to do what's right for their membership.

Local 1132 Update

We have received information from Local 1132 (Crofton) that they and the PPWC have been approached by the Company for a 5 year contract extension on all local and main wage items and a me to on the next pattern bargain. They have been told that this is separate from the other Catalyst locals and is to provide supply assurances to their directory customers. It appears that the Company is going to take on all of the Catalyst locals in some fashion. We will keep you informed of the situations in both Crofton and Powell River as it becomes available.

Core Room Grievance

The Core Room Grievance is still with the Arbitrator and hopefully we will have her ruling in short order. She did inform us that

we should have her ruling by the middle of January.

Renewed Safety Commitment

Phil Guild and I attended a meeting with Mike Putzke and Peter Leitch on Dec. 21st concerning developing a renewed commitment to our Safety Program. With all the issues in our work place that are front and center, the commitment to safety has taken a back seat and people are getting hurt. Phil stated that we need all parties to come to the table if this is going work. We cannot keep policing the Safety Program by ourselves. We need both sides of the table working together. Phil stated *"that if the Company will not come to the table then we will find another partner, perhaps the WCB."* We definitely don't want to go there. We have to work together and keep focused on our safety and that of our workmates. I know it's difficult if not impossible to separate the labour issues that are facing us today and trying to keep focused on your well being and that of your workmate but the fact is that people are getting hurt. All that we can ask is that each of you tries to remain focused on your well being.

2007 Committees

At the January General Meeting we will be holding elections for the various committees for the New Year. They are as follows:

- Vending Committee (1)
- Labour Council (3)
- Social and Recreation (open)
- Job Evaluation (1)
- Environmental, Pollution & Factories Act (3)
- Safety Delegates (2)
- Sunshine Committee (1)
- Ergonomics Committee (2)
- Women's Committee (2)

These committees are an important function of Local 592. If you feel you would like to get more involved in the business of our local then please let your name stand for election to one of these committees. It's a good opportunity to get your feet wet if you have any desire to get more involved in the future.

As I stated at the beginning of this article, there will be some very tough decisions that will have to be made by this membership over the next year and to make those decisions you should get involved. I hope to see you all at the next General Meeting.

**THERE WILL BE NOMINATIONS
AND AN ELECTION FOR TWO
SAFETY BOARD MEMBERS.**



EDITORIAL

By: Randy Teichman
Guard/Editor

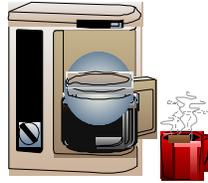
Happy New Year to all. I guess it remains to be seen how happy things will be around the Mill. This coming year will have many uncertainties. Who knows what direction the Company will be going in?

One of the most important issues this year will be the issue of raw log exports. Mills are shutting down or being curtailed because there is isn't any wood. Yet over 70 percent of the wood cut in Franklin Division is being cut for export. The price of wood chips has dramatically risen over the past year because there just isn't the supply! Exporting our wood is definitely exporting jobs. If the government doesn't change their wood management policy, coastal pulp and paper and sawmills will be brought to their knees!

Just a reminder, the next general meeting is January 15th at 7pm. Come out and hear the latest and voice your opinions.

**In Solidarity
Randy Teichman;
Guard Editor**

RETIREE NETWORK



We had two retirees pass away over the last few months. The first was Jack Wright, who was a Millwright who worked in the Woodroom Area. We apologize to Jack Wright's family for missing recognizing his passing in October. The second was Pat Atherley who was a shift Electrician in the Kraft Mill and Steam Plant areas. On behalf of the Retirees Council and Local 592, CEP, I would like to send our condolences to the families.

The Good Ole Boys Tuesday get together at the Hansen Hall started up this past Tuesday January 10th.

Randy Teichman for John Vezina.



WCB REPORT

By: Jim
Vandusen

“It’s Only a Minor Ache, I’ll be Fine”

This month I am going to again stress the importance of reporting **ALL INJURIES** to First Aid. Everyone must understand that **it is essential that you report your injury to First Aid as soon as possible**. Paragraph 1 of the WCB act requires that the worker report to the employer “*as soon as practicable*” and may disallow a claim if this is not done. As well, this division is contesting every claim where there is a delay from the time of injury until it is reported. So regardless of the extent of your injury or the fact it happened at work, it is probable that your claim will be denied for the sole reason that the injury was not reported to First Aid right away. Telling your foreman you’re hurt but not going to first-aid will not get you a claim. If your condition gets worse and you go off work your claim will be denied.

We’ve heard it a million times. “All injuries no matter how serious must be reported to First Aid immediately”. There are many horror stories about minor injuries that were not reported to First Aid and complications developed and it became something far more serious. Back injuries that cause problems for years, cuts, burns and blisters that get infected, twisted ankles and knees that eventually need surgery, the list goes on and on. All too often we don’t bother reporting that minor cut, burn, banged finger, twisted

knee or strained back. After all, it’s my last shift before my days off, I’ll be fine. Do not make the mistake of thinking that you will recover with rest. Unfortunately many times we are not fine and it takes much longer to heal than we had anticipated. And even if we do manage to struggle through until we finally heal, there is always the possibility that the nagging injury causes distress years later and without an immediate First Aid report your WCB claim is in serious jeopardy.

I continue to appeal cases because the claim was denied for the sole reason that there was a late reporting to First Aid.

As I have said in previous articles, I don’t believe that all the Managers and Supervisors want their crews to start going to First Aid for all minor injuries. I also think that there will be some Supervisors putting pressure on their crews not to run to First Aid for everything. However, they cannot have it both ways. They cannot insist we report ALL injuries, protest claims if we don’t, and then complain because people are reporting and the number of First Aids is rising.

Regardless if they want us to or not we all **MUST** report **ALL** injuries to First Aid.

Ideally, we will not have any more injuries and we won’t have to worry about whether we should report or not, but realistically someone will be injured on the job. If you are doing a job and get hurt or even if you just feel a sharp pain, go to First Aid and report it.

Please don’t hesitate to contact me if you have any questions or concerns. I can be reached at pager 080.

Safety Report

On December 21st Pete Rayburn and myself met with Mike Putzke and Peter Leitch to discuss our concerns with safety performance in our mill. Local 592 has had a long history of safety leadership and activism and has demonstrated its involvement many times over the 35 years I have been employed here.

We discussed our current safety statistics and expressed our “disappointment” with our managements commitment and visibility in safety. In fact, our position was, that if we did not see a change in our local managements involvement in safety, we would select another partner to work with, that being the representatives of Worksafe B.C. Some of you may think that this is a heavy handed, union tactic to blame this management groups on all the safety issues we have been experiencing over the last 8—12 months, quite the contrary, we were ensuring that we have a willing and committed management group that will demonstrate their abilities in safety leadership and assist us to improve our position in safety!

We have all made mistakes and all need to refocus and concentrate on the values, beliefs, policies, rules, regulations and mindset that create a safer workplace.

If you ask Mike Putzke, Pete Rayburn, Peter Leitch, Phil Guild and yourself this question: Did you demonstrate your safety leadership to the best of your ability in 2006? The answer is humbling and shows that we must put more effort in building a safer work environment in

2007! This is about all of us, you, your workmates, your supervisor, your department manager, mill manager and possibly the most important of all your family and friends, we owe it to them all!

Phil Guild,
Your Safety Chairman.

Happy New Year! Everyone.

Well if you survived the Christmas season, we can count on a busy year ahead. Many of us use the New Year to start a new resolution of some sort. Fitness, lose a few pounds, quit smoking, and put new dedication into a project or extra time for family members. I personally invite change and strive to move forward with my life inviting challenge along the way, whether it's professional by way of employment or education, or personal relating to myself, beliefs and values, hopes and goals, family and relationships.

Well many of us try to lose a few pounds after holiday feasting; I have tried and failed a few times myself. I realize one of my habits that help to pack on the weight is drinking Beer. I love Beer! And with it comes cigarettes hand in hand. I can assure you I have no intentions on giving up my beer, but cutting back will not only help to lose a few unwanted pounds but curb the need to smoke as well.

Fortunately I did not find any difficulty in minimizing the amount of sugar in my diet, and do not indulge in fast food very

often. Although hot chocolate and buttery popcorn is a winter favorite with high calories that is hard to steer away from as well. I'm sure we all have a good knowledge of what healthy eating is, so striving for moderation will at least help.

As far as exercise goes some people make it part of their everyday routine. Sports, walking going to a Gym or just being physical around the home and garden. Getting out with the kids, tobogganing, skiing, swimming, badminton, archery.

It really doesn't matter what your interests are just getting out in the fresh air or away from the house for a while will help you to feel better rather than being glued to the TV and watching the unpaid bill pile grow.

January is the optimum month for fruit tree pruning, although you can leave it into February, but no longer than the middle to end of February. Why? Because the tree is in a dormant stage and will need time to heal itself before it starts to put its energy into growing buds into leaves and flowers.

There are a few basic rules when pruning fruit trees; remove any dead, disease or damage limbs. Then relate to the actual frame work of the tree. You need to decide if you want fruit production or something that just looks ornamental.

Fruit trees we generally control longitudinal growth by removing the central leader at an earlier age and encouraging lateral growth to concentrate on bud development. (Although it can be corrected at a later stage). Also by removing the central leader, you not only control height and increase bud development you are maximizing sunlight to the center core of the tree which is a primary objective for fruit development.

Use anvil style loppers for branches 1—2 inches in diameter, and a pruning saw for larger; small limbs use quality shears. A free stand pruning pole has an anvil lever on one side and a curved saw on the other, this can telescope out 12-14 ft. the anvil is operated with a draw cord and pulley arrangement. Tools should actually be cleaned with a detergent or bleach before using on another tree or property, especially if you suspect a disease or pest problem. I personally spent a long time working for B.C. Forest Products in the early 80's as a free stand pruner with a crew of juvenile spacers and other forestry pruning practices on the west coast.

Next remove all suckers from the branches and trunk, making sure you cut cleanly with sharp pruning shears right to the base of the shoot. Then prune to maximize sunlight filtration between the branches, remove any cross over branches that could be rubbing against each other, (causing damage) or cut them back as to redirect their growth.

Always cut stems and small branches on a 30-45 degree angle usually about 1/4 inch above the last bud, (this allows rain to run off illuminating rot) and ensure that the bud is located in the direction in which you intend the branch to grow. Large branches that are being eliminated completely should be cut with a pruning saw as close to the trunk or junction of a split branch as possible. Never leave nubs! Never leave branches torn or damaged from a bad cut, clean it up or cut back further. This not only looks bad but invites rot, disease and pests.

Should I paint something on the tree trunk to seal were the branch was removed? Good question! Well when I was studying Applied Landscape & Horticulture in Vancouver at Capilano College the news

was: sealing was proven more cosmetic than beneficial, the tree has a natural tendency to heal itself when it starts to grow again after the dormant season, which is why this particular time is crucial and not allowing the tree to remain damaged is so important.

In the early spring you can boost a little calcium into the root region by using Bone Meal. **Do Not!** Introduce fertilizers or growth stimulants. Draw an imaginary circle around the tree base by locating the drip line. This is located from the farthest lateral branches and square to the ground. This is where you can place Jobe spikes of calcium and pound them into the ground just below flush with surface, or use a rod to create a cylindrical hole about 2 inches in diameter and approximately 6-8 inches deep that you can fill with Bone Meal powder. Generally 4-6 spots, or about every 6-8 ft. apart (Some is better than none) and relatively inexpensive.

Remember when the tree starts to grow again, first it puts its energy into the root system, heals it's self then it produces the buds, by retarding the longitudinal growth and removing damage you will encourage maximum bud and fruit production. Also the fact that correcting a over grown tree, or taking care of any tree may take a few seasons of pruning attention to grow it to it's full potential.

Don't forget to practice good ladder safety, be careful not to get a branch in the eye. Don't step into the tree itself without making sure it can support your weight and you are experienced in tree climbing and physical agility. Also trim any branches that encroach onto walk ways and high enough to pass the lawn mower under without getting a branch in your face. If you have any questions visit a local Nursery.

Whatever this New Year will bring to us, I hope that you will be safe and enjoy the good things in life.

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

**Joan Race,
Area #2, Safety Rep.**
