



LOCAL 592

PORT ALBERNI, B.C.

FORWARD
LOOK

JANUARY 2008

LOCAL 592 CEP 2008
EXECUTIVE

President

Pete Rayburn 723-5210
Steam Plant

Vice Pres.

John Young 724-4735
Millwright Pager 282

Rec. Sec.

Tim Thompson 723-3279
Shipping Pager 419

Fin.Sec.Treas.

Daryl De Rooy 752-3750
Millwright Pager 212

Trustee

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
January 21, 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

**2007 Committee Members
CEP Local 592**

SHOP STEWARDS

STANDING COMMITTEE

John Young 724-4735
 Bob MacAdams 724-5926
 Dan Rogers 723-9751

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

J. Van Dusen 724-2772
 P. Rayburn 723-5210
 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. Young 724-4735
 T. Price 723-2838
 P. Rayburn 723-5210

WAGE DELEGATES

FLEX. SKILLS TRAINING

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

ERGONOMICS COMMITTEE

Bruce York 758-8861
 Simon Fox 724-5459
 Boris Radetic 723-2250

JOB EVALUATION

Simon Fox 724-5459
 Kelly Schutte 724-0988

**ENVIRONMENTAL,
POLLUTION, FACTORIES ACT**

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

PENSION OFFICERS

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

CONTRACTING OUT

John Young 724-4735
 Landy Stevens 724-5974
 Jim Gislason 723-4372
 Jim Irvine 723-5469

E.F.A.P

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

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 724-2984
 B. York 758-8861

PULP & PAPER REP.

G. Turner 724-3496

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Doug Chisholm	Millwrights
Russ Cross	Electrician
Bill Uvilla	Shipping
Tom Thompson	Lowerators
Glen Mee	Pipefitters
Paul Myers	Steam Plant
Kelly Schutte	Lubrication
Jim Melloy	PPO
Barry Greaves	Steam Plant
Alex Taylor	Steam Plant
Loris Gaiga	Steam Plant

Safety Delegates

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

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Tim Thompson

From the Editor

Welcome to the first, all-online edition of the Forward Look. And welcome to 2008. The last several years in the mill have been difficult to say the least and last year was especially troublesome with the shutdown of #4 Paper Machine. This action by the company led to a number of decisions and actions for the Local to help cut costs. One of them was to cease printing the Forward Look and take it completely online.

This marriage of print and internet will take a little time to get up to speed and the first few editions will continue to resemble the printed edition. I did get a little inspired one evening and designed a new cover, but the rest of it will continue to be done in Publisher and then converted to a PDF file. Depending on the time and motivation that I have, more changes could come in the future.

Oh yeah, why has the editor responsibility fallen to me? Somehow I seem to be the resident expert in this field, at least among the executive, and so I agreed to look after it. Though I have been learning Photoshop and I have some experience at blogging, I have little experience with web design and setup. That should be the next step in 592's online presence, but for the time being we will have to continue with linking to the Forward Look via the blog.

While many will miss the print edition, there are some advantages of being online: hotlinks to BC Fed and CLC news bulletins and other relevant sites; color photos and

etc. as I begin to experiment. Although, to aid in the cutting of costs, I will mostly be putting this together on the same day that I normally do Executive Minutes and General Meeting prep. Essentially, apart from this first month when I'm taking an extra day to get it all started, the Forward Look will be published at a zero cost to the Local. And that's a good thing.

Many thanks have to go out to Randy Teichman, who has been the editor for the last number of years. Before him, Tony Price looked after it and going way back, even Phil Guild and I spent a year at it. Of course, prior to that, there have been others over the years who have worked on it and we have to especially thank Linda Sorensen for all of her involvement in the Forward Look. She has been the one who has typed everyone's articles in and formatted it so the editor could then do his part.

Of course, some things don't change and the Forward Look relies upon contributions from interested writers. If you have something you want to contribute then please do so. The Forward Look is only as good as you make it.

I started out by referring to the difficulties of the last year. Some tough decisions have been made that affect all of us and it will be awhile before we really see how it all works out. Here's hoping that 2008 will be a better year than 2007.

Pete Rayburn, President



COMMUNICATIONS

It's the start of a new year and also the beginning of a new era for Local 592. Although the new agreement we have with Catalyst may be controversial to some of the different factions in our local, it was adopted by a majority vote of our membership and like it or not, it will contribute to the future of our mill. I know that there are some people that will find it extremely difficult to adapt to the changes as we start implementing this agreement, but change is inevitable if we are serious about a long term future. If you feel that this was just a ploy by the employer, and we should have sat back and called their bluff, then you had better wake up and take a look around at what's happening in the rest of the industry and it is happening to us. But this Local decided to be proactive and deal with the issues before we had them pushed down our throats.

I do respect the opinions of all those that voiced their disapproval of this agreement due to their deep rooted principles, and would fully expect those people to maintain those valued principles. But having said that, I would hope that your principles would not be a road block for those that want to work towards a viable future. It would be great if we could all come away from this united, and make an effort to work together for the benefit of our entire local.

We are still awaiting the decision by the National Board on the issue of trusteeship and as of this writing; we have heard absolutely nothing official. Unofficially I have talked to Bro. Don Boucher and he has led me to believe that the National will not

invoke the constitution (article 12.03.01) to put this local into trusteeship. I have asked Bro. Boucher to please advise this local officially in writing so that we may get on with the business of our local and the welfare of our members without another road block thrown up in front of us. Also our status in the Western Region Caucus is in question. As far as we are concerned we are still members of the Caucus as observers only. According to our National Rep, Bob Hughf, we are no longer members of the caucus and that we had removed our selves all together. The facts are that we did voluntarily step back as voting members only to maintain observer status. We did not make any statement to the caucus about totally removing our selves from that body. Nor was there a motion or even a suggestion that we be removed by the members of caucus. Unfortunately I believe this has become very personal for some people in the Caucus and the Western Region Office and as long as emotions dictate their actions, we will not come to a resolve any time soon. Out of respect for the Caucus, we will not pursue this issue at this time. The Caucus needs to get to work and prepare for the 2008 negotiations without having to dwell on their issues with our local. Due to the fact that we do have a "me too" in our agreement for the 2008 bargain, I would hope the membership of Local 592 would still support the Caucus by way of the Strike Defence fund that we are currently contributing to. This whole issue has created some very bad feelings and we have lost some very good working relationships with some of the other locals in the Western Region Caucus but at the end of

the day it has to be restated that we did what we felt had to be done for the future of Local 592 and if anyone is looking for an apology for what has happened, you won't get it from me.

Retirement Packages and Potential Timelines

The Catalyst Board of Directors will be meeting on January 16th and hopefully endorse the new agreement. The implementation of the packages and severances will happen in three steps. Because the Board Meeting is so late in January, the timelines for packages had to be compressed a bit in order to complete the full implementation by May 1st. The steps are as follows:

Step 1:

- Order papers for all employees 55+ as of Dec. 31, 2007
- Get the papers out to the eligible people : Jan 21st – 25th
- Conduct financial counselling: Jan 28th – Feb. 1st
- People to indicate their intention by Feb. 22nd 2008 for retirement on April 1st 2008 (unless required for training purposes, then in all cases no later than May 1st 2008)

Step 2:

- Determine monies leftover from step 1 and determine what form of enhanced severances to offer: Feb. 25th – 28th
- Enhanced voluntary severances offered to all members Local 592 by seniority with no guarantees.
- People to indicate their intention by Mar.24th for severance by April 30th

Step 3:

- Determine monies leftover from step 2.
- Retirement packages offered to those additional employees turning 55 after Dec. 31st 2007. Papers to

employees Mar. 25th – 28th.

- Conduct financial counselling: Mar. 31st – April 4th.
- Indicate intention by April 17th
- Retire May 1st or June 1st (will not work past April 30th)

There has been a lot of talk about how Local 686 handled their packages compared to what we have done. Local 686 decided to extend the dates by which you turn 55 in order to use all of their allotted monies for retirement packages. This will take care of almost all of the laid off people in 686. In 592 we have approximately 158 people on lay-off. Even if all of the packages were spoken for we would still have about 70 people laid off. We decided to use the leftover money from the initial retirement offering to create some enhanced severances to try and take care of more people. One retirement package for a guy 55 years old would create about 3 to 4 enhanced packages depending on the design of the enhanced severances. We won't know what they may look like until we know what is left from the retirement offerings. I'm sure we could have done the same as 686 and extended the dates but it would have benefited the few and not the whole, considering how many people would still be laid-off.

Vacant Executive Positions

Unfortunately we have lost or are about to lose a couple of people from the Executive Board.

Bob MacAdams has tendered his resignation as Vice President effective last Dec. 16th for reasons that conflict with his principles and obligations to Local 592. I would like to thank Bob for his service over the last year and I do respect his opinions and concerns on the future of Local 592.

Daryl De Rooy has also given advance notice that he will be stepping down as the

Financial Secretary Treasurer due to health issues that require his immediate attention. The stress and emotions that resulted from the last 5 months of negotiations is probably not what the doctor had in mind for Daryl. I'm sure I can speak for the entire membership in thanking Daryl for the extremely hard work and experience that he has shared with us over the years and especially the last 5 months. Hurry up and get well so we can put you back to work! Daryl has stated that he will be available to give guidance and training to his replacement until they are up to speed.

We will be holding nominations for these 2 positions at the Jan. 21st General Meeting. This could be a good chance for somebody to get in on the ground floor and be a very big part of the implementation of this new agreement as an Executive Member. There will inevitably be some growing pains as we go down this road and it will mean a huge culture change for a lot of us but it will also be incumbent upon Local 592 to alleviate some of those growing pains and perhaps smooth out some of the road bumps as we encounter them.

Late Breaking News

At the Executive Meeting on Monday night, an Executive Recommendation was passed to extend the current committee terms until the April General Meeting. The reason for doing this is due to the uncertainty that currently exists around potential retirements and recalls to work. It was felt that it would be difficult for members to commit to a committee until such time as we know the future makeup of the mill.

This recommendation is, of course, dependent upon the membership at the next General Meeting.

A woman's work...

CCPA Monitor/CALM

WOMEN ACCOUNT for 70 per cent of people who live in absolute poverty. Women work two thirds of the world's working hours, produce half the world's food, and yet earn only 10 per cent of the world's income and own less than one per cent of the world's property.



2008 Local 592 Executive

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

Rich not contributing fair share

CCPA/CALM

More than a decade's worth of tax cuts have disproportionately lined the pockets of Canada's most affluent families, says a new tax study by the Canadian Centre for Policy Alternatives.

The study finds the top one per cent of families in 2005 paid a lower total tax rate than the bottom 10 per cent of families.

"Canada's tax system now fails a basic test of fairness," says Marc Lee, senior economist with the CCPA's B.C. office and author of the study. "Tax cuts have contributed to a slow and steady shift to a less progressive tax system in Canada."

The study, which is the first comprehensive

review of tax changes at all levels of government in Canada in the past 15 years, finds the system is delivering larger tax savings for high income families. This reinforces the growing gap in market incomes between high income families and the rest of Canadians.

"Most Canadians will be surprised by these findings because they believe we have a progressive tax system—but looking at all taxes combined, that's no longer the case."

Provincial tax cuts are the key culprit for the increasingly regressive nature of Canada's tax system but the problem has been made worse at the federal level with billions of dollars worth of post-2000 tax cuts.

The richest one per cent of taxpayers saw their tax rate drop by four percentage points between 1990 and 2005.

Most Canadians saw their tax rate fall by two percentage points, but not so for the poorest 20 per cent of taxpayers, who pay three to five percentage points more in taxes.

Middle-income families pay about six percentage points more in total taxes than a family in the top one per cent.

Eroding Tax Fairness: Tax Incidence in Canada, 1990 to 2005 is available at www.growinggap.ca and www.policyalternatives.ca.

January 2008

PENSION facts

Providing for Your Retirement

Change to Pre-Retirement Death Benefit, effective May 1, 2007

Effective May 1, 2007, the Trustees approved an improvement to the death benefit payable to members who have a spouse and who die after age 55, but before their retirement date.

The new pre-retirement benefit payable to the surviving spouse of a member who dies on or after May 1, 2007, is 100% of the pension that the member would have received had he or she retired and elected a joint and survivor 100% form of pension.

Prior to May 1, 2007, the pre-retirement death benefit payable to the surviving spouse of a member who died after the age of 55 was 66 2/3% of the pension that would have been payable to the spouse had the member retired and elected a joint and survivor 66 2/3% form of pension.

Here is an example that illustrates the impact of this improvement:

A Member dies at age 60, and he has earned a monthly pension payable in the normal form (a pension payable for the life of the member with a 10 year guarantee) of \$1,936.12.

Under the old death benefit of 66 2/3% of the pension payable to the member as a joint survivor 66 2/3% form of pension:

- > Monthly pension that would have been payable to the member: \$1,758.97
- > Death benefit that would have been payable to the surviving spouse was a monthly pension of \$1,172.65 (66 2/3% of \$1,758.97)

Under the new pre-retirement death benefit of 100% of the pension payable to the member had he or she retired and elected a joint and survivor 100% form of pension:

- > Monthly pension that would have been payable to the member: \$1,664.68
- > Death benefit payable to the surviving spouse is a monthly pension of \$1,664.68

Additional amount of monthly pension payable to the surviving spouse for his or her lifetime under the new pre-retirement death benefit is \$492.03

Pension Plan Improvements Effective January 1, 2008

The Trustees have approved a number of benefit improvements to the Plan that will be effective January 1, 2008.

Earnings Update

Effective January 1, 2008, the Trustees have agreed to update the earnings used to calculate your pension for service after 1996. At the end of 2007, the Plan Administrator will do a test to determine which of the following calculations results in a higher pension value for you. The calculation resulting in the highest benefit will be your accrued benefit to December 31, 2007.

Your monthly pension value at the end of 2007 will be the greatest of:

Your benefit earned to December 31, 2006 plus 1.55% of your 2007 earnings divided by 12

or

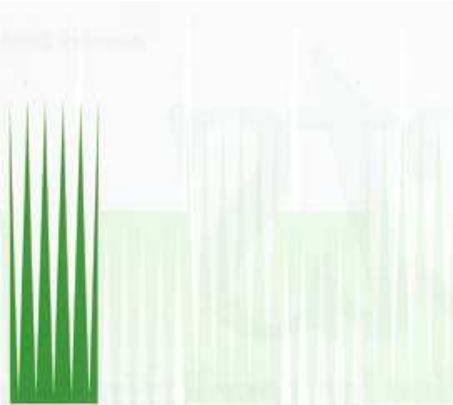
1.55% of your total earnings for all the years after 1996 divided by 12

or

1.55% of your average annualized earnings for the last five Plan years ending December 31, 2007 (2003-2007) times your updated credited service to the end of December 31, 2007 divided by 12

YOUR UPDATED CREDITED SERVICE IS CALCULATED AS FOLLOWS:

$$\frac{\text{Your total hours paid since January 1, 1997 or your Plan entry date (if later than January 1, 1997)}}{1700}$$
to a maximum of the number of years that you were participating in the Plan after this date (the maximum is 11 years as at December 31, 2007)



PENSION *facts*

Flat Benefit Rate Change for Service Prior to January 1, 1997

Effective January 1, 2008, the flat benefit rate *for service prior to January 1, 1997* has increased from \$50.18 per month per year of service to **\$54.18 per month per year of service**, for all members active on January 1, 2008. Please note that this 7.9% increase in the flat benefit rate is a one time, ad hoc, increase and you should not expect such a large increase in the future. The typical increase in the flat benefit rate is based on the negotiated increase to your wages, which, for 2008, is 2%.

If you are retiring from active status on or after January 1, 2008, you are entitled to both the flat benefit rate increase to \$54.18 and the earnings update

Latest Valuation Results

The Plan actuary performs a valuation of the Plan's liabilities each year and estimates the financial position of the Plan. The total liability of the Plan is made up of the liabilities for all active members, pensioners and terminated vested participants. Using an interest rate assumption of 4.80%, as at January 1, 2007 the financial position of the Plan is as follows:

Market Value of Assets	\$2,472,347,933
Liabilities for accrued benefits for all active members, pensioners and terminated vested participants	\$2,295,181,501
Excess of Assets over Liabilities	\$177,166,432
Funded Ratio (ratio of assets to liabilities)	1.077

These results do not include the liabilities for any future improvements including increases to the flat benefit rate, earnings updates and post-retirement pensioner increases

Proof of Age

Did you know that you must provide the Administrator with a copy of your proof of age prior to retiring or transferring the commuted value of your pension out of the Plan? You also must provide proof of age for your spouse if you elect at retirement a joint and survivor form of pension.

Acceptable proof of age is a copy (no originals please!) of one of the following:

- > Birth certificate, or
- > Passport in your legal name, or
- > Baptismal certificate, or
- > Canadian Citizenship document.

You can send us a copy of your (and your spouse's) proof of age at any time and we will keep it in your file

If we do not receive your proof of age prior to the end of the month in which you want to retire, you will not be able to retire in that month. For example, if you have elected to retire on March 1, we must receive your proof of age by March 31, otherwise you will not be able to retire March 1. **If we do not receive all of the required documentation, we cannot start your pension and the Plan will not pay any retroactive payments to you.**

Pension Plan Website

Don't forget to go onto the Plan's web site at pulpandpaperpension.ca to see how these improvements will impact your pension. The modeling tool has been updated to reflect the Plan improvements described in this Newsletter. If you have any questions about the Plan or the web site, contact the Administrator by:

Mail: Suite 900
550 Burrard Street
Vancouver, BC V6C 3S8
Toll Free: 1 888 384 7555
Email: pulp@mercero.com

pulpandpaperpension.ca



Safety Report

Safety Report

New Year Changes

With the start of a new year are the possibilities for changes, at work at home or far away.

Many people will welcome this starting point to move in a new direction, or perhaps make changes to things already under way.

Hopefully we will all remain positive and healthy, making the most of our lives. Some people make resolutions and some don't, but which ever way you decide to move ahead remember to work safe, keep our loved ones safe and do something helpful for others.

I was in Tofino for the New Year celebration, and people came from all around to stay at the resorts on the beach. A very wonderful dinner at the Shoener dining Lounge, and wonderful service to compliment the food. After nine pm Ocean village resort hosted a large bon fire on the beach and a fantastic fire works display. No shortage of people of all ages walking the beach, real rubber boot and toque weather. Of course the provincial beaches have signs warning of waves and rip tide areas. A windy but pleasant day on the way home, taking the opportunity to stop and stroll Long Beach. Again many dog walkers and hikers.

My personal resolution, is to try to curb the smoking habit, and regardless what the issue(don't drag it along, move on!)

I would also like to get the internet for my home so I can take my time to write these stories.

Well its' time to go and I hope everyone has a Safe and Positive year ahead.

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

Canadian campaign to ban asbestos

CAW/CALM

RightonCanada.ca, an internet-based public advocacy campaign for human rights, has launched a letter writing campaign demanding that the federal government ban the use and export of asbestos.

Asbestos is a fibrous mineral often used in industrial settings as a fire retardant. If inhaled, its fibres are a health hazard and have been linked to diseases such as mesothelioma and asbestosis.

Many countries have banned the use of asbestos, including the European Union. Despite this, Canada continues to be one of the world's leading producers and exporters of asbestos.

RightonCanada.ca is asking for support for their campaign to send letters to Prime Minister Stephen Harper, and other top government officials, demanding their commitment to ban the use and export of asbestos in Canada and to provide adequate transition assistance for workers in the asbestos industry.

www.RightonCanada.ca

Editor's Note: I received a request from Erik Kozijn to include the following in this month's Forward Look. Erik says, "Port Alberni Division has participated in this hockey tournament for many years. I have been looking after Port Alberni's team for the last couple of years but I am unable to run the team this year. Please include a short blurb in your upcoming newsletter looking for someone to take over the team."

**16th ANNUAL ISLAND FOREST
INDUSTRIES HOCKEY CHALLENGE
FEBRUARY 08 - 09, 2008**

Welcome to the 16th Annual Island Forest Industries Hockey Challenge. This tournament will take place Feb. 08 , 09, 2007 at Fuller Lake Arena in Chemainus. Vancouver Island/Powell River and other Forest Industries workers are invited to participate in this tournament with the emphasis on friendly spirited competition.

We are planning to have an eight team event. The B division will be reserved for teams with players aged 40 and over with a maximum of 3 players allowed between the ages of 35 and 40. This division is for the older and less skilled hockey players.

Each team will play a minimum of three games. The top teams in each division will play a fourth game for the final. The trophies and individual prizes will be awarded to the winners. Maximum of 18 individual prizes per team.

The entry fee will be six hundred dollars (\$600) per team, which must be submitted no later than Dec. 31, 2007. Please specify a team contact with name, phone & fax numbers and email address.

When submitting your entry fee to the tournament please indicate in writing which division your team wishes to play in. Entries

received after the deadline may not be placed in their desired division. A list of accommodations will be made available upon request.

At the start of the tournament please submit the team roster and proof of employment (employee number beside name). Players must be employees of their respective operations. A maximum of 2 players may be allowed from outside their operations only if you are not able to provide enough players from your own operation. Please include coach, manager and a minimum of 10 players plus a goalie. Also please indicate which player(s) are from outside your operation if you have any on your team.

COHA rules will be enforced during this event, with some amendments. Please see following pages.

For further information contact:

Jerry Gronlund (250) 246-3993
or e-mail jerry.gronlund@catalystpaper.com

Send entry fee, payable to Catalyst Paper, Crofton Division
c/o Jerry Gronlund
Catalyst Paper
Crofton Division
Box 70
Crofton, BC
V0R 1R0

To make electronic transfer between sites contact your accountant to make payment to Jeannie Beauchamp at Crofton.

Jerry Gronlund
Tournament
Coordinator



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

BC Fed Current Disputes Page — www.bcfed.com/bcfed_news/current_disputes

BC Fed Media Centre — www.bcfed.com/bcfed_news/media_centre

\$10/hr. Minimum Wage Campaign — www.bcfed.com/issues/minimum_wage

CLC Media Releases — www.canadianlabour.ca/index.php/release2008

CEP National Website — www.cep.ca/index_e.html

CEP Scholarship Program — www.cep.ca/education/files/scholarship_e.pdf

A gross murder rate

The Guild Reporter/CWA/CALM

A gross is 12 dozen, which just happens to be the number of trade unionists murdered for defending workers' rights in 2006.

An annual survey published by the International Trade Union Confederation details 144 deaths and more than 800 incidents of beatings or torture, nearly 5,000 arrests and more than 8,000 dismissals of workers due to their trade union activities, as well as 484 new cases of trade unionists held in government detention.



CEP SCHOLARSHIP PROGRAM

Twelve scholarships worth \$2,000 each in honour of L.H. Lorrain, George Hutchens, Evelyn McGarr and Peter Klym are each year made available to members and children of members pursuing full time post-secondary education at a recognized institution such as university, college, CEGEP, technical or other schools.

The scholarships are available to students who **HAVE COMPLETED THEIR SECONDARY STUDIES** (11th or 12th grade, Secondary V) and enter or undertake **POST-SECONDARY STUDIES** at college, university, CEGEP or technological institutes. The following applicants are eligible:

- CEP members in good standing;
- Children of CEP members in good standing;
- Children of CEP members who passed away while in good standing;
- Children of CEP members who retired in good standing.

The selection of successful applicants will be made by a person appointed by the President on behalf of the Executive Board. Selections made by that person will be final.

Applicants must complete the attached CEP scholarship form, have it signed by a CEP Local Union Officer and send it to Communications, Energy and Paperworkers Union of Canada (Scholarships), 301 Laurier Avenue West, Ottawa, ON K1P 6M6.

The applicant must also submit with the application an essay of 1,500 to 2,000 words on the topic: "What the labour movement means to me" no later than March 31, 2008.

The application form must also be accompanied by the most recent student transcript of the applicant.

There will be no acknowledgement of receipt but all the applicants will be contacted at the end of August or very early in September to let them know whether they have been chosen for an award or not.

The successful candidates will meet with an officer of the Communications, Energy and Paperworkers Union or such person delegated by her or him, to finalize all financial arrangements and make provisions for a review of a mid-term progress report.

CEP SCHOLARSHIP APPLICATION FORM

FIRST AND LAST NAME:

ADDRESS:

PHONE NO.:

E-MAIL : _____

NAME OF PARENT OR GUARDIAN: _____

MEMBER OF LOCAL UNION #:

NAME OF THE COMPANY:

PLANS FOR FURTHER EDUCATION:

SIGNATURE OF CEP LOCAL UNION OFFICER:



DAVE COLES
President / Président

December 14, 2007

To the Presidents of all CEP Local Unions

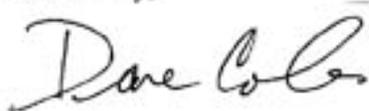
Greetings:

We are now accepting applications for the Scholarship promoting equality in recognition of the National Day of Remembrance and Action on Violence Against Women, for the year 2008. This scholarship, valued at \$2,000 is available to women who are members in good standing, their children or the children of retired or deceased members who were in good standing at the time of the application. Applicants must be entering or undertaking study at a college, university, CEGEP or technological institute for the 2008/2009 session in male dominated fields, such as trades, technology, operations and blue collar work.

You will find enclosed five application forms. If necessary, more forms are available. This information is also available on CEP's Web site at www.cep.ca.

We would appreciate your cooperation in circulating the news of the availability of the CEP Scholarship promoting equality to those persons who may be interested.

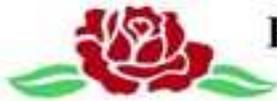
In solidarity,



Dave Coles
President
GP/vdg – cope 343

Encl.

c.c.: National Officers
Human Rights Director
Communications Director
National Representatives



Promoting Equality: A CEP Scholarship for Women in Male Dominated Fields

One scholarship promoting equality worth \$2,000 in recognition of the National Day of Remembrance and Action on Violence against Women (December 6) is made available each year to members and children of members pursuing full time post-secondary education at a recognized institution such as university, college, CEGEP, technical or other schools, in non-traditional fields of trades, technology, operations and blue collar. The term "nontraditional employment" refers to an occupation in which women are less than 50% of the total workforce. To see if your occupation qualifies for the Scholarship, you can verify by going on the jobs futures website at www.jobfutures.ca, select the occupation and click on "important fact" to see if your occupation has more than 50% males.

The scholarships are available to **WOMEN** who are students and HAVE COMPLETED THEIR SECONDARY STUDIES (11th or 12th grade, Secondary V) and enter or undertake POST-SECONDARY STUDIES at college, university, CEGEP or technological institutes. The following applicants are eligible:

- CEP members in good standing;
- Children of CEP members in good standing;
- Children of CEP members who passed away while in good standing;
- Children of CEP members who retired in good standing.

The selection of successful applicants will be made by a person appointed by the President on behalf of the Executive Board. Selections made by that person will be final.

Applicants must complete the attached CEP Scholarship Promoting Equality form, have it signed by a CEP Local Union Officer and send it to Communications, Energy and Paperworkers Union of Canada (Scholarships), 301 Laurier Avenue West, Ottawa, ON K1P 6M6.

The applicant must also submit with the application an essay of 1,500 to 2,000 words on the topic: "Give a brief description of the male dominated occupation you are entering and what you think the union's role should be in promoting women in this field" no later than March 31, 2008.

The application form must also be accompanied by the most recent student transcript of the applicant.

There will be no acknowledgement of receipt but all the applicants will be contacted at the end of August or very early in September to let them know whether they have been chosen for an award or not.

Anyone who has received a scholarship under the CEP National Scholarship Program will not be eligible for the Scholarship Promoting Equality or vice-versa. As well, anyone who has received a scholarship under the CEP National Scholarship Program will not be eligible to reapply.





CEP Scholarship Promoting Equality

APPLICATION FORM

FIRST AND LAST NAME:

ADDRESS:

PHONE NO.:

E-MAIL:

NAME OF PARENT OR GUARDIAN:

MEMBER OF LOCAL UNION #:

NAME OF THE COMPANY:

PLANS FOR FURTHER EDUCATION

SIGNATURE OF CEP LOCAL UNION OFFICER:



How Old Is Grandpa?



Stay with this -- the answer is at the end. It will blow you away.

One evening a grandson was talking to his grandfather about current events. The grandson asked his grandfather what he thought about the shootings at schools, the computer age, and just things in general.

The Grandfather replied, 'Well, let me think a minute, I was born before television, penicillin, polio shots, frozen foods, Xerox, contact lenses, Frisbees and the pill.

There *were* no credit cards, laser beams or ball-point pens.

Man had not invented pantyhose, air conditioners, dishwashers, or clothes dryers and the clothes were hung out to dry in the fresh air and man hadn't yet walked on the moon.



Your Grandmother and I got married first, . . . And then lived together.

Every family had a father and a mother.

Until I was 25, I called every man older than me, 'Sir'.

And after I turned 25, I still called policemen and every man with a title, 'Sir.'

We were before gay-rights, computer- dating, dual careers, daycare centers, and group therapy.

Our lives were governed by the Ten Commandments, good judgment, and common sense.

We were taught to know the difference between right and wrong and to stand up and take responsibility for our actions.

Serving your country was a privilege; living in this country was a bigger privilege.

We thought fast food was what people ate during Lent.

Having a meaningful relationship meant getting along with your cousins.

Draft dodgers were people who closed their front doors when the evening breeze started.

Time-sharing meant time the family spent together in the evenings and weekends-not purchasing condominiums.



We never heard of FM radios, tape decks, CDs, electric typewriters, yogurt, or guys wearing earrings.

We listened to the Big Bands, Jack Benny, and the President's speeches on our radios.

And I don't ever remember any kid blowing his brains out listening to Tommy Dorsey.

If you saw anything with 'Made in Japan' on it, it was junk.

The term 'making out' referred to how you did on your school exam.

Pizza Hut, McDonald's, and instant coffee were unheard of.

We had 5 & 10-cent stores where you could actually buy things for 5 and 10 cents.

Ice-cream cones, phone calls, rides on a streetcar, and a Pepsi were all a nickel.

And if you didn't want to splurge, you could spend your nickel on enough stamps to mail 1 letter and 2 postcards.

You could buy a new Chevy Coupe for \$600, . . . But who could afford one?
Too bad, because gas was 11 cents a gallon.

In my day, 'grass' was mowed, 'coke' was a cold drink, 'pot' was something your mother cooked in and 'rock music' was your grandmother's lullaby.

'Aids' were helpers in the Principal's office, 'chip' meant a piece of wood, hardware' was found in a hardware store and 'software' wasn't even a word.



And we were the last generation to actually believe that a lady needed a husband to have a baby. No wonder people call us 'old and confused' and say there is a generation gap...

And how old do you think I am?

I bet you have this old man in mind...you are in for a shock!

Read on to see -- pretty scary if you think about it and pretty sad at the same time.

Are you ready ?????

This man would be only 59 years old



COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA

LOCAL 592

PORT ALBERNI, B.C.

January 21, 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

- 19 Letters & circulars received & filed
- 1 Marked for discussion
 - 2 Referred to the Forward Look
 - 1 Referred to Safety
 - 1 Referred to Job Evaluation

NEW BUSINESS

1. Nominations for Executive Officers
2. EXECUTIVE RECOMMENDATIONS

The Executive Recommends:

1. That we extend the current Committee terms until the April General Meeting.
2. That we hold the Executive & Retiree Dinner & Dance on March 8, 2008.
3. Committee Elections (if necessary)

GENERAL MEETING JANUARY 21 AT 7:00 P.M.
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