



LOCAL 592

PORT ALBERNI, B.C.



FORWARD  
LOOK



MARCH 2008



LOCAL 592 CEP 2008  
EXECUTIVE

President

Pete Rayburn 723-5210  
Steam Plant

Vice Pres.

John Young 724-4735  
Millwright Pager 282

Vice Pres.

Brent Hamelin  
Woodroom

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

Trustee

Paul Myers  
Steam Plant

Safety Officer/Guard

Phil Guild, 723-5146  
Respiratory Pager 213

WAGE DELEGATES

Pete Rayburn  
Daryl De Rooy  
Phil Guild

**GENERAL MEMBERSHIP MEETING**  
**HANSEN HALL**  
**March 17, 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  
Brent Hamelin

**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**

P. Rayburn 723-5210  
D. De Rooy 752-3750  
Phil Guild 723-5146

**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

Jim Chabot	Woodroom
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**

<b><u>Dal Gulstene</u></b>	723-3143	pager 073
Area 3		Mach. Pulp, Wdr. Yard
		Shipping, Machinists
<b><u>Phil Guild</u></b>		
Chairman	723-5146	pager 213

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# **GENERAL MEETING**

**MONDAY MARCH 17<sup>TH</sup>**

**7:00 P.M.**

**HANSEN HALL**

**Nominations for one Trustee!**

**All the latest information!**

**Come and get involved in the  
business of YOUR Union!!**

**See you Monday night!**



Tim Thompson

# From the Editor

Much has transpired over the last month with all the decisions having to be made by those who had the opportunity for the early retirement package. Let me offer my congratulations to all of you who are retiring. I wish you all the best as you venture down a new road in life.

Currently, the rest of us are contemplating the enhanced severance package. For many of us, though tempting, it isn't really an option. For some, it will be a tough decision based on whether or not there will be a job for them in the new environment. My thoughts go out to all of you as you consider this and try and decide what the best move is for you.

Many questions are being asked as to where the layoff line will end up. Currently, we're being told that it is somewhere around early 1984. I know that isn't as definitive an answer as we would like but, it can't really be finalized until we know who might take the enhanced severances. I know a few of the more senior members are thinking about it. Of course, that doesn't really help in making a decision because the final line won't be known until after the deadline for accepting severance. All I can suggest for any in this situation is to weigh all the pros and cons carefully, and that isn't easy because of all the unknowns out there.

Personally, I have done some thinking over the last little while about my role and involvement under this new agreement. I was pretty vocal about my opposition to

concessions, but once the membership voted for the agreement I was left with the question of what I should do. High on that list was whether or not I could continue as a member of the executive. I have thought about this quite a bit over the last little while and here are some of the conclusions I have reached.

As I see it, I have three options or approaches I can take. The first is that I could continue on the executive but as a highly negative force, fighting both the company and the president and wage delegates every step of the way, carping and complaining, resisting all change, throwing out insults about concessions at every opportunity and just generally being a pain in the you know what. Down this path lies bitterness, resentment, hatred and even more cynicism than I already have.

The second option would be to just completely give up. Resign from the executive, keep quiet and just work out my remaining years before I get to retire. Somehow, I don't know if I could do this. Keeping quiet about things doesn't seem to be in my nature and I know that it wouldn't last.

The third option is to accept the decision of the membership and work within the new agreement. Not giving up and in fact, still working to make sure the company abides by the new agreement and doesn't try to add stuff that wasn't agreed to. We still have a main wage contract that has to be followed

except where the new agreement supersedes it. The new agreement itself isn't fully understood and details haven't been fully worked out. The company is rushing full speed ahead, sometimes without thought to the consequences and this will still require union input to sometimes, slow things down, sometimes force more thought and understanding before plowing ahead, and making sure that supervisors understand what is and is not involved in the new agreement.

It is in this third option that I am finding I can work. I have already been involved in trying to understand and force understanding on the working leadhand position and making sure that things are done according to what was agreed to and applied equally throughout the different departments. Additionally, I was asked to sit on the selection committee for these new positions.

In short, I think I can continue to be that pain in the you know what, but in a more positive way, and in a way that can, hopefully, make things better for the membership, than option one or two would offer. I believe there is still a need for union involvement under the new agreement. I believe there will still be excesses practiced by management that require union intervention, and I believe that we are still union brothers and sisters that need to stand together, at times, perhaps, in opposition to the company.

We may be more "us" today with the company instead of the traditional "us" and "them", but there is still a separation. I am personally insulted by the thought that we are now working in a cooperative manner with the company. That implies that we weren't before and my philosophy is that I am working cooperatively with the company when I come in, give them a good day's work, go home and collect my

paycheck every two weeks. That's the cooperation they have gotten from me for years and that's what they will continue to get. As a union rep, I will do what I have always done, work with them under the agreements in place, oppose them when they are wrong, thank them when they make the right decision, and cooperate when they are willing to cooperate (and that actually happens more often than we sometimes think).

Now, I've been too long on the soap box and it's time to move off. The next month will see some more changes as we move closer to full implementation. We'll say goodbye to many long time work mates, welcome some laid off workers back, and transition, hopefully smoothly, to the new shifts and new dynamics. Above all, keep safe, keep focused, and let's all try to just make the best of the new situation. There are many positives along with the negatives we so easily embrace. It is time to move ahead and move on.



Pete Rayburn, President



# COMMUNICATIONS

It is now the beginning of March and the first offering of the retirement packages has been completed. Approximately 85 people have accepted and will soon be leaving us to enjoy their retirement. As I have stated before, we will be losing in total about 2500 years of experience and knowledge that will be almost impossible to replace. But I'm sure we will see some of our retired tradesmen coming back in every now and then as gate hires. This will be a vast improvement over the so called "Prime Contractor" that Catalyst utilizes at the present time. So perhaps not all of that experience and knowledge will be leaving us for good.

The Enhanced Severance offers have now gone out to every member of Local 592 and some responses have already come back. I'm surprised at the interest being shown in these packages as well as some of the people expressing their interest. If the early response is any indication of how these packages are being spoken for then the left over funds will be exhausted very quickly. For those considering one of these packages please remember that you must indicate your intention before 4PM March 24<sup>th</sup>.

A further result of the retirement packages is yet again another vacancy on the Executive Board. Dal Gulstene has decided to retire. We will be holding nominations for a trustee at the next General Meeting. Hopefully this time we will have a quorum and some people willing to step up and take part in the day to day business of this Local. This Local is what YOU make of it so if YOU don't like

what you see then step up and make it what YOU want.

Dal was also a long serving member of the DSB (now the Joint OH&S Committee) and has also left a vacancy there as well. I have asked Marc St. Thomas if he would take over Dal's duties and Marc has gladly accepted.

As everyone is already aware, some parts of the new agreement have already been implemented such as Gate Hires and postings have gone up for shift maintenance people as well as Planners, Leadhands and Working Foreman etc. Haggerty systems is currently designing and testing the new pay roll system for the new salarized pay method which should be up and running by May 1<sup>st</sup>. As with anything new that results in a big change there will be glitches and unexpected road blocks that will have to be dealt with as they pop up, and there have been a few already. A very big part of this new agreement is the way we get out the information necessary for everyone to have a common understanding of this new agreement and that we all start off on the same page. To that end, we are currently planning a roll out plan and information sessions for everyone in the Mill so that every person (Union and Management) has the same understanding of how this agreement works how important it is that everyone knows how their contribution helps to make this agreement work. Bert Painter (Facilitator) is currently working with us on the information and roll out process.

After what appeared to be an information

“black-out” by our Western Region Caucus, we are just now starting to receive the odd update concerning the 2008 Negotiations. It appears they will have their work cut out for them. It will be a tough year for negotiations and no matter what our standing is within the Caucus or perhaps some perceived bad feelings between ourselves and some Locals in the Caucus, we will stand behind those Locals and support them in any way we can. As we have stated, we will ask the Membership to have the Strike Defense Fund assessment reinstated at the time the first Local has to take job action.

The next few months will see a lot of changes in our workplace. Work practices, 9 hr shift, 10 hr weekend shift, 5shift system, salarized pay system, job rotation etc. will be new to all of us and as we get into these changes, your safety is the priority. Please maintain focus on your safety and well being during these times of transition. For some us it may be a time of retraining and learning new job duties and skills.

Please remember the General Meeting on Monday, March 17<sup>th</sup> at 7PM.



## Quotable quotes

Internet/CALM

Corporations are powerful only because we allow them to be... Our strength lies in our citizenship, in our ability to engage in democratic politics. This means putting the demo back in democracy.

– *George Monbiot, political journalist, 2000*

It is not that humans have become more greedy than in the past generation... It is that the avenues to express greed have grown so enormously.

– *Alan Greenspan, US Federal Reserve Chairman, 2003*

The modern Conservative is engaged in one of man’s oldest exercises in moral philosophy—that is, the search for a superior moral justification for selfishness.

– *John Kenneth Galbraith, Economist*

The trouble with being in the rat race is that even if you win, you’re still a rat.

– *Lily Tomlin*

I am an organizer, not a union leader. A good organizer has to work hard and long. There are no shortcuts. You just keep talking to people, working with them, sharing, exchanging and they come along.

– *César Chávez, US farm workers’ organizer, 1927-93*

When you find “live wires” put them to work immediately. Find something they can do—any little thing—and get them started and ready to do more. Otherwise you’ll lose them for the cause.

– *Fred Ross Sr, the organizer who trained César Chávez*

Courage is resistance to fear, mastery of fear—not absence of fear.

– *Mark Twain*



**IN MEMORIUM**

**Nick Henderson  
John Zarantonello  
John Gillis**

**Workers, employer unionize—  
together**

public employee/CUPE BC/CALM

A union organizing drive isn't unusual, but when five workers and their employer organize together, it certainly is. And, in June 2006, that's exactly how Kootenay-based van Hellemond Sporte became a unionized workplace.

More than a year after union certification, the union and the company, which makes promotional materials, continue to build on their strong relationship.

Owner Bruce van Hellemond calls it "a benchmark for other companies in this industry. He explains, "we strive to create an atmosphere of trust ... It has been a positive step to be able to negotiate a union contract as a team. We made this decision together with our workers and it benefits all of us."

"It was a great feeling when they chose our local," says CUPE 2087 president Jean Poole, adding that "our relationship with the employer continues to be excellent. We're working together, with the future goal to increase the workforce."

**Canadian wealth gap tracks U.S.**

The Guild Reporter/CWA/CALM

As much as Canadians like to see themselves as distinct and separate from Americans, in one disturbing aspect they are remarkably similar. The wealth gap in Canada is widening.

Statistics Canada reports that between 1989 and 2004, the average after-tax income of the richest 10 per cent of workers rose by 24 per cent, while the average for the lowest 10 per cent of all families fell eight per cent.

Moreover, the income share of families earning between 75 per cent and 125 per cent of the median—the middle class—fell from 52.1 per cent to 47.3 per cent.

**Working nights like smoking**

The Guild Reporter/CWA/CALM

The International Agency for Research on Cancer announced it is adding overnight shift work as a probable cause of cancer.

Scientists have noted a correlation between overnight work and increased breast and prostate cancers. They theorize that disrupting the body's circadian rhythm depresses production of melatonin, which can suppress tumour development.



"Night shift causes cancer! It interrupts sleep patterns, weakens the immune system and disrupts our circadian clocks."

## Economic anxiety in boom times

by Ish Theilheimer Straight Goods/CALM

A recent poll pointed out that concern about the economy is rising. Despite the buoyant tone of economic reports that focus on low unemployment rates and the high dollar, the outlook for many Canadians is grim. Forest industries are collapsing as a result of cutthroat competition that has opened up through international trade deals. Entire towns like Dalhousie, New Brunswick, are looking at shuttering up because they have lost the mills that powered their entire economies. The ripple effect of mill shutdowns is felt widely in the economy, from machinery manufacturing to social services costs.

The same forces are buffeting the industrial heartland of Ontario. One in seven jobs is tied to the auto industry, which now finds itself hard-pressed to compete with imported products. Imports rule, thanks, once again, to trade deals.

The auto sector is not alone. Nearly all domestic manufacturing is on the way out. Shoes no longer come from Kitchener; jeans no longer come from Winnipeg. In fact, very little that we purchase is now manufactured in Canada entirely, or even mostly of Canadian parts.

Stuff is considerably cheaper than it used to be, but we pay a high price for cheap stuff, both in terms of our domestic economy and in terms of human and environmental abuse “over there,” where all this cheap stuff comes from.

Still, if we have a full-employment economy, what's the problem? Well, there may be Help Wanted signs in front of every Wendy's but that doesn't mean you can make a living working there.

Here's an example worth considering. If

you're lower-income, it will explain your anxiety. If you are (still) middle—or upper-income, it may explain your neighbours'.

It's a budget for someone working for \$14 per hour—a young person who just graduated with a technical certificate, or a semi-skilled older worker whose plant just closed. Some people in this category earn \$20 per hour—few earn more. So let's use \$14, which is not bad in a lot of places.

A monthly income at \$14.24 an hour works out to \$2,468.

- taxes, EI, CPP etc. (about 20 per cent) \$481
- accommodation \$800
- transportation (city transit if available, more with a car) \$300
- food (assumes almost no eating out) \$500
- clothing \$100
- insurance \$50
- health (dentist, drugs) \$100
- phones, Internet, cable \$100

Monthly expenses add up to \$2,431.

At this modest level of spending, a single person falls behind every month. If both members of a young couple are working for this kind of money, they might possibly get ahead, if they don't have kids. The places with the most and the best-paying jobs (Vancouver, Calgary, Toronto), however, also have high accommodation costs.

Such tight finances, combined with student debt, are forcing many young adults to wait a long time to start families, if they do so at all. In centuries past, people needed kids. Now they can't afford them.

For an older worker at this income level, trying to pay a middle class mortgage, put kids through school, and prepare for retirement, it's impossible to get a good night's sleep.

With a lot of people looking at budgets like this—or worse—it's no wonder there is a  
(continued on Page 11)

### Economic anxiety in boom times *(continued from page 10)*

high level of economic anxiety in the land. The middle class are by no means insulated, with rising user costs for public services like education and health care and soaring energy and real estate costs.

Looking toward a federal election, federal parties need to address these anxieties with bold and practical ideas—not just platitudes, band-aids and partisan attacks. Canadians are experiencing extreme stress due to sweeping economic change that was triggered by the corporate trade deals the Right continues to fight for, after 25 years. Voters may be ready to consider visionary and realistic responses.

• *Ish Theilheimer is publisher of the leading, oldest, independent Canadian online newsmagazine, StraightGoods.ca.*



### 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)



COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA

# LOCAL 592 PORT ALBERNI, B.C.

March 17, 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 Trustee position
2. EXECUTIVE RECOMMENDATIONS
  1. That we withdraw from Provincial Council as soon as possible.

**GENERAL MEETING March 17 AT 7:00 P.M.**