

# The Forward Look

## LOCAL 592, PORT ALBERNI



GENERAL MEMBERSHIP MEETING  
7 P.M. HANSEN HALL,  
“ TUESDAY, MAY 22, 2007”

Editors Note:  
PERSONAL ARTICLES PRINTED IN  
THE FORWARD LOOK MAY NOT BE  
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EXECUTIVE OR THE CEP

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<u>President</u>	
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Steam Plant	
<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
<u>Trustee</u>	
Tony Price	723-2838
Shipping	
<u>Trustee</u>	
Norm Skipsey	752-2777
Woodroom	
<u>Trustee</u>	
Dal Gulstene	723-3143
<u>Safety Officer</u>	
Phil Guild,	723-5146
Respiratory	Pager 213
<u>Guard</u>	
Randy Teichman	724-6279
Plant Protection	

### WAGE DELEGATES

Jim Vandusen	Daryl De Rooy
Tim Thompson	Pete Rayburn

**SHOP STEWARDS****2007 Committee Members  
CEP Local 592****STANDING COMMITTEE**

Travis Goodyear 724-5353  
John Young 724-4735  
Bob MacAdams 724-5946

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

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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**

J. VanDusen 724-2772  
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

**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**

Landy Stevens 724-5974  
Jim Gislason 723-4372  
Travis Goodyear 724-5353  
Jim Irvine 723-5469

**E.F.A.P**

R. Sabiston 724-5239  
R. Isaacson 724-2984  
N. Skipsey 752-2777  
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
Dan Rodgers	Janitorial
Glen Mee	Pipefitters
Brian Weikum	Steam Plant
Doug Wilkie	Steam Plant
Don Oxley	Groundwood-
Piara Basra	Core Room
Vic Ursic	Woodroom
Paul Myers	Steam Plant
Keith St. Thomas	Instrument
Kelly Schutte	Lubrication
Steve Smith	Groundwood
Jim Melloy	PPO

**Safety Delegates**

**Brian Daniels** 724-3223 pager 296  
Area 1: Mechanical Maint.  
Lube & Vibe  
**Joan Race** 724-3223 pager 289  
Area 2: E & I Maint. Carp. Paint,  
rebuild shop, cranes  
elevator  
**Dal Gulstene** 723-3143 pager 073  
Area 3: Mach. Pulp, Wdr. Yard  
Shipping, Machinists  
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

Since the management re-organization with our Mill Manager and HR Director moving to Crofton any communication process we may have had has completely fallen apart. We very seldom have any contact with Mike Putzke or Vern Phillips and we're left guessing what is going on with respect to the future of Catalyst Paper not to mention our own mill. Also we have little or no contact with whoever is supposed to be left in charge of our operation. So needless to say that with no information coming our way it's impossible to pass on any information to you. As a matter of fact, today Travis and I went to lunch and ran into Mike Putzke. He told me that he was here for a Business Review (that we are normally invited to). I told him that we had not been informed of any Business Review. I really can't say if this was an oversight or just that we are no longer invited to these functions, but it does say a lot about just how bad the communications are in this place and I really don't see it getting any better any time soon. We have heard on several occasions from our new CEO that we have to work together if we are to survive. I have a little trouble understanding the term "working together" but communication has to play a huge part in any working relationship.

### *Presidents Council*

Phil Guild and I attended Presidents Council on April 30<sup>th</sup> at Elks Falls with all the Catalyst Locals. The morning is dedicated to the Catalyst locals to caucus and discuss any issues that are common to all of us. At 11:am we met with the Senior Management and heard a presentation by our new CEO Richard Garneau. Following are some of the points he raised:

- Health and Safety are one of his priorities
  - Manufacturing costs are very high
  - Currently the price is weak on newsprint and coated
  - Directory is doing good
  - Pulp prices are good at this time
  - Fiber supply continues to be a factor and could result in some possible down time
  - Advertising is down by 6.5% also some of our customers are shrinking the size of their publications
  - The high Canadian dollar could be a disaster
  - May have to shed some assets
  - May have to shed some capacity production
  - Mr. Garneau also informed us that he is currently going over the company wide asset review and will be coming out with a report in the next 2 months on the future structure of the company.
  - The Board of Directors is pushing for the Senior Management to come up with new ideas. No plans to close any assets but if they are not competitive they will close.
  - Over capacity will force 5 mills to close
- We need to work together to bring costs down (not sure of the term "working together". Been there, done that.)

Without my crystal ball I can't predict what is going to happen in the next few months but if the treatment that this Local has received over the last few years is any indication of things to come then I feel that the brunt of the company re-structure will happen here in Alberni.

*Seniority Posting Arbitration*

We finally went to Arbitration on Thursday May 3<sup>rd</sup> on the Seniority Posting Grievance. I feel we presented a very good case although we did not get to present all of the evidence we had prepared. The company had supplied their council with examples of postings where they say they picked the “most suitable” candidate and not the senior person. We took those postings and contacted all of the senior people that did not get the postings to find out why they were not successful. After canvassing all of those people we confirmed our original position that most if not all of those people either withdrew or did not meet the basic qualifications for the posting thereby awarding the posting to the senior qualified person. Our council advised the company lawyer that we would be testifying and presenting our findings as evidence. The company council advised us that he would not accept our evidence as he felt it will be considered “hear say”. He said that if we wanted to present that as evidence then we would have to call each and every one of those people (30+) to testify. The logistics of calling everyone to testify were next to impossible and our council advised us to drop that evidence and carry on with what we had.

We did call on Bro. Doug LeSire to testify on the history of the bargaining process and how and why the disputed language was still in our Collective Agreement. Doug did a great job and gave an extremely convincing argument on just what happened in 1986 and why that language was still there. We very much appreciate Doug taking time out of his very busy retirement to come and help straighten out this mess. Jim VanDusen also gave testimony on the grievance itself and again did a great job. The Arbitrator (David McPhillips) stated that we will have his decision in a month.

As everyone is aware these arbitrations are very costly to this Local. With our shrinking membership and the resulting decrease in our income from membership dues we will have to be very careful about which issues we decide to take to arbitration. That will take more work by our Shop Stewards, Standing Committee and the Executive to make every attempt to resolve these grievances at the local level and pick the fights we can win before deciding to go to arbitration. It is you the membership that will make that decision.

*Mill Scene*

It appears that issues around the mill site are still up in the air. The uncertainty of the future still seems to be the only thing on people’s minds. Although there are a few severance packages being accepted by some of our senior guys, things have really not changed for our junior laid off people. The guys on the Manning Committee are going to have to be extra diligent and assure that the right people are working. The usual company answer to questions about having junior people in the mill while some senior people are at home is: *We need those people in for training purposes.* Well its been going on 3 years and its time to get off the pot and put the right people to work and give some sort of respect to peoples seniority.

*Shop Stewards*

Now that we are on the 40Hr work week its time to realign the Shop Stewards and ensure there is one per crew. It was a mess with the 37.3 HR work week and the roster system. If your crew does not have a Steward after the realignment back to the crew system then please hold elections and let Linda know up at the office. With all the manning issues and contractual issues that we are facing, we need the Shop Stewards to get more involved with the memberships concerns. As soon as we have a complete list of Shop Stewards, we will try to arrange training for those guys that want it.

Last month we did not have a quorum at the General Meeting and therefore could not carry out the business of the Local. These are your issues we deal with and it's your money we spend and if you want your voice heard on how we deal with these issues and how we spend your money then we need your input. Please remember the 3<sup>rd</sup> Monday of every month (excluding July & August) is your opportunity to be heard and give direction to your Executive on the business of this Local. Hope to see you all at 7PM on Tuesday May 22<sup>nd</sup> (Mon, the 21<sup>st</sup> is a holiday).

To Local 592 CEP Members and Executive:

I regret to inform you that I am Stepping down from my position in the Union due to May 1st, 2007 layoff letter and the fact that I have applied for other work that would put me in conflict with the CEP Constitution.

Travis Goodyear  
May 14, 2007.



**IN  
MEMORIAM**

We are sorry to have to report that Guy Gaudet has passed away.

Guy worked in the Finishing Room for 38 years. He was well liked and respected by all those who knew and worked with him. He will be a sadly missed.

Our condolences, thoughts and sympathies go out to his family.



## EDITORIAL

Here it is May already. Changes are still happening in the Mill. Staff are moving out of their “nice” offices in the Administration Building and finding holes where ever they can. Most Mill vehicles have been scooped up and auctioned over in Vancouver for a song! The problem is that they removed the vehicles that were still needed such as; the Shift trades vehicle and Hazmat truck. There’s been talk that the “shifties” have resorted to “carjacking” just so they can get to some of their jobs.

I went to the day of mourning at the Steelworkers Hall on April 28. It was a pleasure to see it well attended. The Port Alberni and District Labour Council did a great job in recognizing this event.

Latest word around last week was that Catalyst, Howe Sound Pulp, and Canfor will merge this year. I guess in the forest industry, anything goes!

The Retiree get together on Friday May 11 was a smashing success. It seems like this event is getting bigger every time it’s held.

Finally, our General Meeting is on Tuesday, May 22 at 7 pm. Come out and voice your opinion. Hope to see you all there.

Randy Teichman; Guard/Editor

OUT OF RIGHT FIELD

Sorry I haven't written anything for awhile. The learning curve has been rather steep. For the last couple of months I've been busy learning just how little I really know versus how much I need to know. As I've mentioned before. I have worked in a couple of areas in my years here. None of those departments are the same as they were as little as five years ago. The way they work, the people, the attitude have changed. Example, supply management (Mill Stores) Counter Clerk. I left there Sept. 1089. Up to about five years ago, I do believe I could have walked back in with a couple of days training. Today? Maybe a month, maybe more. It has just simply changed that much. That kind of change has gone on, and is still going on all over the mill.

That makes my learning curve for areas I've never worked in a whole lot steeper. That's why a lot of you see me wandering around on my off hours. Just dropping in. Tossing some crap, taking some crap. Just generally shooting the bull. It's all part of my learning curve.

One thing I do know so far I can't tell what you as members are thinking by talking to just one. The opinion of the senior CTMP Operator will not be the same as someone twenty under the lay-off line. We all face different stresses that help to form our opinion on things. That means no matter what I do as a V.P. someone, or several someone's will not like me very much. That's ok., I'm not whining, I walked in with my eyes open, it's part of the job. I knew that when I said; "pick me, I want a crack at that V.P. spot."

All that being said. Some of the day workers in my area have not seen a whole lot me yet. Allow me this chance to make an excuse. It's fairly easy to get to the shift people when things are running well, they can find a couple of minutes to vent. You day shifters are tougher to get to. I can't really drop in on you on the job. More often than not your pressed for time, your coffee breaks are just too short now. That only leaves lunch. Fact

is I've found that to be a very hard target to hit so far. I'll try harder.

One more lesson I've learned so far, one we all need be aware of, in this time of great and on going change, we can't really know what is in the hearts and minds of people in jobs other than our own. We all need to listen a lot more, then come to judgment a whole lot slower about other people and jobs then we have in the past. Face it, the only people that know what it's like to be a millwright are millwrights. Only they know what's best for them. They live the life, the rest of us don't. The same holds true for every sub group in the local. It is a very diverse group this local of ours. We will not always agree. But, we owe it to each other to know the real reasons we disagree. It's time to start listening to all opinions not just those voiced the loudest.

In closing, a small piece of business. Right about now someone is thinking "How much of my union dues is this clown hoovering up?" Fair question, one any member has the right to ask. After all it's your money. Ok. Here it is.

I get a basic \$140 for each month I'm a V.P. See page 10 of the local by-laws. I'm also entitled to lost wages when I take time off work for union business. To date, that has been a total of 12 hours. I'm also entitled to paid bank time off as outlined on page 23, local by-laws. I've made no claims to this time so far. I really don't think the membership should have to pay me to educate myself about a job I asked for. I've made the choice to use my own hours for that. How many hours will depend on how slowly I learn my job.

I don't have issues with those that take their banked time entitlements. I know how much time some put in. For those who gained office by acclamation, I think they are entitled to compensation for every damn second of their own time they put in. With a membership the size of our all elected positions should be contested.

Bob MacAdams

# Safety Report

## MAY MADNESS

The busy month of May, has people preparing for better weather and for the summer ahead. The local stores are stocking up on all the latest BBQ paraphernalia, patio furniture and gardening equipment.

This is a good time to sweeten up the lawn with lime on a dry day, make sure the grass blades are dry or the lime will stick to the grass burning the blades. Lime helps to alter the PH balance of the soil from acidic to more alkaline, which is favorable to grow lawns. Remember not to do this to your shrubs as most plants native to this region are acidic. A good time to tune up the lawn mower and ensure you have a sharp blade. If you cut a lawn when it is too wet or using a dull blade you actually mash the ends of the grass blade if you looked closely at one using a magnifying glass. This can cause the grass to die or be distressed, and can cause a thatch layer to form in the soil because of the dead clippings and then the grass puts more energy into the roots instead of top growth as it struggles to survive. Thatch blocks out sun and air which is crucial for photosynthesis to occur. Cutting grass too low to the ground is not good either.

Also the damaged lawn can affect soil ph balance and when a thatch layer builds, de-thatching, aerating and top dressing with sand will help to ensure you break it up, increase aeration, water filtration and oxygen close to the root zone to promote growth. Of course depending on where you live, clay, hard pan or poor drainage can be a real issue. So if you are faced with a drainage problem, installing legs with perforated pipe and crush to a 4-6% grade sloping to the outside yard perimeter and aerating and top dressing with sand is the way to go. Golf courses on the west

coast can have up to 90% sand as a base for the Greens and Tees. Keeping in mind all the maintenance, use and type of grass that is grown in that application, usually a fair mix of Kentucky Blue, as yards are generally more of a hardier variety for traffic areas like park mix. Fertilizing later in the season is best for a healthy lawn.

I recently traveled to CFB Comox to watch the Snow Birds practicing. Saturday April 21st hundreds of people gathered at the Marina Park location in downtown Comox to observe the Snow Birds 431 Air Demonstration squadron perform a spectacular display of precision maneuvers over the water front.

The Snowbirds will participate in 58 Air Shows in 35 locations from May until October during the 2007 season. Performing before more than 120 million spectators in their 37 year history. Traveling in 11 CT-114 Tutor jets and a mobile support vehicle, the 24 member show team performs breath-taking maneuvers and formations with mere feet of separation. Requiring the highest degree of piloting skills and maintenance expertise, the team flies their nine plane formations with distances as close as 4 feet of wing overlap at speeds ranging from 100 to 320 knots during their exciting show, which is comprised of more than 50 different maneuvers.

On the ground Snow Bird Technicians exemplify their motto "Safe Jets for Aerobatic Excellence", taking great pride in their impeccable maintenance record.

When the show was over we went back to the Base to the Air Museum, there was an opportunity to meet the pilots in person, but we didn't stay that long. So cruising through the displays I noted many parents taking the

opportunity to educate their kids with some of the hands on demonstrations. After speaking with the ladies operating the museum it was disappointing to hear the Comox Air show is cancelled this year. Due to Government cut backs some of the security personnel are laid-off, and so they would not have enough personnel to properly administer an Air Show. But I can see in the brochure that Abbotsford will be hosting the Snow Birds, August 10, 11, 12, 2007. Best thing to do is to call the air base's public relations dept. if you are planning a trip to confirm all the details.

June 3rd the Comox Base will be hosting a Canadian Forces day with things of interest for the family. The museum is open 10 a.m.—4 p.m. seven days a week. Call for information.

When we returned home that night we learned that the same day in South Carolina #6 Blue Angel piloted by Kevin Davis a 2 yr. Veteran of the Blue Angel aerobatic Air Show crashed his CF18 Hornet 30 minutes after the start of the show. Eight people on the ground were injured, the Blue Angels were formed in 1946 and since that time have had 24 fatalities.

May long weekend is coming up and many people will be heading to their favorite camping spots, so don't forget to practice good safe camping skills, from campfires to boating safety there are many details to ensure everyone can have a good time while minimizing unnecessary risks. Check the vehicle supplies including tools, flashlight and first aid kit. Ensure everyone has a life jacket and the boat has all the emergency equipment. And remember many ATV enthusiasts are on the gravel roads these days, and unfortunately a few young lives have been lost, due to speed and or alcohol.

Many road blocks and increased traffic on the roads that particular weekend, usually the RCMP will have boat doing spot checks for operator certificates, proper equipment aboard and booze. Aside from such formality, I can surely remember when I was younger loading up the camper and taking the kids to Toquart Bay,

where amongst all the other campers it was a great weekend party. A whole lotta Beer drinking going on. But we never jeopardized anyone's safety, or drank beyond being responsible. That we can remember. This does not include people pulling stupid stunts or passing out.

Don't forget to check Shell Fish warnings for Red Tide or other fishing restrictions.

Limited entries are coming out in the month of May, and for Hunters everywhere this is our favorite lottery. I always put an entry in for an Elk draw; unfortunately I presently don't have the friends with money that can afford to hunt Moose on the mainland. But I have had that opportunity a few times and hope in the future I can venture north again.

Joan Race,  
Area #2 Safety Rep.  
Health and Wellness Family Recreation and  
Leisure Activities.

### **Notice to All Local 592 Members**

**Please note that we will be holding 2 Special Meetings on Monday June 18<sup>th</sup> to discuss and vote on the implementation of Article 23 (42hr Special Leave).**

**We are expecting an announcement at the end of May that may have a further impact on the manning numbers.**

**Local 592 Wage Delegates**

For over 100 years, the United Food and Commercial Workers and its predecessor, the Retail Clerks Union, have represented workers in British Columbia.

The Retail Clerks Union in British Columbia began in 1899 when a small group of Vancouver clerks joined the Retail Clerks International Protective Association (RCIPA). The Vancouver clerks formed Local 279 of the RCIPA to better pursue a shorter work-week; fifteen hour days and 90-110 hour weeks were common to their profession. Local 279 launched petitions and appealed to merchants and politicians for reduced business hours. These efforts met with success in 1901 when Vancouver City Council passed Early Closing by-laws requiring shops to close by 6 P.M., and reduced the clerks' work-week to 60-70 hours.

In a pioneering effort, Local 279 also actively recruited female members. Clerking was one of the few professions deemed "acceptable" for women in the waged workplace, and women were well-represented in the union's general membership and on the Executive Board. But by 1904, a deteriorating economy resulted in the collapse of Local 279. Victoria Local 604, formed in 1902, also succumbed to the faltering economy in 1904.

Locals 279 and 604 would remain dormant until the flurry of union organizing that occurred during World War I. During 1917-1918, Locals 279 and 604 were reborn, and were accompanied by new RCIPA locals in Prince George and New Westminster. A new "shorter hours" movement and anger over inflation and war-profiteering sparked the RCIPA's resurrection in B.C.

B.C.'s RCIPA locals once again recruited and encouraged women to become involved in the union, and actively represented female members at the provincial government's Minimum Wage for Women hearings in 1918-1919. Although tangentially involved in the general strikes of 1919, B.C.'s RCIPA locals distanced themselves from the labour radicalism of 1919. By 1922, all but Victoria's Local 604 had collapsed, and Local 604 would remain the only Retail Clerks Union in B.C. until 1937.

Expansion in the retail grocery industry in the 1930s created new opportunities for organizing, and Vancouver Local 279 re-emerged in 1937. Local 604 also became active, and the union organized the first of ongoing closed-shop contracts with Safeway in 1938.

The success of its Safeway negotiations provided the union with a stable membership and allowed it to attempt to organize other retail employees. The 1940s saw the union invest much time and energy organizing department store workers, but employer hostility and high rates of employee turnover limited the union's success in this field.

Throughout the 1940s, women were active in the union. From 1942-1945, the demands of a wartime labour supply saw the union gain wage parity for its female Safeway members. Women served as organizers, shop stewards, Executive Board members, and Business Agents. The Retail Clerks Union also streamlined its operations in the 1940s, creating Local 1518 to represent food-industry workers, and designating Local 279 as the non-food sector of the union.

The post-war prosperity of the 1950s and 1960s saw the union make tremendous gains as it moved beyond the urban areas of south-west B.C. and organized throughout the province. By 1959, Locals 1518 and 279 represented over 2,000 retail employees in B.C. Continued expansion in the retail grocery industry was a boon to the union's membership rolls in the 1960s, and B.C. members enjoyed the best wage and benefit settlements for retail clerks in Canada.

The Retail Clerks Union continued to grow despite the corporate/government attack on working people that began in the mid-1970s. The 1979 merger of the Retail Clerks Union and the Amalgamated Meatcutters and Butcher Workmen of North America created the UFCW. In the 1980s and 1990s, ongoing organization and several other mergers have seen the UFCW in B.C. grow to over 26,000 members as it entered its centennial year in 1999. Retail clerks have been joined by workers in health-care, industry, and non-food commercial stores to form a powerful voice for working people in B.C.

The decline of traditional resource and manufacturing industries and the corresponding growth of service industries in North America since the mid-1970s sees UFCW Local 1518 in an important position as the new century unfolds. Local 1518 will be an increasingly important advocate and resource for working people as the North American economy continues to restructure. Our union is proud to honour its past, and prepared to grow into the future.