



LOCAL 592

PORT ALBERNI, B.C.

FORWARD LOOK

MAY 2008

IN THIS ISSUE:

Pete Rayburn -----	Page 5
Tim Thompson -----	Page 8
Safety Conference Update -----	Page 10
Important Links -----	Page 11
In Memorium -----	Page 12
Sportswear Industry Shame -----	Page 12

LOCAL 592 CEP 2008 EXECUTIVE

<u>President</u>		<u>Safety Officer / Guard</u>	
Pete Rayburn	723-5210	Phil Guild,	723-5146
Steam Plant		Respiratory	Pager 213
<u>Vice Pres.</u>			
John Young	724-4735		
Millwright	Pager 282		
<u>Vice Pres.</u>		<u>WAGE DELEGATES</u>	
Brent Hamelin		Pete Rayburn	
Woodroom		Daryl De Rooy	
<u>Rec. Sec.</u>		Phil Guild	
Tim Thompson	723-3279		
Shipping	Pager 419		
<u>Fin.Sec.Treas.</u>			
Norm Skipsey	752-2777		
Woodroom			
<u>Trustee</u>			
Randy Teichman	724-6279		
Plant Protection			
<u>Trustee</u>			
Paul Myers			
Steam Plant			
<u>Trustee</u>			
John Egresits			
Relief Pool			

**GENERAL MEMBERSHIP MEETING
HANSEN HALL
TUESDAY May 20, 2008
7 P.M.**

**Editors Note:
PERSONAL ARTICLES PRINTED
IN THE FORWARD LOOK MAY
NOT BE THE OPINIONS OF THE
EDITOR, EXECUTIVE OR THE**

2007 Committee Members CEP Local 592

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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
T. Thompson 723-3279
Dave Hiltz Alt.

VENDING COMMITTEE

R. Teichman 724-6279

LABOUR COUNCIL

J. Young 724-4735
P. Rayburn 723-5210

WAGE DELEGATESFLEX. SKILLS TRAINING

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

DISPUTE RESOLUTION

P. Rayburn 723-5210
T. Thompson 723-3279

SOCIAL & RECREATION

Norm Skipsey 752-2777
R. Teichman 724-6279
P. Rayburn 723-5210

ERGONOMICS COMMITTEE

Simon Fox 724-5459
Doug Chisholm

JOB EVALUATION

Simon Fox 724-5459
Kelly Schutte 724-0988

ENVIRONMENTAL,
POLLUTION,

Simon Fox 724-5459

PENSION OFFICERS

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L. Sorensen 723-3931

CONTRACTING OUT

John Young 724-4735
Landy Stevens 724-5974

E.F.A.P

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

RETIREE COMMITTEE

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Vice Chair 723-3826
Ray Bredo 724-3766
Rec. Sec.
John Armich 724-5202
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Duane Flory 724-0236
Sick Visiting

SUNSHINE COMMITTEE

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Doug Chisholm	Millwrights
Glen Mee	Pipefitters
Kelly Schutte	Lubrication
Jim Melloy	PPO
Alex Taylor	Steam Plant
Loris Gaiga	Steam Plant

SAFETY DELEGATES

Marc St. Thomas
Phil Guild
Chairman 723-5146 pager 213

NOTE: Corrections and updates to the page are ongoing.

GENERAL MEETING

TUESDAY May 20th

7:00 P.M.

HANSEN HALL

All the latest information!

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

See you Tuesday night!



Pete Rayburn, President



COMMUNICATIONS

A4 Start Up

Early on Thursday, May 1st, #4 Paper Machine finally started up and had the sheet on the reel late that evening. There were a few mechanical and process glitches along the way but were handled quickly by the machine crews and the maintenance guys. The machine has been down for 8 months and it will take some time to ramp back up to full production and the high efficiencies we hope to run. Coming to an understanding and an agreement to get that machine back up was a huge challenge, but it's not going to be the last that we face as we go forward. We now have to try to achieve the \$80 per ton labour costs and the \$200 EBITDA to be truly successful as the low cost producer with safety being the top priority. These goals may seem to be lofty but they are achievable.

Gate Hires

As everyone is aware, we do have a number of Gate Hires in the mill at this time. Most are in the trades and mostly comprise of our recent retirees. We also have a few gate hires in operations for training purposes. It turns out the enhanced severance process took out more senior people than was anticipated which in turn left us short of qualified people to run this place. We have agreed to gate hire some of these people back for training purposes only and they are all to be out by July 1st.

I have been made aware that the treatment of these gate hires may be somewhat less than cordial. Apparently there have been some very cutting and slanderous remarks made to some of these people about their status as gate hires. These people do not deserve this kind of treatment. Most of these people are long time members of this local and are still dues paying members. It is the membership that ratified this agreement and the gate hire process. If you have a problem with a gate hire working next to you then perhaps having a contractor (JVDI) would make you happier.

Training

I'm sure that most people have noticed that there are still some very junior people still working in various departments while some senior people are sitting at home. Again, with the enhanced severance process taking out more senior qualified people than we expected, and the lack of adequate training before May 1st, we now find that we may need to retain some junior people to complete the training of those senior people that are now in new departments. Shipping and CTMP are the standouts. Once these senior people are adequately trained and able to carry on with the on shift training, our manning numbers should better reflect the seniority needed to stay in the mill. Also some training requirements will take considerably more time than other training needs.

I have also heard some concern over rumors of gate hires doing ordinary labour

work that could have been performed by any of our laid off people. There may have been some situations where someone had witnessed a tradesman on a broom and that information has been relayed to someone sitting at home and then I get a call from our laid off member stating that a gate hire was performing ordinary labour jobs all day. When I go to investigate, I find that the fact was the gate hire was on the broom for all of 2 or 3 minutes to clean up an area to lay some parts down for a job that he was working on. Another instance that was brought to my attention was a tradesman was being used to move furniture while a gate hire was performing the duties of that tradesman. When I enquired about what happened, I was told that the tradesman was moving some furnishings and fixtures while trying to do some shop reorganizing and clean up. The maintenance guys are expected to clean and maintain their own shop and work areas.

We have stated to management that we will not condone the gate hire process being used to provide ordinary labour unless all of our laid off members are working. We have been assured that this is not the intention and that ordinary labour will go to our laid off people first. But we also accept that laid off people will not be called to perform a short term labour task that could be encountered by a tradesman or a gate hire in the normal course of his job (e.g.: cleaning an area to work in or moving something so he can perform his job).

Elk Falls Communication

This communication was released the day after A4 start up. With the news of the Timberwest sawmill closure and the dismal future for Elk Falls #1 PM, I'm sure we all can sympathize with their situation and feel exactly what they are going through because we have been experiencing this for years. But when I read this letter it was dejavu. This is just how we started out back in 2006 after the announcement of the shut down of A3. I honestly hope that our Brothers and Sisters of 630 and 1123 will find ways to address the situation and find a satisfactory outcome for all. The statement in the letter that "*this will be a challenging exercise*" is a huge understatement. It took Local 592 two and a half years, two failed attempts and a further 8 months of day after day discussions before anything was put to our membership and the rest is history. I'm sure that both locals 630 and 1123 will do what's right for their members.

May 2, 2008

Joint Standing Committees Meeting to Discuss Cost Reduction Initiatives

With the announcement this week that Elk Falls PM1 is being curtailed indefinitely, the Standing Committees of Local 1123 and Local 630 have begun to have joint meetings to discuss the changes we can make in our operation to reduce our costs.

This is not a situation that any of us are happy to be in, but we are committed to joint discussions to develop a plan that will deliver the required cost reductions. This will be a challenging exercise as we need to do two things:

- ***Remove the costs associated with PM1 so the cost structures of our remaining product lines are not adversely impacted. As announced this week, this involves reducing the budgeted workforce at Elk Falls by***

approximately 145 positions.

- *We then need to discuss the implications of the corporate objective of further reducing our overall salary and labour costs to \$80 per tonne.*

The joint committee has met 4 times so far. We have established our protocols for future discussions, jointly developed new Leave of Absence guidelines to allow interested employees an option to pursue educational or other work opportunities during the curtailment, and had an initial overview of where reductions can potentially be made to lower our costs.

We want to make it clear at this point in the process that there have been no decisions made regarding where specific reductions will be made. We will begin our detailed discussions next week and will be looking at every option to ensure it is workable and can be sustained in the long term. These will not be easy discussions. We fully recognize that we will be impacting people's futures. Our timeline is to have a plan developed for review by corporate management by the end of May. It is an aggressive timeline but it is one we are confident we can meet.

We are also committed to providing regular updates on our progress and will target to do so on a weekly basis. If you have any questions, please contact any member of your Standing Committee or your department manager.

Tom Paisley
Director, Paper Operations

Dan Bergsma
1st Vice President, CEP
1123

Terry Hoff
President, CEP 630

Since May 1st

The new agreement has been fully implemented since May 1st and we have already found a few road bumps and some unknowns that we had not expected. It looks like there may have been a breakdown in communications to some people as per the new roles and expectations of some of the jobs. It looks like the guys on paper machines did not realize that there was no longer a PMSE (steam guy) to call on, and there has not yet been any training for the 686 people on the steam and condensate systems. To make matters worse there are still some people who go back to that old adage "*it's not my job*" and have resisted to go and help out the guys on machines. The ironic part of all this is that the people that keep quoting that old adage are the ones seeking additional compensation because there are duties, tasks and responsibilities added to their job and they disagree with the idea of someone else making the same rate as them under the pay for knowledge system. These guys do deserve to be compensated for those extra responsibilities and we will continue to pursue this issue to a mutual and satisfactory conclusion. This is just one obstacle of many more that we will have to overcome. If any of this agreement is going to work then we all have to look out for and help each other to get familiar with the new roles of our jobs and tasks and we have to do it safely.

Newsprint Trigger Bonus

The RISI newsprint trigger did hit for the 1st quarter of 2008. All eligible 592 members will receive the bonus on the May 29th pay period.

I hope to see you all at the General Meeting on TUESDAY MAY 20TH @ 7PM.



Tim Thompson

From the Editor

The Demotivating Factor

The provisions of the new agreement are well underway as I write this and I have been through my first shift “on my own” in the Steam Plant. If you didn't read my blog post from a few weeks past then you may be unaware that, with the number of 3rd Class Power Engineers who took the severance package, a posting became available and I opted to take it and return to a place I left 11 years ago. Despite some of the constriction on scheduled time off that the tour workers now face, it was a positive move for me, providing an increase in income as well as more time off due to the compressed work week. Yes, I am forced to take time off as per the schedule, but, in my circumstance, that's okay. There is a bit of irony that I'm aware of but such is life as we go forward.

As we see the other mills coming under increased pressure to reduce manning costs, we can only sit back and observe and see what direction those locals will choose to take. Though it is difficult for me to say, it may be that this new agreement may have had some foresight and will certainly help ensure the future of the mill if we can now all pull together and make it work. My basic opposition to concessions of any kind remains, but I am also aware of my tendencies to be a dinosaur and I continue to reserve the right to be wrong.

All of this leads me to the title I've put to this article. Demotivation is a skill that some people, both company and union (me included) seem to have in spades. I worked for a supervisor that I ended up calling the demotivator because he drove me to the point where I didn't really care anymore and no longer had any desire to go the extra mile. I'm a little fearful that some of that is happening as we speak, whether intentional or not.

I have heard a few stories from those who have contributed greatly to this company over the years and are now just frustrated, angry and now unwilling to do anything extra. And that is unfortunate because some of these are people that have given much of themselves to keep this mill functioning and, dare I even use the word, as viable as possible considering all other factors. While I've never had a great love for any of the companies we have worked for, it is essential to keep the mill profitable because that benefits all of our bottom lines. So when I see someone who has tirelessly worked towards that endeavour now discouraged and annoyed and angry about things, it saddens me, not because of the potential impact to the company, but because of the potential impact to the individual, to my fellow union brother or sister.

There are any numbers of reasons why people are frustrated. I know some of the new holiday policies and implementations are a hot topic these days; and it appears that Safety has taken a bit of a back seat, intentional or not, as we move into this new era. Now, there are those that will point to the great safety numbers that we

have put up the last couple of months and say that there is nothing wrong with safety. But, I hear stories and I see how safety tours are being handled in my department and it all seems to be just words about safety and no real willingness to address real issues. I think part of it is that we have cut back so much that no one has any time, or motivation, to do anything extra. So, people get frustrated, angry and stop caring.

Don't get me wrong. There are still many dedicated, hard working and committed individuals out there who are strongly motivated towards both safety and production. But, there is frustration and some are impacted harder than others as is the case with most things in life.

I wish I had some answers. My own personal motivation has been improved simply by changing departments and seeing the positives in that change. But, not everyone has had that option and the demotivation factor is something that I hope both management and union leadership turn their eyes to. There are a lot of changes happening and now is not the time to come down hard with discipline when things get a little hairy. It is a time for understanding, for listening to the issues and working to find practical solutions. It is also important to be willing to get to the root of any problems that arise. While you can't make everyone happy about everything, we can go a long ways toward making things at least acceptable and fair.

To those of you frustrated and angry by this new agreement, I can only encourage you to work towards accepting some of those things that now can't be changed and focus your energy on improving the things that can help improve life in the mill. We are still a union and though we are now working more "cooperatively" with the company, there are still battles to be fought because they haven't really changed and we need to be diligent in keeping them within the bounds of all agreements. We can also work within the local to try and find solutions to some of the problems that have arisen and will continue to arise as we move onward.

As far as safety is concerned, I have never seen much value in any programs the company has tried to push on us. Years ago, it was the union that fought for safety and safety programs, now it sometimes seems the other way around and we become too dependent on the stats based company program. As far as I'm concerned, my safety has always started with me and extended out to look at safety issues for my coworkers. That hasn't changed regardless of how committed or not the company is to their safety program. We continue to work in an environment that can bite us quickly at any time. So, look first to your own safety and then to the safety of others. Don't be so "motivated" to your job and production that you forget your safety. And don't be quick to pass things off to someone else and possibly put them in the bite. There are currently a lot of inexperienced operators out there (I'm one myself) so we need to be extra diligent in what we are doing.

I probably won't have an article next month since my first 22 day off period is for most of June and I'm going camping (well, at least what I call camping.) I will try to figure out a way to get the Forward Look published (since there is internet access where I'm roughing it), but I plan to relax and enjoy myself down Island.

Take it easy out there everyone.

Western Safety Conference Update

The Safety Conference was a great source of information, on how the forest industry across western Canada is coping. The picture looks pretty grim for the near future. The whole forest industry from BC to Manitoba is in downsizing mode either by attrition, layoffs, retirement packages, contracting out or mill closers. Every Union report that was read at the safety conference all had similar stories; they were a carbon copy of life at our mill site over the last five years.

I attended two work shops at the safety conference; the first was ‘Is the Workers Compensation System working for you’. The second was ‘Communications’, both were very informative. I was not aware that the case managers that look after your WCB claim are unionized employees; they are just following policies laid out by their employer; WCB. The WCB work shop that I attended pointed out the radical changes that this present government has made to both the regulations and benefits. Corporations, demands for profit have motivated them to hire lobby companies, ex-WCB management. They have been very successful at lobbying this government for changes that have resulted in reduced benefits paid to employees. “Benefits have been capped or reduced leaving some workers facing a lifetime of poverty.” Last year WCB had almost a one billion dollar surplus, it is not difficult to figure out where is surplus came from. This has resulted in reduced premiums and huge rebates to companies.

We can’t eliminate all the hazards, but we can control them, we all have differing levels of risk, the next time you are going to take a shortcut I urge you to stop and think about what you may be risking. You could be jeopardizing your family’s financial future and your quality of life. Here are a couple of examples of how WCB has reduced the benefits paid to injured employees. Check out the web site listed on the red insert. Have a Safe day.

Marc St.Thomas

(Editor’s Note: I have included the link Marc mentioned on the Important Links page.)

injured workers pension pulltab!

Name: EDWARD
Profession: Warehouse Worker

Edward is a 43 year-old warehouse worker earning \$42,000 per year. One day a pallet he is loading collapses, breaking bones in his right ankle. After extensive rehabilitation Ed is still unable to perform his warehouse job. Eventually, he finds another job that pays him only \$32,000 per year. Edward lives to 85.

under the old legislation	BENEFITS TO AGE 65 <small>Loss of earnings pension</small>	BENEFITS AFTER 65 <small>Loss of earnings pension</small>	TOTAL BENEFITS PAID TO AGE 85
\$625 / month	\$625 / month	\$315,000	

under the new legislation	BENEFITS TO AGE 65 <small>9% Permanent Impairment Benefits</small>	BENEFITS AFTER 65 <small>One Time Payout</small>	TOTAL BENEFITS PAID TO AGE 85
\$206 / month	\$2,713	\$56,976	

what can you do about it ?

Complete the postcard
detach and mail, postage free.

➔

www.publiccompensation.ca

injured workers pension pulltab!



Name: SUSAN
Profession: Personal Care Aide

Susan is a 37 year-old personal care aide earning \$34,000 per year. While leaving the house of a client, she slips on an icy sidewalk, badly injuring a disc in her lower back. Susan is no longer able to handle the heavy lifting at her job. She secures another job as a light housekeeper that pays only \$20,000 per year. Susan lives to age 85.

under the old legislation	BENEFITS TO AGE 65 Loss of earnings pension	BENEFITS AFTER 65 Loss of earnings pension	TOTAL BENEFITS PAID TO AGE 85
	\$875 / month	\$875 / month	\$504,000

under the new legislation	BENEFITS TO AGE 65 5% Permanent Impairment Benefit	BENEFITS AFTER 65 One Time Payout	TOTAL BENEFITS PAID TO AGE 85
	\$94 / month	\$1,553	\$32,613

what can you do about it ? Complete the postcard detach and mail, postage free. 

www.publiccompensation.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

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

Injured Workers Pension — www.publiccompensation.ca



IN MEMORIUM

Bill MacDonald

Sportswear industry shame: No progress since Athens

ITUC/CALM

As the clock ticks down to the Beijing Olympics, Chinese workers are still glueing sports shoes for less than \$2 per day and stitching footballs for 50 cents each.

Sportswear workers are still working excessive hours and paid poverty wages, according to a damning new report, “Clearing the Hurdles, Steps to improving working conditions in the global sportswear industry,” from Play Fair 2008.

“Clearing the Hurdles” shows that violating worker rights is still the sportswear industry norm. The report is based on interviews with more than 300 sportswear workers in China, India, Thailand and Indonesia.

“Workers making the goods sold by brand leaders such as adidas, Asics, New Balance, Nike and Puma are still earning poverty wages despite the fact that company profits are soaring into the hundreds of millions, sometimes even billions of dollars,” said Neil Kearney, general secretary of the International Textile Garment and Leather Workers Federation, one of the organizations coordinating the Play Fair 2008 campaign leading up to the Beijing Games.

Play Fair’s report exposes Yue Yuen, a little known Hong Kong manufacturer that produces one-sixth of the world’s sports shoes.

One worker at a Yue Yuen factory that produces for New Balance said, “I am exhausted to death. The two of us have to glue 120 pairs of shoes every hour... We are working without rest and are always afraid of not working fast enough to supply soles to the next production line... We are tired and dirty.”

The report also exposes the conditions of workers stitching soccer balls in Thailand, India and China. At Joyful Long factory in China’s Pearl River Delta, which supplies adidas, Nike, Umbro and Fila, overtime can reach 232 hours per month while average wages are almost half the legal minimum.

Despite more than 15 years of codes of conduct adopted by most of the major sportswear brands, Play Fair 2008’s report shows that workers still face extreme pressure to meet production quotas; excessive, undocumented and unpaid overtime; verbal abuse; and threats to health and safety. They have none of the legally required health and other insurance programs.

“For years key sportswear brands have argued that they can’t raise wages singlehandedly but we believe that collectively they can,” said Jeroen Merk, of the Clean Clothes Campaign. “These companies control the sportswear and sports shoe markets; by acting together and really leading the sector on wages and other key issues an end to the misery these workers endure is possible.”

“Clearing the Hurdles” identifies the key issues the sportswear industry must act on: low wages, abuse of short-term contracts, violations of freedom of association and the right to collective bargaining, and factory closures caused by industry restructuring.

Peace is in this century?

Teacher/BCTF/CALM

Eight years ago, Nobel Peace Prize Laureates declared “Peace is in our hands!” and issued Manifesto 2000 to celebrate the 50th anniversary of the Universal Declaration of Human Rights. Manifesto 2000 listed six values for creating cultures of peace:

- Respect all life and understand that diversity sustains life.
- Reject violence in all its forms and practise peaceful conflict resolution.
- Share with others to decrease economic inequality on our planet.
- Listen to understand that there are many possible solutions to the challenges we face.
- Preserve the planet by learning to be a responsible consumer.
- Rediscover solidarity by building community with full participation of everyone.

Work and labour quotes

Internet/CALM

“If a man loves the labour of his trade, apart from any question of success or fame, the gods have called him.”

– *Robert Louis Stevenson*

“When it comes to getting things done, we need fewer architects and more bricklayers.”

– *Colleen C. Barrett*

“I long to accomplish great and noble tasks, but it is my chief duty to accomplish humble tasks as though they were great and noble. The world is moved along, not only by the mighty shoves of its heroes, but also by the aggregate of the tiny pushes of each honest worker.”

– *Helen Keller*

“I have yet to hear a man ask for advice on how to combine marriage and a career.”

– *Gloria Steinem*



COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA

LOCAL 592

PORT ALBERNI, B.C.

May 20, 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

- 9 Letters & circulars received & filed
- 1 Referred to Trustees
- 1 Referred to Convention File

1. NEW BUSINESS
2. RECOMMENDATIONS ON GRIEVANCES

The Executive Recommends:

- That we withdraw the 08-John Young-04 Removal of warning letter grievance on a without prejudice basis.
- That we move the 08-John Young-02 Worker denied seniority rights grievance to 4th stage.

3. MOTIONS FROM THE FLOOR
4. GOOD OF THE UNION
5. ADJOURN 9:00 PM

GENERAL MEETING May 20 AT 7:00 P.M.
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