



LOCAL 592

PORT ALBERNI, B.C.

**F
FORWARD
LOOK**

**GENERAL MEETING
TUESDAY MAY 19TH
7:00 P.M.**

MAY 2009

LOCAL 592 CEP 2008 EXECUTIVE

<u>President</u> Jim VanDusen 724-2772 Relief Pool	<u>Trustee</u> Doug Chisholm Millwright — <i>Day shift Mon-Fri</i>
<u>Vice Pres.</u> John Young 724-4735 Millwright Pager 282 <i>Day shift Thur-Sun</i>	<u>Safety Officer/Guard</u> Travis Goodyear 724-5353 Millwright — <i>Day shift Mon-Fri</i>
<u>Vice Pres.</u> Brent Hamelin 724-6524 ET Plant — <i>D Crew</i>	
<u>Rec. Sec.</u> Tim Thompson 723-3279 Steam Plant — <i>C Crew</i>	<u>WAGE DELEGATES</u> Jim VanDusen Daryl De Rooy Phil Guild Tim Thompson (Alternate)
<u>Fin.Sec.Treas.</u> Norm Skipsey 752-2777 Woodroom — <i>Day shift Mon-Fri</i>	
<u>Trustee</u> Randy Teichman 724-6279 Plant Protection — <i>E Crew</i>	
<u>Trustee</u> John Egresits Relief Pool	

**GENERAL MEMBERSHIP MEETING
HANSEN HALL
Tuesday, May 19, 2009
7 P.M.**

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



GENERAL MEETING

*****Tuesday May 19th*****

*****Note Day Change*****

7:00 P.M.

HANSEN HALL

All the latest information!

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

See you Monday night!

Communications

Jim VanDusen

I will begin this month's article on a positive note. I would like to thank everyone for their hard work and long hours in getting our CTMP project up and running. This is indeed a good news story for our mill and the operators I spoke with said that all indications are that this project will more than likely exceed expectations in production and efficiencies.

The other good news story is our Safety Record. Congratulations to everyone for going 196 days without a lost time injury. That is an incredible accomplishment at the best of times, but add to that two extensive maintenance shutdowns and that really is quite an achievement. 196 was the number on the day I wrote this article, I expect we are over 200 by now.

Many of you have probably heard about Catalyst's latest attack on our Collective Agreement.

Human Resource representatives from all the Catalyst mills met and came up with a brand new interpretation of the language in our Collective Agreement regarding laid off employees.

Catalyst has arbitrarily changed the way they have handled Floater Entitlement, Weekly Indemnity Entitlement (sick pay) and the rate of pay, which they have paid out severances in the past.

1. Floater Entitlement for employees on lay- off:

All the Catalyst locals received notice that effective May 1, 2009 employees on lay-off will not be granted the 5 floaters with pay, as they are not regular full-time employees. This will be applied in all Catalyst operations with this contractual provision. Employees that are recalled to fill permanent vacancies will receive a pro-rated number of floaters based on the time within the contract year that they are recalled.

So they just decided that if you are below their subjectively drawn lay- off line you automatically lose your floaters. No consideration to the number of years you have worked for this company or even the number of hours you worked the previous year, nothing. It doesn't matter if you worked full hours last year you do not, and cannot, qualify for floaters until you are called back to a permanent vacancy.

2. Weekly Indemnity entitlement for employees on lay -off:

The following is an excerpt from the letter all Catalyst locals received regarding this issue.

"While an employee is on lay-off, the Weekly Indemnity and Long Term Disability benefit provide coverage only in the event that work is available for the employee and the available benefit is based upon the work opportunity that would have been available to the employee".

"In reviewing the language of the plan and the carrier's interpretation, we believe that the

weekly indemnity benefit is characterized as income replacement and requires that a claim for the benefit be for a period in which an employee has been scheduled to work but was unable to do so due to some infirmity”.

“The reason for this is that the benefit plan contemplates that payments will be made “for as long as such employee is Disabled and under the ongoing care of a licensed doctor but not beyond the Benefit Duration, regardless of any subsequent termination of coverage due to lay off or termination of employment”.

“Based upon our review of the collective agreement and the policy provisions, we support the carrier’s interpretation that the benefit plan does not contemplate that a laid-off employee is entitled to the same benefit”.

So even if they pay full premiums they may only be entitled to partial benefit or possibly no benefit at all. The carrier will look at it on a week-by-week basis and whatever number of days you are scheduled for, that is the number of days WI will pay you. If you are not scheduled for any hours the following week, then you will receive nothing from the carrier.

There is a third position that Catalyst has taken regarding employees on lay off, however it has not been presented to all the Catalyst locals at this time. It was presented to Local 1123 at Elk Falls, and their President informed the other locals.

3. Effective May 1, 2009 all laid-off employees will be defaulted to base rate.

They have completed their review of this issue and have concluded that the regular rate for a laid off employee should be moved to base rate.

So this simply means that regardless of your posted position, the Pay for Knowledge rate you earn everyday, or your card rate, when you are laid off you automatically revert back to base rate.

There are many flaws with this Company’s views on what a laid off employee’s entitlement’s are but I must be careful to respect the grievance procedure and not to argue our position in this article. But needless to say I consider these to be blatant violations of our Collective Agreement.

There are grievances being submitted and with the memberships support we will take them all the way to arbitration if need be.

I do want to mention the Special Pulp and Paper Conference called for May 15 and 16 in Montreal. I will keep it brief, as I know Brent is writing about this in his article.

Because of the short notice we did not have the time to bring this to the Membership. When I received notice of this meeting I called a Special Executive Meeting to deal with this issue. There was excellent debate and in the end the Executive voted to send two people, and Brent and I were selected to attend this conference.

I do expect this to be very informative as there will be representatives from both Western and Eastern CEP Pulp and Paper mills. Having everyone together to discuss our issues is unique and something I have never had the opportunity to be part of before. It will be interesting to have first hand discussions on what is going on back East with the union leaders from Eastern mills including AbitibiBowater and Smurfit Stone

We will give a full report of this conference at our General Meeting.

Just a reminder:

Our General Meeting will be on Tuesday May 19th.

See you at the meeting.

In Regards to Richard Garneau's letter to Jim Van Dusen on April 6th requesting the membership forgo our scheduled wage increase.

I applaud Mr. Garneau in his continuing efforts to save this company. In fact I have a few ideas of my own.

- 1) In the past, during a curtailment we could schedule holidays and avoid wage loses. With the new shift schedule this is no longer possible so I propose that during curtailments everyone who is not working, takes a wage lose including ALL management. Yes I mean Mr. Garneau as well. Of course some management is needed during shutdowns. As we get by just fine on night shift with one supervisor for the whole mill with 28 people working, I would suggest 1 staff for every 30 hourly. Everyone else takes a pay loss.
- 2) The company has 5 divisions, every time a division is completely shut down; senior management (Vancouver) takes a 1/5 cut in pay. This will save the company money and be an incentive to make sure curtailments are really a last resort.
- 3) Relocate head office to one of the divisions on the island. This would save us a fortune in rent at Vancouver prices, cut down hugely on travel expenses, make the top brass more excisable to the operations, and put them more hands on in operating the company.
- 4) Shut down HR. They don't really appear to resolve any issues with out going to arbitration so get rid of them. Skip the whole 4 stage grievance procedure and go straight to arbitration. The savings in time and money will be huge. Since senior management will be located here on the island, they could fill the role played by HR.

Of course there are naysayers who feel this is all a ploy.

They say Mr. Garneau has yet another bomb to drop on us regardless of what we do.

If we say yes to forgoing our scheduled wage increase, it will be to little, to late and we'll get another hit.

If we say no, then that will be the excuse given for the next hit which is coming no matter what we do..

I can't understand where these people are coming from?

How can they think such dark thoughts?

The one thing that **WILL** save this company is developing an atmosphere of mutual respect and co-operation. We, the hourly people need to be recognized as assets and not liabilities. We the hourly workers have made huge changes in the way we think, and the way we deal with management. Now it's time for them to make the same kind of change. Anything else is futile.

Garry Wells

May Report

Another month and more surprises from our employers. It seems every week a part of our collective agreement is under attack. Many of our GLP people have benefits while others are told they have less, some GLP people have floaters and some do not. Under a new interpretation of our contract only a handful of people are eligible for severance. This is not quite the world class relationship our members hoped they would have with Catalyst paper.

This type of corporate behavior is not limited to this company or industry during these uncertain economic times, which is why Jim Vandusen and I will be attending a two day CEP national conference in Montréal. Speakers at the conference include Members of parliament from at least two national political parties, labor leaders and much more. I'm sure we will learn more about how our industry will be affected by the collapse of major forest sector companies. Hopefully this conference will inform and better prepare CEP locals in western Canada to counter threats to our collective agreements. Jim and I will have a full report for you at our next general meeting.

Not all news is bad in our mill. The CTMP project seems to be working well. The upgrade was apparently under budget. Our mill and company have posted profits of twenty million dollars in the first quarter. Thanks to all our members we are maintaining an excellent safety record. Keep up the good work and I will see you at our next general meeting on May 19th at 7:00pm sharp.

In solidarity,
Brent Hamelin
Vice President



Safety Report

Travis Goodyear

First of all I would like to congratulate everybody on the First Aid Stats so far this year. It's always nice to set new targets. Second of all I would like to thank the membership for sending me to the 2009 Joint Pulp and Paper Safety Conference. And it is as we all suspected, very, very bad out there with the same complaints, that we have "No money, No time and No manpower." That being said I would have to say that we are far better off than most, but that doesn't mean it is good enough. Every one of us has to keep his or her mind on the job at hand, and personally decide to do the work safely.

I found that all three of the courses I was in had well known and highly respected speakers. The first one was *Eating for Energy* with Diana Steele, who is also on Global T.V. The information in this course was very well prepared and may be valuable reading for the shift workers, and to everyone in general. Her e-mail address can be found at www.eatingforenergy.com and she would be very happy to answer any dietary questions.

The second Workshop I attended was *Working Without Pain*, with David Coates and Robert Joseph. I found this Work Shop very interesting being as we have an older workforce in our mill and our year to date Stats show 47% of our First Aids are pain cases and soft tissue damage. I will include some exercises that are very easy to do, only takes 5 minutes and may help you avoid that next twinge of pain from doing improper rotary or muscle movement. (*Editor's Note: Exercise pages are in the print edition only.*)

The third Workshop I attended was "*For Safety Sake*", *Resolving Conflict in the Workplace* with Stacey Holloway. This was by far the best Workshop of them all from my point of view but also the hardest to report on because it's about your own point of view and tactics that we all use to get through the day, the week, the year etc. It also helps you recognize the tactics others are using to get their agenda, or point of view across. I have a lengthy hand out from the course and if anyone is interested I would be happy to share it with you.

Once again I would like to thank everyone for working safely and for sending me to the conference.



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

Bravo!

Labor Notes/CALM

The head of Sony Corporations's French division decided to stop by a videotape factory that was closing to bid farewell to 311 workers he was firing.

He hadn't considered that the workers might be displeased with losing their jobs and the severance they were going to receive. The severance package was going to be half of what other laid-off Sony workers had been receiving.

The Sony boss wouldn't listen to their complaints so they locked him up, barricaded the plant, and had some reps from the Confédération générale du travail talk it over with him.

After 24 hours, the "bossknapping" came to an end, and Sony offered better terms to retiring workers and gave the younger workers more time to find new jobs.

This is the third such incident in France in recent months.

Shift work—the dark side of light

HSE Newsletter/CAW/CALM

One thing we know about working during night-time hours is that workers are exposed to large amounts of light when they are supposed to be in darkness.

In Toronto, a group of researchers have proposed the possible connection between light exposure at night and adverse health effects.

Shift work exacts a heavy toll on workers' health, including sleep disruption and illnesses ranging from breast cancer to heart disease.

The researchers think they have devised a simple way to spare night-shift workers from some of the fluctuating hormone levels and disruptions to the body's internal clock. They've developed a coating for use on glasses that blocks the wavelengths of light responsible for the hormone alterations.

Wearing the glasses will allow workers to maintain reasonably normal hormone levels at night, making it easier for their bodies to cope with those shifts.



COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA

LOCAL 592 PORT ALBERNI, B.C.

May 19, 2009

AGENDA

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|----------------------------|-------------------------|
| 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 | 10. Vending |
| 2. Safety | 11. Labour Council |
| 3. Pulp & Paper Rep. | 12. Social Committee |
| 4. Technological Change | 13. Joint Placement |
| 5. Contracting Out | 14. EFAP |
| 6. Factories Act & Environment | 15. Flexibility/Skills Training |
| 7. Sunshine Committee | 16. Wage Delegates |
| 8. Job Evaluation | 17. Retiree Committee |
| 9. Apprenticeship | |

CORRESPONDENCE

- 8 Letters & circulars received & filed
- 2 Letters marked for discussion

NEW BUSINESS

1. EXECUTIVE RECOMMENDATIONS
 1. That we send 2 people to the 2009 Western Region Conference to be held in Winnipeg on September 14-16.
2. RECOMMENDATIONS ON GRIEVANCES
3. MOTIONS FROM THE FLOOR
4. GOOD OF THE UNION

ADJOURN 9:00 PM

GENERAL MEETING May 19, 2009 AT 7:00 P.M.