

The Forward Look

**LOCAL 592,
PORT ALBERNI**



GENERAL MEETING
Nov. 20th, 2006
AT 7 P.M. HANSEN HALL
NOMINATIONS 2007
LOCAL 592 EXECUTIVE.

Lest we Forget



Editors Note:
PERSONAL ARTICLES PRINTED IN THE
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LOCAL 592 CEP 2006 EXECUTIVE

<u>President</u>	
Jim Van Dusen	724-2772
Fin. Rm.	Pager 080
<u>Vice Pres.</u>	
Pete Rayburn	723-5210
Steam Plant	Pager 286
<u>Vice Pres.</u>	
John Young	724-4735
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Travis Goodyear	724-5353
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Tim Thompson	723-3279
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Rick Dallman	723-3498
Plant Protection	
<u>Trustee</u>	
Brent Henderson	723-0363
Mill Stores	
<u>Trustee</u>	
Tony Price	723-2838
Shipping	
<u>Trustee</u>	
Norm Skipsey	752-2777
Woodroom	
<u>Safety Officer</u>	
Phil Guild,	723-5146
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<u>Guard</u>	
Randy Teichman	724-6279
Plant Protection	

WAGE DELEGATES

Jim Vandusen	Daryl De Rooy
Tim Thompson	Rick Dallman



SHOP STEWARDS

**2006 Committee Members
CEP Local 592**

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John Young 724-4735
Travis Goodyear 724-5353

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

J. Van Dusen 724-2772
Glen Mee 723-1375
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. VanDusen 724-2772
J. Young 724-4735
T. Price 723-2838

WAGE DELEGATES

FLEX. SKILLS TRAINING

J. VanDusen 724-2772
D. De Rooy 752.3750
T. Thompson 723-3279
R. Dallman 723-3498

DISPUTE RESOLUTION

D. De Rooy 752-3750
J. VanDusen 724-2772

SOCIAL & RECREATION

Rick Dallman 723-3498
Norm Skipsey 752-2777
R. Teichman 724-6279

ERGONOMICS COMMITTEE

Nathan Greene 248-9419
Boris Radetic 723-2250
Vic Ursic 724-6814
Gary Wells 724-6206

JOB EVALUATION

Simon Fox 724-5459
Kelly Schutte 724-0988

ENVIRONMENTAL,
POLLUTION, FACTORIES ACT

Adam Currey
Simon Fox 724-5459

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
L. Rose 724-6198

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 724-2954

PULP & PAPER REP.

G. Turner 724-3496

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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 723-3223 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
Brent Henderson 723-0363
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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Jim VanDusen, President



COMMUNICATIONS

I have a few topics this month but I guess it is no surprise that the opening topic is the concessions that the company demanded in exchange for Capital Investment. I have talked about this, reported on this and thought of very little else since the day we were presented with their ultimatum. Since that day we have spent countless hours, first trying to understand what the company's needs really are and then trying to address those concerns without bastardizing our Collective Agreement. Many of you have asked us why we were bothering to do anything at all, why don't we just tell them to go to hell? That certainly would have been the easy thing to do. However, we were elected to do the best for our membership and we did not think that telling them to shove their demands without first attempting to get an agreement would be in our members' best interest. The November 17th deadline they imposed on us is here. I was phoned on November 10th and asked if we would agree to meet with the company the following week. I explained that we certainly would be willing to meet, if there was something to discuss, however, we are not willing to meet just to have them read the list to us again. Vern called again on Monday (November 13th) and invited us to meet on Wednesday (November 15th). I again said, if there is something to talk about, we are willing to meet. He said they understood that we are not willing to discuss some of the items but we should see if there is room to move on any of the other items. On that basis we agreed to meet. They said they

wanted to begin the meeting by giving us a presentation on Leave Smoothing. They finished the presentation and then said "I guess that's it for today." I was so pissed off by this, you would not believe. We explained that we were led to believe that they actually wanted to talk today. They made it very clear that they had no intention on agreeing to anything but their entire list. Despite our efforts, it is abundantly clear that the company is not interested in anything except having us agree to their entire list of demands, both Main Wage and Local items. Here is a recap of our meetings and I have bolded some of the inconsistencies in the company's statements regarding what they wanted in return for Capital Investment in our mill.

When the Wage Delegates met with the Company on Thursday September 7th regarding the CTMP project and the Yellow Book agreement Ron Buchhorn began by explaining that the closure of Greenwood was just a short-term solution and their proposal was the long-term solution. They signed a tentative deal with Yellow Book but without commitments from both locals and the city they are not prepared to invest in our mill. *For us to get the major investment needed for this project they stated that they need to clean up our poor work practices* and get a commitment on city taxes.

Following this meeting we contacted the presidents from the other Catalyst locals

and scheduled a meeting on September 14th in Port Alberni. At this meeting there were representatives from all eight Catalyst locals, Phil Davies (2nd Vice President of PPWC) and Bob Hughf. We talked a great deal about the lack of integrity and respect that Catalyst was showing by demanding these concessions. It was decided that we should have the Presidents from the other locals and the Wage Delegates from Local 592 and 686 meet with Ron Buchhorn and Russ Horner as soon as possible and a meeting was set up for September 22nd in Vancouver.

We began this meeting with local 686 and ourselves outlining the demands that each of our locals had been given. The other local Presidents all had the opportunity to express their disgust with the way our company has chosen to conduct themselves in regards to Capital Investment in our mills. Bob spoke on our relationship and the commitment that was made at bargaining. He reminded them that they had said if we gave them the comfort of a 5-year deal we would get a **no concession agreement**. "You got the comfort for your customers and we are only in the 3rd year of a five-year deal and you are coming after Main Wage and local issues. You should not forget that 125 people in the room brought you a Collective Agreement that gave you the comfort for your long-term customers."

Phil Davies said, "We take offence to your tactics. We have been willing to work with you on all your initiatives and none of them would have happened without our involvement. This is reckless and irresponsible; I can't believe the Board would let this happen. This is just plain bullying and we don't like it, and all our mills feel the same way."

Russ Horner confirmed that the Board was fully aware of the concessions and they must have these concessions before they will invest any Capital in our mill. He attempted to justify the need for these by talking about the concessions given up in Port Alice, Bowater and Maramachi. He informed us that the Board said, "this project is too risky, however, with cheaper taxes and changes to your work practices they would consider it." He said he was surprised at the reaction from all the locals and that he would pull the project if it is going to damage our relationship. **We asked him whether they were after concessions or monetary value for their payback. His answer was that there are some principals that we must keep our eye on but certainly they would look at other options**

if we had something of equal value.

The next meeting we had was back in our mill on October 2nd. We sat down with local management and they explained the dollar value that they had attached to the concessions. They told us that the combined value of our concessions was \$1,132,068. They also informed us that regardless if we came to an agreement or not they are going ahead with a plan to restructure our mill. Included in this restructuring they will be cutting another 15 jobs as of January 1,2007

On October 10th the Wage Delegates from both Local 592 and 686 met with representatives from our local management, Ferio Pugliese (HR Director for Catalyst), and Bob Hughf. **We asked about their goals and their reasons for the concessions. We talked about the dollar values that they attached to each concession and if they were firm on wanting the concession or was it the financial savings they were concerned about. They continued to flip back and forth and we never did get a clear answer from them.** In closing Bob made it very clear to them that we are willing to discuss local agreements; however, Main Wage items are not up for discussion.

On Monday October 30th our Wage Delegates met with our HR Director and our Mill manager to discuss alternatives to their list of concessionary demands. We made it very clear that we wanted to work together and come up with an agreement but we are not prepared to discuss any Main Wage Items. We were certainly ready to work together to address a number of their concerns regarding our Supplemental items, however, we were not prepared to sell out our Collective Agreement.

We offered them significantly more value than in their original proposal. We offered them more than the monetary value they require for a less than their 2-year payback and we have also offered them many ways to improve the efficiency of our Paper Machines, reduce costs and be competitive moving forward.

We met with the company again on November 3rd and they did not want to discuss anything we brought forward in our previous meeting; *they only wanted to talk about their list*. They started at the top of their list and informed us that they needed everything on it, including all the Main Wage items. We reminded them of Russ Horner's comment that they would be willing to look at equal value and asked them point blank "*are you going to consider equal value or do you just want the list?*" Their answer was, "*no, we need the things on the list*".

I said it before and my opinion has not changed, Catalyst Paper screwed this up from day one. There is no doubt in my mind that the best business case is to put it here in Port Alberni. There is nothing on their list that will help make # 4 run better and their goal of becoming the lowest cost producer for Directory paper can be obtained without any concessions at all. With the CTMP expansion, Yellow Book, the tax break agreed to by the city and continuous hard work on the 650 challenge we would be the lowest cost producer of Directory in North America.

I was foolishly optimistic but I believed that if both the union and the company had the same goal then we could work together and come up with something that would be satisfactory to both parties. But the way this has unfolded it is obvious that either they never had any intention on investing here or it was always just about getting concessions from the union. I know many of our members always thought this, however, I refused to believe that this company would jeopardize the opportunity to be the lowest cost producer of directory over some items that have absolutely nothing to do with improving efficiencies in our mill.

I will be giving a full report Monday night at our General Meeting.

National Convention Report:

On October 15th-19th I had the pleasure of attending the 7th National Convention of the Communications, Energy and Paperworkers Union of Canada held in Vancouver.

This year Brian Payne announced his intention to retire and therefore he did not seek another term as President of CEP. Brian did quite well keeping himself composed but obviously it was a very emotional time for him. There were many speeches of appreciation and numerous standing ovations throughout this convention.

It is at this Convention where we vote on who will represent us at the national level

President:

Dave Coles – acclaimed

Secretary-Treasurer:

Peter Murdoch - acclaimed

VP – Media:

Gaetan Menard – acclaimed

Western Region Vice President:

Don MacNeil - elected

Don Boucher

For the first time since the inception of CEP the Western Region Vice President has not come from the Paper Sector of our union. Because Don MacNeil is from the Energy Sector we had to elect an AVP from the Paper Sector.

Administrative Vice President (Paper Sector)

Don Boucher - elected

Bob Hughf

Administrative Vice President (Communication Sector)

Wendy Sol - acclaimed

Rank and File Board Member:

Elect 4 a minimum of one woman must be elected.

The four elected in order of their vote count were:

Scott Doherty - Local 1123 - elected
 Wally Ewanicke - Local 855 - re-elected
 Donna Fauchaux - Local 2-S - re-elected.
 Angela Adams - Local 707 - elected.
 Janet Ingram-Johnson - Local 2000
 Raymond Wade - Local 255G

Alternate Rank and File Board Member

Terry Snyder- acclaimed
 Ray Wade- Local 255G -acclaimed
 Janet Ingram-Johnson- Local 2000 -
 acclaimed
 Ivan Basco- acclaimed

Women's Committee:

Maria Shupenia- acclaimed
 Lara Acheson- acclaimed

The convention also debates resolutions that provide our union with direction.

Prior to the convention there are two committees struck to deal with the resolutions submitted by the locals for consideration. One is a General Resolutions Committee and the other is the Constitution Committee.

The General resolutions are resolutions which if accepted go to the Executive for implementation and become policy and the Constitution Committee makes recommendations on Resolutions that are incorporated into our Constitution

I am not going to write about all the resolutions but there is one change you should be aware of. The condition of our defense fund is of crucial importance to all. This past couple of years this union has seen a great number of strikes and labour disputes and as a result our defense fund

needs to be addressed. To accomplish this a resolution was submitted by the CEP National Executive Board that stated that if the defense fund falls below \$15 million dollars then the per capita of 78/100 of 1.0% (.0078) will increase to 96/100 of 1.0% (.0096) until the fund exceeds \$25 million dollars. This resolution was passed.

For a very detailed and comprehensive report on all the events of the Convention please check out Tim Thompson's Blog at <http://www.timview.blogspot.com/> This was a very worthwhile and informative Convention and it is very important that we continue to send our full delegation to this Convention Thank you again for allowing me to attend.

Getting Information to our Members:

We have been wrestling with the problem of how to get information out to our members in a timely fashion. We have used a few different methods, e-mails, posted notices, Shop Stewards and General meetings. These methods have not given us the ability to get information out to our members quickly. To help us address this problem Tim has graciously agreed to set up a Local 592 Blog site. This will allow us to post information on a regular basis and also allow the opportunity for you to

respond immediately with your comments or questions. The address for our Blog is Local592.blogspot.com

Executive Board Elections:

I want to remind everyone that at the November 20th General Meeting we will be accepting nominations for the Executive Board. If you are interested in running for a position then please attend the General Meeting and let your name stand.

I want to thank the membership for allowing me the opportunity to serve as President these past 3 years; I appreciate the support everyone has given me. As of November 1st I was laid off and am not receiving full hours in the mill. Without an agreement and the buyouts it would provide I cannot in good conscience run for another term as President.

This has not been an easy decision, however, as it stands today I will not be seeking re-election for another term as President.

Pete Rayburn has announced his intention to run for this position if there is not an impending agreement by November 20th.

VOTE

Local 592 Executive Board Elections

The vote for this election will be held at the gate on November 24th and November 28th from 5:00 a.m.– 8:00 a.m. and again from 4:00 p.m.- 6:00p.m. The union Hall will also be open for voting on those days from 9:00a.m.- noon and from 1:00p.m.- 4:30p.m.

Congratulations Mill Stores:
Earlier this month the Mill Stores department reached a very impressive milestone by going 10 years without an accident. Congratulations on this achievement.



EDITORIAL

By: Randy Teichman
Guard/Editor

I was catching up on the latest news in the Mill and as usual it's as dismal as ever. E-mails criticizing "world class safety", and whether one has the right to express his or her personal views are interesting to say the least. I think it's obvious that management doesn't want us to have an opinion if it's against the company "doctrine". People are getting sick of the scare tactics and bullying, and many have had enough. Maybe we should rethink our involvement in the safety programme.

The Wage Delegates have tried to work with the company on their "wish list." They have offered viable proposals and solutions that would satisfy our membership and the company. The Wage Delegates have shown them where they could save money, but instead Catalyst chooses to ignore these solutions and proceed with their agenda. The city has tried to appease the Company, but are told instead that the tax cuts are "not enough". We were told by Vancouver that the division that makes the money will get the investment. These words that were said don't seem to hold "water" when it comes to Alberni Division.

Just a reminder, the General Meeting is on Monday, November 20th at 7 p.m. There will be nominations for the Executive board so here's your chance to get involved. In saying that, I will let my name stand for the position of Guard if nominated.

I would also like to thank the membership for giving me the opportunity to serve the Local for this past year.

Finally, I'd like to say remember our war veterans in this month of Remembrance.

Randy Teichman, Guard/Editor.

ELECTION OF LOCAL 592

2007 EXECUTIVE

WILL BE HELD

NOV. 24th & 28th, 2006

TIMES AND PLACES ARE:

IN THE MILL AT THE FIRE HALL

BETWEEN THE HOURS OF

5 A.M.—8 A.M.

3:30 P.M.—6 P.M.

IN THE UNION HALL

9 A.M.—NOON 1 P.M.—5 P.M.

OUT OF RIGHT FIELD

Yes, I am going to run for an Executive spot this go around. Got my eye on a Vice President spot. The question of course is why?

Lets start with something I believe in. You do not have the right to sit back and chuck rocks are someone doing a job you are not willing to do yourself. Well now I have been chucking rocks at the old boys club running this union. Time to put up or shut up. Since I am not going to shut up. I will put up. I am going to run and if elected I will do my best to serve the interest of all the members.

Bob MacAdams

VP's Views

First and foremost I would like to thank all of you for your patience over the last few months. I realize that any information concerning the company demands has been slow in getting out there but I feel it's better to report on what we know as fact and not what we think might be.

As most of you are aware, we have had several meetings with various company representatives over the last 3 months concerning their demands on our Collective Agreement. They had put an estimated value to their demands of approximately \$1.1 million, and did state on various occasion that if we could come up with something of equal value to bring it to the table. So based on that statement the Wage Delegates went to work to try and put together something that would offer equal value to the company's concessionary demands without violating any of our main wage items. After some very long hours and some heated but friendly debate the guys did come up with some very innovative ideas that we feel meet and exceed the value of their demands. We proceeded to put together the proposal and presented it to the company on Monday Oct.30th and arranged another meeting for Thursday Nov.2nd to listen to their response on our proposal. At that meeting it again became very evident that the only thing that they were interested in was the original list of demands and gave little or no acknowledgement of our proposal. It also became abundantly clear that they also had absolutely no intention of entertaining any sort of proposal of equal value and only wanted main wage items out of our Collective Agreement. This was never about money or value but rather just about achieving concessions to our main wage items. There is absolutely no business sense to their position. At this point I believe we all felt that it was over and there was absolutely no need to carry on this exercise in futility. Before we left the room they were told to take a very long hard look at our proposal again. We have put the ball back in their court. I also believe that they may have found some of this proposal somewhat distasteful due to the fact that it may have affected a very minor few of their staff numbers and I think we all know how they take care of their own at our expense. I firmly believe we

have done all we can do and where we go from here is any ones guess. At the time of this writing (Monday, November 06, 2006) we have yet to hear from the company and not too sure if we will. Unfortunately the company has taken away our access to All Alberni Users on the email system so we will try to get any information out as fast as possible.

On the manning front, we are trying to deal with the mess that was created by the Greenwood shut-down and the subsequent lay-off. As of Oct. 31st there are still some junior people working and some senior laid-off people not getting any hours. The problem arises from the lack of training of our senior guys before the lay-off date of Oct. 31st. In order to get the proper people trained to find homes, the company has scheduled some junior people to accommodate that training. The guys on the Manning Committee will be doing their very best to make sure the proper people are in the mill by seniority. We will be grieving any violation of a persons seniority rights for the purpose of available work.

It's November and time for nominations again for the 2007 Executive. I've heard of a few people that may let their name stand for election for various positions. If anyone out there feels they have something to offer please be at the November meeting and let your name stand for nomination. There may be a possibility that the President's position will be vacant if an agreement is not reached with the company and no buy-outs offered. I do intend to let my name stand for President if and only if Jim Vandusen has decided not to accept nomination. This is a very big challenge and also some very big shoes to fill, but I will strive to do the very best I can to fill those shoes. The future of our Local may seem a little dark at this time, but if you are willing to give it your best as an Executive member then you can take satisfaction in the fact that you did all you can do for the membership of Local 592. I hope to see you all at the Nov. 20th General meeting.

Pete Rayburn
Vice President
& Standing Committee Chairman

My Name is Dan Rogers.

I am running for Vice President of Local 592 if nominated. I have been a Shop Steward for the Janitorial Crew for the past 7 years. I am looking to further my participation and responsibilities to the members of this local.

I believe through honesty and relentless persistence in our Executive we can overcome all the obstacles that Catalyst has presented.

I am looking forward to seeing each member at the Ballot on Nov. 24th and Nov.28.

In Solidarity

Dan Rogers.

PULP & PAPER INDUSTRY PENSION PLAN.

Plan Improvements as at January 1, 2007.

- The benefit accrual rate for service after December 31, 1996 will increase from 115% of pensionable earnings to 1.55% of pensionable earnings.
- The flat benefit rate for service earned prior to January 1, 1997 will increase from \$49.20 per month per year of service to \$50.18 per month per year of service.
- The Trustees have agreed to update the earnings used to calculate the pension for service after 1996 effective January 1, 2007.

In addition, the Trustees also approved a pensioner increase of 0.60% for all eligible pensioners, effective January 1, 2007.

First, I need to thank everyone for allowing me to attend our National Convention held in Vancouver, Oct. 15 to 19th, 2006. Our National President, Brian Payne, retired and our previous Western Region Vice President, Dave Coles, will assume Brian's position for the next two years. Don MacNeil is our new Western Region Vice President and Don Boucher is our new Administrative Vice President; Scott Doherty from Elk Falls was successful in his bid for Rank and File board Member.

I enjoyed participating in the lunchtime rally against the Softwood agreement and the exporting of raw logs. We had roughly 900 delegates from across the country attending the Convention and the weather was awful, rainy and cool, the week before was sunny and very warm. I could not convince any of the delegates from the Prairies and back East that this was not what we normally get!

Now more seriously, I regret to inform everyone that due to my health issues, I have decided not to run again for Financial Secretary Treasurer and I also have decided to stop back from my Wage Delegates position as well. Now I want to take a moment to thank everyone who have supported me in my bids for the various positions that I have held over the past few years.

In Solidarity

Rick Dallman.

VIEWPOINT

Tim Thompson
Recording Secretary, Wage Delegate

I am reluctant to write much these days because I fear that my anger with this company will boil over and I will write things that perhaps shouldn't yet be written. Not that I believe what I write would influence or jeopardize anything that might yet be accomplished, but there is a time and place for everything, and the time is not yet right to express my thoughts about this company in print.

It has been somewhat of a disappointment to have all the efforts of local reps spurned so quickly by local management who seem to have little understanding of what negotiations are all about. Of course, perhaps that is what they intended from the start with their all or nothing approach to this project.

I will say this much, it is a fairly despicable change of approach to come after the workforce with a *capital for concessions* philosophy. This is somewhat different from the usual approach to capital investment that looks simply at the return on investment and payback time. There is little choice but to say no to this kind of attitude change on the part of the company.

Since last month, among everything else that has transpired, CEP also held their national convention in Vancouver. I would like to express my thanks to the membership for electing me as a delegate to this convention. Since I did some extensive reporting on the convention on my blog I will just point you to the convention archives that can be found at <http://timview.blogspot.com/search/label/Convention>. Or just click on the Convention label in the sidebar and it will take you to those posts. Just look back to the first post on October 15th to check it out.

Also, if anyone would like to have a look at the various resolutions and whether or not they passed, just send me an email and we can set up something some evening to go over them.

The November general meeting is when nominations for executive officers take place. I will be letting my name stand once again for Recording Secretary but I would urge any of you who think you would like to get involved at the executive level to give it a go and let your name stand for a position. I would remind you that you have to either be in attendance at the meeting to accept a nomination or, if you can't make the meeting, you need to inform the president or myself in writing that you will accept a nomination to the position you have been nominated for.

And that's about it for this month. See you at the meeting.

(Please feel free to comment on this column at <http://timview.blogspot.com/>.)



WCB REPORT

Jim VanDusen

I will be submitting an article each month on the topic of WCB. The rules are getting more and more stringent and without some basic understandings our members will get screwed. Please take the time to read this column each month, and don't hesitate to contact me if you have any questions or concerns.

The following article was written by Sarah O'Leary.

Sarah is a staff lawyer at the Health Sciences Association. She was an appeal commissioner at the Appeal Division, a disability law specialist at the Legal Services Society and a workers' advocate for the Ministry of Labour.

Sarah is also hired by the CEP as an instructor for all our WCB courses. We do not only benefit from her vast knowledge in the classroom but she also encourages all her students to call on her for advice when doing appeals for their members.

What Happens if I'm Hurt and I Don't File with the WCB ?

Many workers think they have to actually lose wages from missed work before they are supposed to file a claim with the WCB.

This is wrong.

If you have an injury or symptoms of illness which you feel are from work, or you see a doctor, nurse or First Aid, you must report to the WCB and to your employer!

You have one year to report to the WCB but you must report to your employer "as soon as practicable" under section 53 of the *Worker's Compensation Act*. This is good practice, as well. You never know when you are going to have further or more serious problems from an injury or a set of aches and pains that don't seem too serious at first. Whether you miss work or not, if you are having problems *you should report them*.

Let me give you an example of a situation I encounter all too often.

Joe Worker had a sore arm 18 months ago after doing some heavy work. He saw the doctor and it was diagnosed as epicondylitis. The doctor said it was from the nature of his duties at work that day.

Joe didn't miss any work. He iced the arm and took Advil. He went to the physiotherapist for a couple of visits. His arm problems cleared up.

Joe's doctor had sent in a report to the WCB, as he is legally obligated to do. The WCB then sent Joe the form 6, Application for Compensation. Joe thought about filling it out and said "No need to bother. I'm fine now."

This was Joe's big mistake.

Eighteen months later, Joe was doing some heavy work and the same problem started up again. He went to the doctor, took physiotherapy, iced it and took anti-inflammatories, like he had before. Only this time, it didn't get better. It lasted for months and Joe was missing a lot of work. He filed an Application for Compensation with the WCB but he was out of luck. The letter he

got back said:

Dear Mr. Worker:

We note in reviewing your medical records that you had a previous non-related epicondylitis approximately a year and a half ago. Since this is a pre-existing problem, it is not a responsibility of the WCB.

Joe was really angry about this. He came to the union and said that he'd hurt his arm on the job. It was **NOT** a non-work-related injury and his doctor could confirm that. But as far as the WCB is concerned, it was.

If you don't file with the WCB within one year, you are out of time. The WCB does not care where your problem came from. As far as they are concerned, Joe could have hurt his arm skiing for the Canadian Olympic Team. They just don't care. He has a pre-existing non-work related condition, and he is not going to be covered, except perhaps, to the extent that he might be covered for a temporary aggravation of that pre-existing epicondylitis.

And if Joe had sent in his application to the WCB and been denied and did not appeal it, it would have been the same thing. If you file with the WCB and they turn you down, **you have to appeal or else it's the same as if your injury happened outside of work.**

Remember, you don't have to miss work. If you have an injury or symptoms of any kind, which you relate to your activities at work, fill out those forms. YOU are the one who may live to regret it if you don't.

Safety Days

Over the last couple of months, I have found it extremely difficult to write a positive, assuring, relevant and believable article regarding safety in our workplace. I am trying not to get swallowed up in the sea of negativity that surrounds us. One of the “crutches” I have used to support myself is the understanding of work - Life balance.

Nelson Mandela once said, “Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light not our darkness that frightens us.”

Work—Life balance is a process of looking at yourself and designing a set of personal objectives and then continually aligning yourself with these objectives through your life and your work. I like to think of Work—Life balance as a challenge of finding personal meaning, significance and purpose in all relationships.

What’s this got to do with safety in the mill you ask? Think about this, if I challenge you on a safety issue, lets say P.P.E. or lack of it, please don’t take this in a negative way, because one of my objectives is to “make a difference”. If I can raise your awareness on that safety topic and possibly prevent an injury, then I have made a difference and although you may not appreciate it at the time, I hope that there will be a time when my concerns of your personal safety will be accepted and understood.

Its not an easy time out there, so think about yourself and your influence on others and let’s go home to our families and loved ones after every shift injury free, they deserve it!

Your Safety Chair
Phil Guild.

Hello Everyone:

As this is my first article for the Forward Look, I would like to remind everyone that during our leisure activities this fall, preparation of equipment and planning ahead should help minimize the risk.

Of course there are many activities to practice in the fall, from preparing the home and garden, fishing and hunting hiking and bike riding, helping the kids with sports, boating, mushroom picking and dog walking just to name a few.

Of course proper rest, exercise and nutrition will help to minimize the threat of personal injury while engaging in your favorite activity. Good ergonomics and judging our physical limitations can help to save our back or knees and ensure we can remain flexible for our families and personal well being. By preparing your equipment, and vehicle for even a day trip and having knowledge of where you will go and letting someone know when you expect to return can be crucial to ensuring you will return home safe.

Tell someone before you leave, leave a note, tell a neighbor or a friend, especially if they can contact someone who knows the areas you are familiar with. Even if you have not one close, you can phone the local taxi stand and make arrangements to call them back as soon as you return, most dispatchers won’t mind writing it down for you or can possibly charge a small fee similar to a wake up call.

Many a mushroom picker gets lost and spends a cold night in the bush. Cell phone fully charged are good but you may have to hike some ways before you have reception if you get any at all, depending on how far out you’ve gone, and the

Continued on next page.

terrain you're in. Marking the area, with tape, piles of rocks or military style using sticks as direction arrows (but surprisingly a lot of people don't recognize this) a large arrow on the road, deep enough to withstand heavy rain can help to keep you on the right trail. And the small flashlight in your day pack will be appreciated when it starts to get dark, along with a snack a compass, knife and lighter, water proof matches should have a container with striking surface.

Also having regular maintenance and safety inspection of your vehicle is a must. In addition, proper maps, extra food and water including dry gear, and adequate clothing could be a life saver. A small sleeping bag or extra jacket behind the seat of the vehicle, hatchet, package of crackers or tins of food, bags of chips are O.I. But will not satisfy hunger for long, Protein and Carbohydrates are better. First Aid kit with aspirin.

I personally always have one emergency beer and cigarettes, just in case it's going to be awhile. Better than getting upset, of course too much beer could be dangerous as well! This action is more of a cool down and think this out mode, not get sloshed and drive! Or fall down and have an injury. Staying warm and having a snack or nap can also help.

Check your spare tire condition, jack, tire wrench, spare oil and trans fluid, make a sign, Help! Gone for tow truck! So searches have a better idea the direction you've gone. And be alert, unfortunately you can return to find your vehicle has been robbed of parts. So a cable lock for the hood, hiding valuable and a sign (returning with tow truck) may defer their actions, rather than seeming the vehicle has been abandoned too long.

The weather has been sunny all day but it get real cold at night, and can change very quickly at this time of year, especially at higher elevations and the coastal regions.

Nothing much fun about being stuck in the rain and snow at night in the idle of no where trying

to fix a truck without a flash light, and proper tools, work gloves will stop your hands from freezing up, especially if you have to dig it out and didn't remember to keep a small shovel in the truck. So use your head, plan and prepare and enjoy our beautiful province and all it has to offer, including working around the home, ladder safety for putting up the Xmas lights, wearing safety glasses for that last time weed eating, and watch that slippery lawn. Getting out with the kids but realizing you may not be as physically flexible as you used to be. Spending time for yourself is just as important as family and friends, taking a course, having a hobby and sports and leisure activities are all healthy for the body and mind, that help you to remain confident and grounded and helps manage stress.

Joan Race
Area #2 Safety Rep.
