



LOCAL 592

PORT ALBERNI, B.C.

# FORWARD LOOK

OCTOBER 2008

## IN THIS ISSUE:

Pete Rayburn -----	Page 5
Tim Thompson -----	Page 7
Jim VanDusen -----	Page 9
Brent Hamelin-----	Page 10
Important Links-----	Page 11

**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  
Monday October 27, 2008  
7 P.M.**

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

## 2008 Committee Members CEP Local 592

STANDING COMMITTEE

John Young 724-4735  
Brent Hamelin

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

J. Van Dusen 724-2772  
P. Rayburn 723-5210  
Daryl De Rooy Alt. 752-3750

APPRENTICESHIP

J. Young 724-4735  
P. Guild 723-5146  
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

D. De Rooy 752-3750  
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

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

PULP & PAPER REP.

G. Turner 724-3496

Office Phone (250) 723-3931 Fax (250) 723-3611 Email: local-592@shaw.ca
-------------------------------------------------------------------------------------

**SHOP STEWARDS**

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**

**Monday October 27<sup>th</sup>**

**7:00 P.M.**

**HANSEN HALL**

**Note the date change. The meeting  
is a week later than usual!!!**

**All the latest information!**

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

**See you Monday night!**

Pete Rayburn, President



# COMMUNICATIONS

As most of you are aware, I have submitted my resignation as president effective November 1<sup>st</sup>. This had to be one of the toughest decisions I have ever had to make. But after spending too many nights considering my options, and a realization that there was a definite lack of support, I came to the conclusion that I was left with no choice. The list of reasons could go on forever, but essentially it came down to two factors. When you find yourself fighting and arguing with your members more than your employer then it's time to go. The second reason would be when an elected body such as your executive fails in its ability to work together for the benefit of the majority then it's also time to go.

Back in early 2007 when this local decided to once again enter into talks with Catalyst over the future of #4 Paper Machine, I think we knew then that whatever we came up with was not going to win us any votes, but we also realized that this was probably our last chance to address the issues around the future of #4 Paper Machine and this mill. Because we had tried and failed on two previous occasions, we knew that whatever we came up with this time was not going to be pretty. We also had the added pressure of being mandated to bring whatever we had back to the membership for their consideration.

After everything was said and done I knew my future as president was written in stone but this was never about votes or popularity. It was about the future of this local. If this local was to survive then the employer had to survive as well. I guess we could have ignored the economics of the business and just fallen on our own sword, but who the hell would that benefit. The one realization is that this agreement was ratified and adopted by the majority of this local. That's what we defend, the direction given to us by the majority of this local and that's exactly what I did. I will never make any apologies to anyone for standing up for the basics of the democratic process. The facts are that we did start up a paper machine in an industry that is mostly shutting them down, created the opportunity for approximately 120 people to leave with dignity while at the same time creating full time employment for some that would have been laid-off. But most of all, we created the potential for a long term future for this local. Like I stated earlier, this

agreement isn't pretty and could probably use a tune-up, but I am proud of what we did as a local. I think I can leave with my head held high knowing that we did the right things for the right reasons.

Of course, on the lighter side, there are a few things that I consider to be a first and perhaps a little rare for most union presidents. I don't think you can call these accomplishments something to be proud of but it's like I said they are rare. The first would have to be the letter from Brother Dave Coles invoking the constitution on Local 592. Of course the second would be the letter threatening to put us into trusteeship also from Brother Coles. Not many presidents can say they made those accomplishments. But the proudest achievement of all has to be when my name finally made the bathroom cubicle wall. I can now feel that my career is complete having achieved these most important milestones. I can now retire to my little house that Catalyst had bought for me and live off of the huge wad of cash put aside for me by Ron Buchhorn, for selling out my members of course. And oh yes, they did build a swimming pool for me as well. Just thought I would put that out there for those of you that were curious. And the new truck they bought for me came in the wrong color, so I sent it back for the proper color. And by the way, none of this goes to the new president, you'll have to earn your own brother. Please believe me when I say, if you can't laugh at this stuff then you have no business being involved in union politics.

Back in October of 2003, the President of that day had asked me to run as a vice president just for one year to provide a little experience to the Standing Committee. Who would have thought that 5 years later I would be stupid enough to still be here and put myself through all the stress and crap of the past few years? But if you had asked me 5 years ago, knowing where we would end up today, if I would have run, the answer would have been "absolutely". The challenges put to this local were huge and never ending but the experiences gained by dealing with those challenges instead of just walking away, are irreplaceable. It has truly been an honor and a privilege to serve as your president for the past 2 years. Lets all keep working for the future of Local 592.

In Solidarity,  
Pete Rayburn



**Tim Thompson**

# From the Editor

It has been several months since a Forward Look was published. In part, that was due to me being on holidays in June and September and in part it was due to a lack of submissions. I am of the opinion that the primary purpose of the Forward Look is to provide local opinion and information, not just as a place for filler material, as interesting as that often is. Of course, the presence of the blog has provided a place for quick information and the President has made good use of it for that purpose.

I haven't had much to say lately and will probably have even less in the future. With elections coming up again next month I have pretty much decided that it is time for me to step down from the executive and let someone else take on the responsibilities and duties of Recording Secretary. In some form or another I have been involved on the Executive or as Wage Delegate for 12 years. It has not been an easy 12 years by any stretch and we have seen a significant reduction in jobs and membership, shutdowns of equipment, good agreements and bad ones, and multiple company name changes from MacMillan-Bloedel to the current Catalyst Paper.

For me, it is time to move on, try and settle back into shift work, and maybe even look at retiring earlier than I had once thought, provided we get that me-too bridge pop-up clause in place.

I should say a last few words about the agreement we now work under, having been one who opposed it but then accepted it and, in some ways, benefited from the departure of Steam Plant members. I will readily admit that my opposition to any and all concessions was accompanied by the knowledge that had we done nothing and turned down the agreement, the mill would probably be shut down. This year's market issues, dollar issues, and fuel increases make me think that there is a good possibility that we would have been shut down. Whether that would have been permanent or not, who knows, but we were on a path that, at the time, I was more than willing to take even though I would probably be looking for work today. I don't know if that opinion was right or wrong, any more than I know if the agreement was right or wrong, but here we are today, with #4 PM back up and running and the mill doing not too badly.

There are still obviously some issues out there. Management still does not seem to be responding to their encouraged input from the workers (remember, we're all supposed to be in this together) and we see some of the effects of that with the mechanical failures that are happening too frequently. But, I think most of us are adapting pretty well (maybe I have my head in the sand) and if not, then I need to encourage the entire membership to move on and make the best of what we have. It isn't all bad. Most of us on shift have gone through a couple of sets of scheduled vacation and I've found it most delightful being off for 22 days at a stretch. The only bad part is the 36 shifts I have to work in between them!

The biggest thing we have to do is just get on with it and make the business of the mill successful. The fight we constantly have to undertake is to ensure the company lives up to their side of the deal, start taking some of our suggestions more seriously and continue to uphold and protect all of our agreements. It has been too easy to just kind of shrug our shoulders and give up (I'm guilty of this myself). I'm not advocating that we become uncooperative and militant, just that we exert our new responsibility of making sure the mill runs well and successfully. To that end, I will continue to support the future executive and president.

Finally, one of my last acts of representing the membership will be to attend the Constitutional Convention in Montreal at the end of the month. I have had a chance to review some of the resolutions and there are a couple that point directly to what we did with the agreement. It is my intention to defend our actions and speak against these resolutions because they directly attack the autonomy of a local union. I am all for unity across the union movement but there are many different factors that can affect any one local in any of the sectors and to deny that local's autonomy is a fundamental attack on the freedoms that I believe we are entitled to, even within the larger union movement. Additionally, some of these resolutions place more power into the hands of the National President and I am never for giving more power to one person.

It is my intention to do what I did at the last convention and provide daily reports via the blog. I will be flying to Montreal on the 25<sup>th</sup> and the convention starts on the 26<sup>th</sup> so watch for blog updates starting the evening of the 26<sup>th</sup>.

I want to thank all of you who have supported me over the years, and all of you who challenged me as well. It has been a great learning and development experience and I will miss the involvement and interaction. But, I'm still around and I'll see you on the floor of the mill.



# Looking Ahead to 2009

## Jim VanDusen

I guess by now everyone is aware that Pete has announced his intention to step down as President effective November 1<sup>st</sup>. At that time the Executive will appoint someone to take over until a new President is elected soon after the November 17<sup>th</sup> General Meeting. I will take this opportunity to inform the membership that if nominated I will be letting my name stand for President of Local 592. I am concerned that as it stands right now I am currently below the lay off line and have no guarantee of hours. I have been working steady and barring the unforeseen it does look promising that I will continue to get some work.

Anticipating that there may be times this coming year when I do not receive full hours I needed to be sure that I was not in violation of either our C.E.P. Constitution or our Local 592 By-Laws. And after reading them very thoroughly I found nothing in either that would prohibit me from holding office in our local union. We do not have any policies in our By-Laws that pertain to members that are not receiving full hours holding Executive positions. The only relevant clause in our Constitution is 14.04.02 that states, "Only members in good standing shall be eligible to vote or hold elective office. No elected officer of the Union or of a Local shall take office unless they are eligible under the constitution."

Wanting to be absolutely sure, I contacted our National Representative, Bob Hughf, and he confirmed that if someone is laid off and not receiving full hours they are still a member in good standings and therefore eligible to hold office in a local union.

It is especially crucial that we have a quorum for the next two meetings. The General Meeting this month has been moved from October 20<sup>th</sup> to the 27<sup>th</sup> due to the Power Boiler Shutdown. At this meeting there will be a Notice of Motion to elect an Alternate Wage Delegate. This is the last opportunity we will have to pass this By-Law change in time to accept nominations for this position at the November meeting.

And of course our November 17<sup>th</sup> General Meeting is when we accept nominations for our 2009 Executive.

This year the following positions are up for election.

- President
- (1) Vice President
- Financial Secretary Treasurer
- Recording Secretary
- Safety Chairman
- (1) Trustee

If you are interested in running for an Executive position please show up to the November 17<sup>th</sup> General Meeting and let your name stand.

Pete said that last year was a year of challenges, man that's an understatement, but we mustn't think for a minute that the challenges are over. And the best way to face those challenges is with open communication and involvement. We all **MUST** attend the monthly General Meetings to discuss, debate and decide on the issues facing us this coming year.

See you at the General Meeting

Jim VanDusen

---

**Brothers & Sisters,**

I thought it would be a good time to contribute to the Forward Look since my term will be up soon. The reasons why I decided to accept the vice president appointment earlier this year was simply to help my union out in a difficult transition time with our new agreement. I think the agreement was necessary and I would like to thank our wage delegates for the time they put into negotiations. As most of you know our executive will be changing at least one key member (thanks for your service Pete). The new leadership will probably do things a little differently and I'm sure the executive will uphold the **INTENT** of the agreement. I would like to help our local in these interesting times and have decided to let my name stand for another term as vice president if nominated.

In Solidarity,  
Brent Hamelin



## Important Links

Following you will find links to various sites that have information relating to the union movement.

BC Federation of Labour Home Page — [www.bcfed.com](http://www.bcfed.com)

BC Fed Current Disputes Page — [www.bcfed.com/bcfed\\_news/current\\_disputes](http://www.bcfed.com/bcfed_news/current_disputes)

BC Fed Media Centre — [www.bcfed.com/bcfed\\_news/media\\_centre](http://www.bcfed.com/bcfed_news/media_centre)

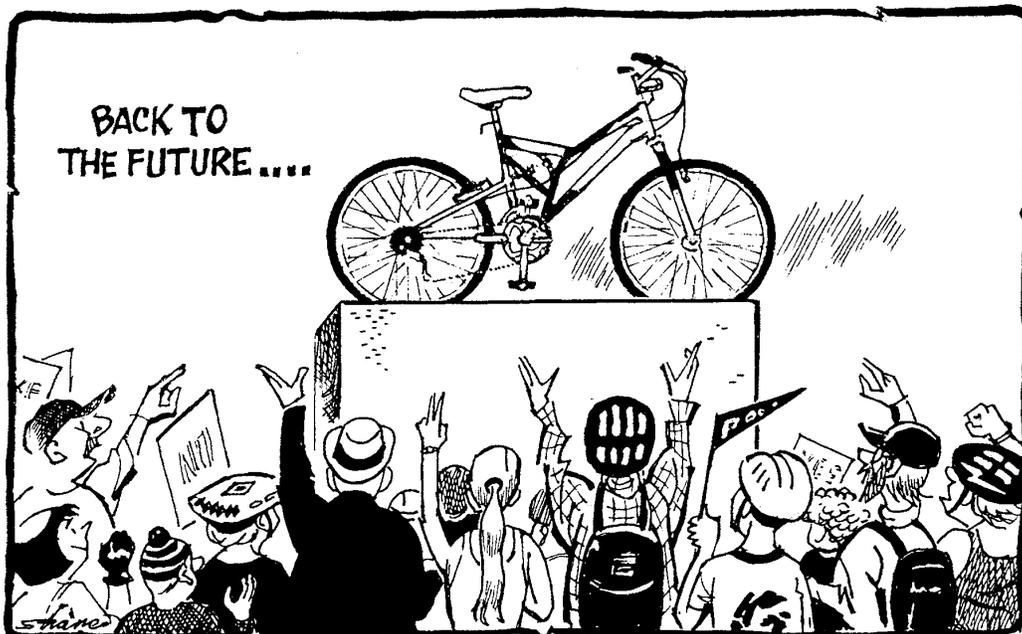
\$10/hr. Minimum Wage Campaign — [www.bcfed.com/issues/minimum\\_wage](http://www.bcfed.com/issues/minimum_wage)

CLC Media Releases — [www.canadianlabour.ca/index.php/release2008](http://www.canadianlabour.ca/index.php/release2008)

CEP National Website — [www.cep.ca/index\\_e.html](http://www.cep.ca/index_e.html)

CEP Scholarship Program — [www.cep.ca/education/files/scholarship\\_e.pdf](http://www.cep.ca/education/files/scholarship_e.pdf)

Injured Workers Pension — [www.publiccompensation.ca](http://www.publiccompensation.ca)



*Work Law***No laughing matter**

by Mikael Swayze/CALM

In 2004, Michelle Courtemanche, a Parks Canada senior guide-interpreter at Fort Chambly in Quebec, posted on her locker a famous quote from Voltaire, “I should like to see, and this will be the last and most ardent of my desires, to see the last king strangled with the guts of the last priest.”

Her supervisors, learned of the Voltaire quote and read it as a “hateful message against authority.” They also thought the quote to be “violent” and claimed to have felt threatened.

They called Courtemanche to a meeting. Courtemanche said it was a joke and she regularly put up quotes on her locker. They suspended Courtemanche for one day, her first disciplinary suspension.

Immediately after, Courtemanche was transferred out of the fort to another Parks Canada site in Montreal.

At hearing, the supervisor said she thought the quote had just been put up and was posted in response to a recent spate of grievances.

It turned out that Courtemanche had posted the Voltaire quote 10 years earlier. Over the years, she had been sticking other quotes on top of it. Before the end of the year, Courtemanche had decided to start fresh and she removed the more recent quotes, exposing the Voltaire quote, was more firmly fixed, She had planned to remove it later.

In 2007, the adjudicator upheld the worker’s position. He found there was no reason for discipline. Clearly, an historical reference in an historical site was not a reference to present-day management. Regarding the transfer, the adjudicator held that the “real reasons for that decision are found outside the alleged concern for the grievor’s well-being.”

He rescinded the one-day suspension and ordered Courtemanche returned to her former position at Fort Chambly with reimbursement for financial losses suffered because of the transfer.

In the end, we have unions to prevent managers or supervisors, who think they carry the mantle of authority, to simply transfer problem subjects—oops, workers. Today, Courtemanche is on academic leave from Parks Canada, completing a doctorate in anthropology.

- *Mikael Swayze is a staff representative with CUPE 3902 and CALM executive member.*

*(Editor's Note: We've all known for awhile that CLAC is not a real union. As both a Christian and a Union Member, I consider CLAC neither Christian nor Union. The following article shows why CLAC does not qualify as a legitimate Union.)*

## Phony union

by Karrie Ouchas/In Solidarity/OPSEU/CALM

When you visit the CLAC (Canadian Labour Association of Canada) website and you'll read, "A union making a difference: CLAC is an independent Canadian labour union that applies Christian social principles of justice, respect, and dignity to the workplace community."

The homepage goes on to say, CLAC "provides quality representation and a wide range of benefits and training for its members, and active member advocacy that strives to build healthy work communities based on mutual respect and partnership. CLAC is a certified union representing workers in many sectors across Canada since 1952."

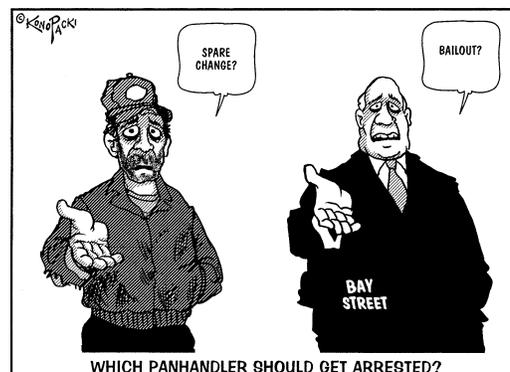
In reality, in most workplaces where CLAC is the bargaining unit agent, it's there because the employer was not willing to deal with legitimate unions.

As a voluntarily recognized union, workers do not vote to certify CLAC as their bargaining agent of choice. But, by voluntarily recognizing CLAC, the employer avoids going through the sometimes complicated and adversarial process of certification. With CLAC at the bargaining table, contract language is written to benefit the employer and most collective agreements are negotiated without a membership vote.

Frequently, agreements negotiated by CLAC have anti-strike clauses. Wages, benefits and working conditions for CLAC members are generally substandard to those in legitimate unions.

CLAC has always refused to work within the Canadian labour movement. Unlike most Canadian unions—unions affiliated with the Canadian Labour Congress—CLAC refuses to sign anti-raid commitments.

CLAC is not a union. It is an association—an association started as a "less political, non-aggressive, less adversarial" alternative to real unions. The real purpose of so-called "unions" like CLAC is to accommodate the needs of the employer, not to protect the rights of the worker.



## Stand up for Canada Post

CUPE/CALM

The federal government's lack of appreciation for public services has been made clear. Health care is being chipped away, the national child care program was scrapped and privatization is being forced on municipal governments desperate to maintain their infrastructure.

The federal government is now conducting a quick and potentially damaging review of our public post office. While the Canada Post Corporation Strategic Review has ruled out privatization of Canada Post, deregulation of our public postal service is still on the table.

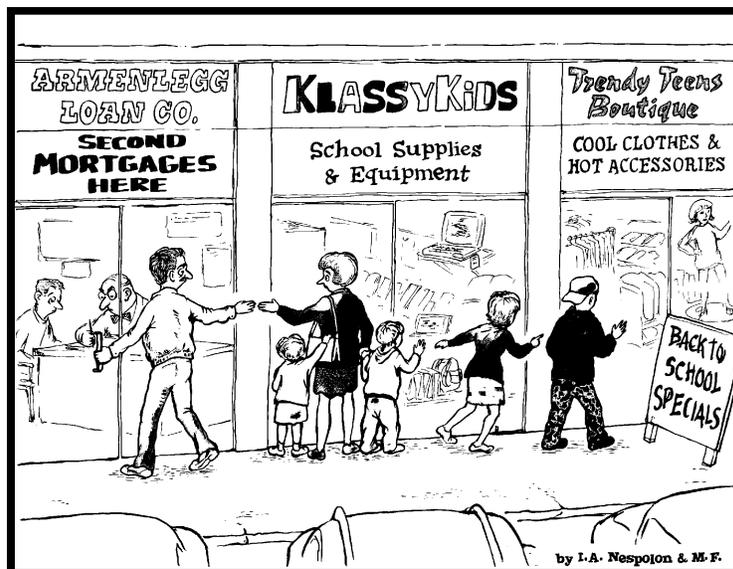
In a country the size of Canada, it is expensive to provide equal services from coast to coast. Canada Post's exclusive privilege to deliver letters allows it to generate enough revenue to provide service to all Canadians, no matter how remote their location.

When Canada Post was granted the exclusive right to deliver the mail in Canada in 1981, legislators understood market forces alone could not guarantee a reasonable level of service at affordable prices to all Canadians. It was estimated the cost of servicing rural and isolated areas was six to ten times the existing postage rate of a first class letter.

Today, many of the companies vying to enter the market of mail delivery in Canada are U.S.-based. This could make them subject to the terms of the U.S. Patriot Act. Under this act, U.S. subsidiaries delivering mail in Canada could be required to provide the U.S. government with any records they have concerning the sending or receipt of mail.

In New Zealand, postal workers suffered a dramatic decline in wages after their post office was deregulated in 1998.

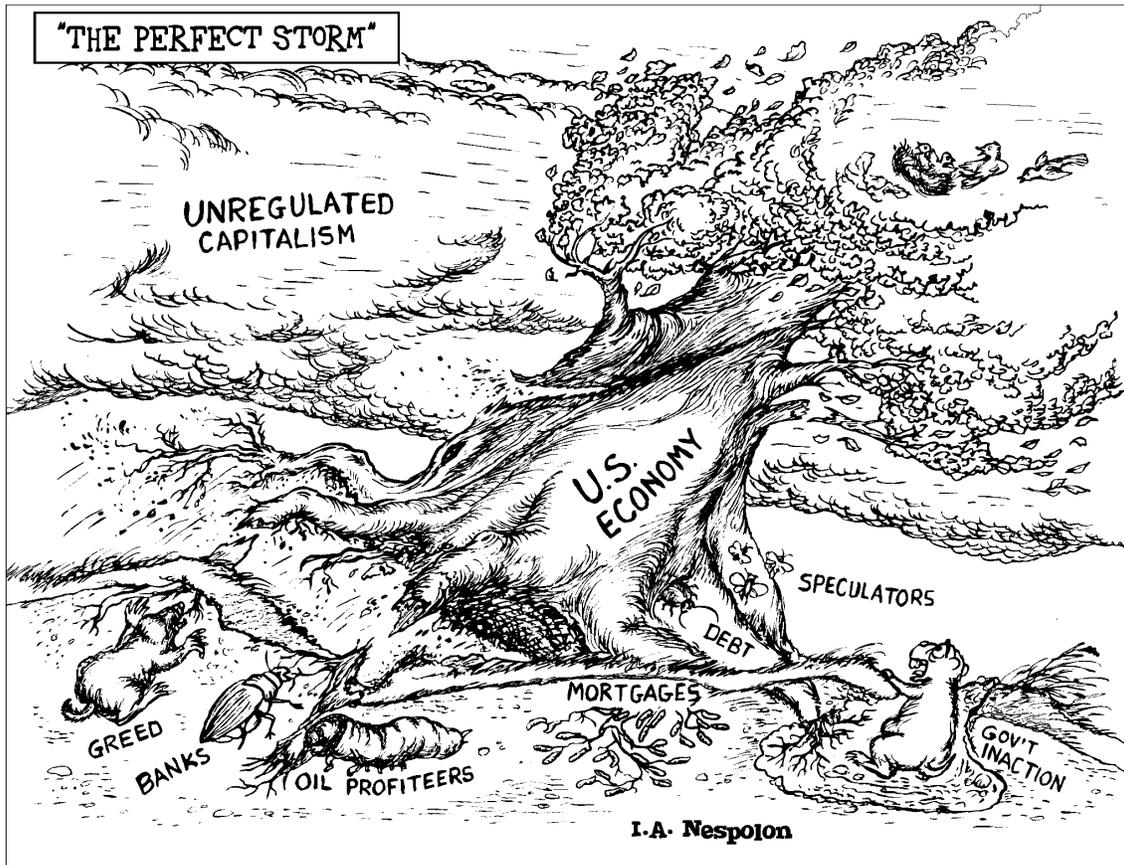
In Sweden, between 1993 and 2005, Sweden Post eliminated 16,000 jobs while the private service that replaced it created only 2,000 jobs.



# Graffiti

Internet/CALM

A minister couldn't resist the temptation when walking through an alley, she spotted a piece of chalk and an empty wall, so she wrote, "I pray for all."  
A lawyer came along, inspired by what he read, he added, "I plead for all."  
Not to be out done, a doctor passing by wrote down, "I prescribe for all."  
Finally a fellow came along. He read each statement carefully and added at the end, "And I pay for all."





COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA

# LOCAL 592 PORT ALBERNI, B.C.

October 27, 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

- 13 Letters & circulars received & filed
- 4 Marked for discussion
- 2 Referred to Convention File

- 1. NEW BUSINESS
- 2. RECOMMENDATIONS ON GRIEVANCES
- 3. MOTIONS FROM THE FLOOR
- 4. GOOD OF THE UNION
- 5. ADJOURN 9:00 PM

**GENERAL MEETING October 27 AT 7:00 P.M.**