

The Forward Look

LOCAL 592, PORT ALBERNI



GENERAL MEMBERSHIP MEETING
HANSEN HALL,
SEPT. 17TH, 2007

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

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<u>Vice President</u>	
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<u>Vice Pres.</u>	
John Young	724-4735
Millwright	Pager 282
<u>Vice Pres.</u>	
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Plant Protection	Pager 286
<u>Rec. Sec.</u>	
Tim Thompson	723-3279
Shipping Dept.	Pager 419
<u>Fin.Sec.Treas.</u>	
Daryl De Rooy	752-3750
Millwright	Pager 212
<u>Trustee</u>	
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<u>Safety Officer</u>	
Phil Guild,	723-5146
Respiratory	Pager 213
<u>Guard</u>	
Randy Teichman	724-6279
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Jim Vandusen	Daryl De Rooy
Tim Thompson	Pete Rayburn

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Adam Currey
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Duane Flory 724-0236
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Jim Melloy	PPO
Barry Greaves	Steam Plant
Alex Taylor	Steam Plant
Loris Gaiga	Steam Plant

Safety Delegates

<u>Brian Daniels</u>	724-3223	page 296
Area 1:	Mechanical Maint. Lube & Vibe	
<u>Joan Race</u>	724-3223	page 289
Area 2:	E & I Maint. Carp. Paint, rebuild shop, cranes elevator	
<u>Dal Gulstene</u>	723-3143	page 073
Area 3	Mach. Pulp, Wdr. Yard Shipping, Machinists	
Mark St. Thomas	724-2716	page 075
Area 4	P.P.O, Stores, Janitorial, Auto, Steam Plant	
<u>Phil Guild</u>		
Chairman	723-5146	page 213

Please have any articles for the
Forward Look into Linda Sorensen at the
Union Office no later than the first week of
the month.

Thanks
Randy Teichman

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Pete Rayburn, President



COMMUNICATIONS

I hope everyone had a great summer or the best you could make of it considering the situation we are currently facing. September 1st has come and gone, #4 paper machine is shut down and over 100 members of Local 592 have been laid off or facing lay off in the next few months. The future for a lot of our members may seem very uncertain, even for those that still have employment at this mill as it is uncertain if this operation can survive as a one machine mill. Only time will tell, and the efforts of everyone in this Local to work towards a future as a viable long term 2 machine operation.

As most of you are aware, the Wage Delegates have been working to that end over that last few months. We first initiated talks with Ron Buchhorn back in early July to attempt to find common ground for both Catalyst and Local 592 to work on the issues that are considered to be a barrier to achieving a future for #4 Paper Machine as a low cost producer. The initial set of meetings took place in late July with Ron Buchhorn, Carlo Dal Monte, Dale Shimell and Krista Tremblay. We also requested that these meetings be facilitated in order to stay on track and deal with the issues. Bert Painter was contracted to facilitate. The first 2 days were dedicated to establishing a format for further discussions. The group identified the "Wants and Needs" of both parties as well as the "Shared Goals and Objectives" that are common to both parties. Those objectives are:

- *To develop an Organization Plan that will create the Environment for a Long-term Viable, 1st Quartile Low Cost,*

Creative, and Safe 2-Machine (A4 + A5) Operation.

- *To be presented in a Framework Agreement that will undeniably convince the Employees of Port Alberni and the Board of Directors of Catalyst Paper Corporation.*

The group also set the "Principles" for these talks as well as a time line for conclusion in order to present what ever we have come up with to the membership and then present it to the Board in late November.

The group met again on Sept. 7th with a change in players. Kim Pedersen joined the group to replace Carlo Dal Monte. After reviewing the minutes of the last set of meetings, a list of "Issues/Challenges/Barriers" and the identification of the key issues were developed that impact the cost and performance of our operation. They are as follows:

- *Lack of flexible work practices (for more than just the trades) that impede using people's skills*
- *Too many people and too many contract hours*
- *Underlying desire to avoid reducing the workforce*
- *How to decrease the workforce through "packages"*
- *Poor scheduling and planning (training the wrong people, training used to fill hours)*
- *People are not clear if information they provide is being used or acted upon*

- *Jurisdiction barriers*
- *Lack of a gate hire policy*
- *Need to “blank out” critical times*
- *Management of time off*
- *Length of shutdowns (not within 12hours)*
- *Too much pay for unskilled work*
- *Powell River letter*
- *Too many penalties paid for a continuous manufacturing operation*
- *Department Seniority*
- *Gaps in Training & trouble-shooting skills*
- *Lack of rigour*
- *Lack of clarity re: Goals and accountability*
- *Too many Supervisors with “Hands on Machines”*
- *Lack of empowerment throughout the operation*
- *Current culture is not accepting of change*
- *Leadership is lacking*
- *Ineffective Contracting-out*
- *Inventory (too much or inappropriate)*
- *Unavailability of parts*
- *Too many unplanned breakdowns and repeat failures*
- *Lack of Safety Leadership*

We have asked that each of these issues be quantified and just how much they contribute to the performance and cost per ton of product. If we are to entertain any discussion on any of these issues (especially contractual issues) then we need that pertinent information to convince us that we need to visit some of these challenges. As most of you can see by these listed issues it will be a very large pill to swallow if we go down this road. It is a reality that things must change if we are to survive in this industry by today's standards. We no longer enjoy the advantage of a strong market in the paper industry and the huge customer base that once gave us the upper hand when dealing with our employers. If we are to survive then these items are things we will have

to deal with now or in the near future. The Wage Delegates and the Executive of this Local can only do what is mandated of us to try and preserve the negotiated rights and privileges that we all have enjoyed over the years. It won't be this Executive or the Wage Delegates that will make the final decision but it will be your decision if we agree that things will change.

This group has set some dates for further meetings in late September and into October and we will start dealing with these issues in earnest. Those dates are: Sept. 20th & 21st, Sept. 24th & 25th, Oct. 1st & 2nd and Oct. 11th & 12th. I'm hoping that we will have a something to present to the membership by the end of October.

As I mentioned at the start we now have 100 people either on lay-off or will be laid-off in the near future. The company has temporarily rescinded some lay-offs for most of the trades in order to put A4 to bed and start some demolition. Also with the news of A3 being sold, we expect it will create some additional work for dismantling and crating of the machine. Also we are hoping to get as many of our laid-off people do most of the labouring work on this project as well as the demolition projects in the rest of the mill.

At the last Executive Meeting it was decided that we would try and hold a Christmas Party this year. We have asked that our sister Local 686 take part with us. We have tentatively set a date for December 15th. We will get out more information as we firm up the plans.

I know the uncertainty of our future is on everyone's mind but with your support and understanding of the current situation, I feel confident that we can create a long term, viable future for this mill. It will take one hell of a lot of work by everyone in this Local to make that happen, but it can be done.

Please don't forget the General Meeting on Sept. 17th @ 7PM. We will have a more detailed report on the talks with Ron Buchhorn and try and answer any of your questions. Hope to see you all there.



EDITORIAL

Summer is just about over and the layoffs have begun. Number Four Machine has been put to “bed” and the future of it seems uncertain. I have to say that it’s obvious the company had no plan when Sept. 1 arrived. All they had was a specific manning number which was supposed to be met. However some departments were woefully unprepared and couldn’t downsize immediately.

My department, Plant Protection has gone down to one shift person, and one on 8 hr day shifts, Monday to Friday. The company said that when the time came to downsize to one shift person, the mill would be “locked down.” To this date, the new gates are not installed, extra security cameras not installed, and the other gates are still broken. There are also issues on how the shift trades can get into Mill Stores for parts. Few supervisors have “access cards” to open up Stores, so the shift trades person is left waiting for someone to let him in. The Emergency Response Team has also been eliminated. ERT members found out that they weren’t needed through the media. The excuse for dismantling the team was that many of the members will be losing their jobs. That is somewhat true, but was any thought given to asking former ERT members to rejoin the team? These were workers who moved up in their departments, and wouldn’t be able to respond to a call. Now with these senior people working on lower jobs, they would be able to rejoin the team. Also, the team assisted the First Aid attendant at Ambulance calls. They had Level 1 First Aid and helped the atten-

dant to stabilize and transport the patient. This is gone now. It’s like it was thirty years ago, except years ago the First Aid attendant had Security and many shift trades people to help them. Now let’s look at when a fire occurs. Protection will call Port Fire who will send a truck with three firefighters on board. Hopefully, the response time will be about five to eight minutes. If they’re tied up at another Fire, look at a response time of at least fifteen to twenty minutes. Guess what, we all have no jobs because the Machine will be a write off.

On a positive note, the dismantling of #3 Machine will be done with a combination of Trades and labours on a “demo” crew. After that project, it would be nice to see them move on to other projects and have work into 2008!

Yes there have many changes these past months and I’m sure more to come. Hansen Hall is up for sale, the Executive is going to reduce its numbers, and the Forward Look is nearing the end as we know it. In 2008 it, it will only be available “on line.”

Finally, our General Meeting is on September 17 at 7 pm. There will be many issues on the agenda, so come out and voice your opinions.

In Solidarity
Randy Teichman; Guard/Editor



Pete Rayburn President CEP Local 592 presenting the Cole Leger with the “Jack Breuker Memorial Bursary”.

Dear Local 592 CEP Executive and Members:

In receiving the “Jack Breuker Memorial Bursary” I would like to thank the Communication Energy & Paper Workers Union #592 with their great contribution to my post secondary future, and I appreciate the importance of unions in the workplace today and realize that many working conditions have improved immensely since the initiation of unions.

I will be attending the Southern Alberta Institute of Technology in Calgary, Alberta and my start date will be September 10th, 2007.

With Thanks

Cole Leger



Pete Rayburn presenting Richard Aylard with the “David Fraser Memorial Bursary”.

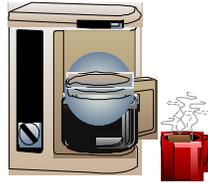
Dear Local 592 Executive & Members:

I would like to thank the Communication Energy and Paper Workers Union Local 592 for selecting me to receive the 2007 David Fraser Memorial Bursary. I have enrolled in the Electrical and Computer Engineering Technology program at BCIT, which I will be attending beginning in September. The generous contribution of the David Fraser Memorial Bursary will assist funding my post secondary education and will bring me one step closer to my goal of becoming an engineer.

Thank you once again for you time and generosity.

Richard Aylard.

RETIREE NETWORK



It is with great sadness and shock when we received the following letter about the passing of a fellow retired member.

It is with great regret and heavy heart that I write to you this day. My beloved father and best friend, Al "AB" Allen, passed away suddenly this morning at home at the age of 64. He devoted 36+ years to the Pulp and Paper Division in Port Alberni and was only starting to enjoy his golden years of retirement in Maple Ridge.

My father was a very outspoken person who felt himself a champion of his union "brothers". I know he wrote on occasion to the Forward Look and hoped his words would find their way into the minds of its readers.

He was a devoted family man, a loving father and grandfather, and a proud union man and Canadian.

He is survived by his devoted wife Rachel Allen, his daughter Michelle Jordanov and her son and two daughters, son Allen, mother Astrid Allen, and a large extended family.

Travel Well POP!

With much sadness.

James Allen.

On behalf of the executive and members of Local 592 CEP we would like to extend our

condolences to the family.

The Good Ole Boys will start up again Sept. 18th for their Tuesday's get togethers. This will continue on a temporary basis until further notice.

The Forward Look will continue to be printed until the end of the year and after that time it will be available electronically Local592.blogspot.com.