



LOCAL 592

PORT ALBERNI, B.C.

FORWARD
LOOK

**Next General Meeting
April 19th, 2010**

LOCAL 592 CEP 2009 EXECUTIVE

President

Jim VanDusen 724-2772
Relief Pool

Fin.Sec.Treas.

Norm Skipsey 752-2777
Woodroom — *Day shift Mon-Fri*

Vice Pres.

Brent Hamelin 724-6524
ET Plant — *D Crew*

Trustee

Randy Teichman 724-6279
Plant Protection — *E Crew*

Vice Pres.

Doug Chisholm
Millwright — *Day shift Mon-Fri*

Trustee

Roger Haggerty
Millwright — *Day shift Mon-Fri*

Vice Pres.

Travis Goodyear 724-5353
Millwright — *Day shift Mon-Fri*

Safety Officer/Trustee

John Egresits
Relief Pool

Rec. Sec.

Adam Currey 724-1345
Millwright — *Day shift Mon-Fri*

WAGE DELEGATES

Jim VanDusen
Phil Guild
Brent Hamelin
Travis Goodyear (Alternate)

**GENERAL MEMBERSHIP MEETING
HANSEN HALL
April 19th, 2010
7:00 PM**

Editors Note:

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

Communications

Jim VanDusen
President

Well I guess everyone is aware of the company's decision to walk away from talks with the Catalyst Unions. Included in this month's Forward Look is the Press Release put out by our Western Region.

It has been the position of your Wage Delegates from our first meeting with the other locals that Local 592 has already given this company enough with our A-4 Agreement and we were not in favour of giving up further concessions. However, we did agree that as a group we, the Catalyst Locals, should meet with the company and have discussions to see if there is anything we could do to provide them relief with some of their costs. Your Wage Delegates were not looking at handing them a blank cheque but we were in favour of having discussions within the confines of our Collective Agreements and the \$80.00 per ton Agreements.

Arrangements were made to meet with the company on March 26 to have these discussions. During those discussions the locals felt that to address some of the challenges our company is facing it would be necessary to look at options outside of our Collective Agreement. Knowing anything the company agreed to would have been brought back to this membership for a vote we felt our best option was to stay with the group and maintain our solidarity.

I was on vacation and although I was in constant contact with Brent and Travis I will leave it up to them to report on the details of those meetings. However, I do want to mention that one of our conditions was that the company had to agree to stop playing the locals off against each other.

In our media release, CEP Western Region Vice-President Jim Britton said that he was very surprised that our employer would walk away from a meeting where we offered more than 15 ½ %. I agree that if this company was serious about wanting our help then they would not have walked away from our talks, but in my opinion this company never had any intention of accepting anything less than their \$40.00 per hour proposal.

Since last September Catalyst's agenda has been to shove this proposal through all their mills. It has been their plan to wait for the severances to be taken at Elk Falls then offer this proposal to those employees still remaining. So with this plan now becoming a reality, why would they now stray from this strategy and accept anything less.

They had a letter ready to go in case they did not get their \$40.00 deal and within a couple of days of walking away from the unions they sent this letter to all the Elk Falls employees that did not apply for their severance. Bottom line of course is that if they want their mill to start up they must accept this offer.

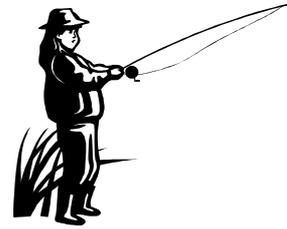
I have no idea what the Elk falls employees will do, but I think it is obvious that Catalyst is betting they will accept.

I will not discuss the details of that letter but I do wish to comment on two statements made by Richard Garneau:

The first is in reference to the \$40.00 proposal, "This difference in wages and benefits is not an attack on the union or workers" and the second refers to our efforts to sit down with them in good faith to address their concerns. "The response of the union leaders to the changes required was disappointing."

This proposal most certainly is an attack on unions and workers; it is a calculated effort to drive us to the lowest common denominator. What is disappointing is that this company does not want to work together with the unions to find solutions within the agreements they have in place now. They would rather remain hell bent on sticking to their take-it-or-else agenda.

Brent Hamelin
Vice President



Views from the VP

Many if you have questions regarding the meeting in Nanaimo March 26th and 27th between the seven CEP locals and the upper management group of Catalyst. We met to try to explore ways to help the company and improve relations between the sides. I will tell you what I can so that you might have a better understanding of what happened. A financial review was given and union concerns were expressed. Among the concerns was the relationship between the company and the locals dealing with respect, honesty, etc, and the whip sawing issue, (putting one mill against another). When asked what the union locals could do to help the company, we were told a reduction of wages and benefits to \$40.00 per hour (all in) was the only solution. The union and locals came up with a proposal to give the management group. I can tell you that your wage delegates made the right decision and looked after the best interests of local 592. We always knew that you, and only you, the local would make a final decision. Since being back and talking to many of you in the membership and listening to your comments I can only believe that proposal was not very popular. The fact that the company turned down the offer so quickly and insisted on their \$40.00 per hour position lead me to believe that they will continue with their plans to whip saw mill against mill and erode our collective agreement.

If things are as bad as we have all heard they were, then it is also possible the company will enter CCAA protection in the near future. CCAA protection would help this company to restructure their crushing debt!

For now I hope all of our members will focus on their work and stay safe. I also wish upper management in this company will come to realize their workers and staff are waiting to see positive and progressive ways to keep our company forward.

I have attached a letter first publish in the AV Times that everybody must read. The article has many interesting points that may help you understand what is happening.



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

The following was a letter first published in the AV Times. It was published here with the permission of the author.

Communities must form united front

Published: Monday, April 05, 2010

It is clear that Catalyst is framing the issue of closing mills against the classic Prisoner's Dilemma: two people engaged in a crime are arrested; both face some prison time if convicted, but one implicating the other gets a lighter sentence while the one that does not confess gets the heaviest sentence of all.

Game theorists will tell you that the rational decision for one is to implicate the other (i.e., defect).

Catalyst has framed it such that the the cities and unions that agree to Catalyst's demands of reduced wages and revenue will get to keep their mills open, while those that hold fast will face the heaviest penalty of all, that of mill closure. Under these conditions, it is only a matter of time before a city and union agree to Catalyst's demands, such as Campbell

What the game theorists tend to omit is that there are other allowable actions. It turns out lying is one of those actions (such as omitting that one could lie instead). The other action doesn't really have a name, but it can be described as "keep your word or I'll seek retribution." Perhaps the one that implicates the other gets a lighter sentence, but finds family and loved ones experiencing unpleasant events. This approach is surprisingly effective in achieving the greatest collective outcome, which is not be a mystery to unions who for better or worse can engage in retribution to keep the line strong.

If Port Alberni and the other cities wish to escape the harshest of penalties, the city managements and unions within need to stop negotiating with Catalyst and start negotiating with each other and among themselves as a solid movement. Since lying is not allowed in

legal contracts, draw up legal contracts wherein the cities and unions agree that if they defect to Catalyst, they will pay out to other members a sizeable amount in compensation.

The unions need to negotiate from the position of future owners of Catalyst, and the cities need to negotiate from the position of investing in local ownership. Recall that Catalyst is a publicly owned corporation, and can face hostile takeover. A unified front that shows greater penalty within for cooperating with Catalyst will convince shareholders that Catalyst is unlikely to win this battle.

It is unwise to hold stock in a company with a failed business model and no hope of survival. When Catalyst's stock price has reached a level in which ownership levels can be purchased, the unions need to offer pennies on the dollar for worthless stock. Once the unions own Catalyst, they can make good on the negotiated deals with the cities. Without the overhead of high management salaries, and with the reduced tax assessments from the cities as well as some re-alignment to match 21st century market realities, the new company should be viable.

Agreeing to Catalyst's false dichotomy of cut or close will result in fewer jobs and less revenue for all except those that own Catalyst stock or receive bonuses from them. There is another option, that of local ownership and co-operative management. It is the best overall collective outcome, except Catalyst doesn't want you to know this.

Tim Kelly
Owner, Pacific Coast Environmental Metrics
Malahat

Travis Goodyear Vice President

Well it looks like we are in trouble again. We seem to be the high cost producer, according to the company, and we may be faced with more layoffs and downtime.

Isn't that the same thing this company has said to us over and over again? Two years ago they were patting us on the back saying "How does it feel to be the lowest cost producer in North America?"

All that aside, the company has told us that they lost money on the dollar in 2009 but by their own numbers it says that the company actually made money on FX. The company says that shipping costs have gone way up but their own numbers show that those costs actually went down by \$29/ton.

The company tells us that we need a \$40/hour, all in, deal to stay afloat. That is a 50% cut depending on the mill you are in. I SAID 50%!!

We keep hearing about Snowflake and how good that operation is but we never hear about the litigation the company is currently in over water rights to run that mill in the desert. How will that mill run without water?

The company showed us first quarter numbers and told us that the information is sensitive and should not get out. This seemed to me a joke because it is a public company and the Q1 results are out to the public. The sky is falling.

The next stuff you read you may not like. The company is using replacement workers right now, in our mill! The \$40/hour deal they want us to take looks a lot like the replacement workers wage. They are also flagrantly violating the collective agreement re: contracting out by changing the number of workers required after the local has agreed to the contractor coming on site. No discussion. No notification. Nothing!

The company has fired our smartest man in the maintenance department

and is driving the rest of our smartest people out in leaps and bounds. This style of management seems to be driving us into the ground. The company has put us on a Kraft Dinner diet and now they want us to supply the baloney.

The company also has a new attendance/absenteeism policy. Can anyone say that they will not go to the dentist, doctor, lawyer etc. or use your family responsibility rights for fear of receiving discipline? I don't think so. Just a reminder here folks, a coaching session or a fireside chat is the first step in discipline. These impromptu meetings are documented and it is your right to have union representation present at ANY meeting with the company, regardless of how insignificant you may feel it is.

This company will not stop until we are on par with Mexico, China or India. It does not matter with these people because the goal post never stops moving.

It is high time that we get our asses off the ground and get more involved with this Local. We need to stop the downward slide of the middle class. We need to let the government know we have had enough. Our natural resources are leaving this province and our jobs are going with them.

Please, please, please get to the union hall and let us know how you feel. And I mean now! Apathy from you means no jobs for any of us.

P.S. I would like to wish Peter Flynn and his family the best of health and luck. Peter, your experience, knowledge and expertise will not easily be replaced. This operations loss is anothers gain wherever you wind up.

Roger Haggerty Trustee

For my first article in the Forward Look I decided to write about Work Safe B.C. (W.C.B.) and your personal information and privacy. If you file a claim with Work Safe B.C. you will have to do a phone interview or fill out a 21 page report. If you do the phone interview remember it is recorded and if you make a mistake during your interview it becomes recorded history. If you fill out the questionnaire you can have another person check your answers before sending it back.

Work Safe B.C. will want you to sign a form called Worker's Authorization Release Of Personal Information. I advise you not to sign this form and other 592 Executive Members agree with me. I did not sign this form and my claim was accepted with no problems. Signing it gives Work Safe B.C. access to any source whatsoever and they are allowed to share that information with your employer. If you need to file a claim please contact a 592 Executive Member . Remember protect your personal information it YOURS not theirs to use against you.

The following is the authorization from WorkSafeBC's Worker's Authorization for Release of Personal Information form:

I authorize WorkSafeBC and the Workers' Compensation Appeal Tribunal to view or obtain a copy of records pertaining to my examination, treatment, history, and employment from any source whatsoever, including records of physicians, qualified practitioners, medical insurers, hospitals, and any employer. I understand the information is collected, used, and disclosed under the authority of the *Workers Compensation Act* and the *Freedom of Information and Protection of Privacy Act*. I acknowledge that WorkSafeBC may obtain and disclose information from my claim to my employer for the purpose of appeal, or may disclose such information to others in accordance with the law, including the *Workers Compensation Act* and the *Freedom of Information and Protection of Privacy Act*.

John Egresits Safety Officer

I will begin my safety report by saying once again that this company has a poor focus on safety. Don't take chances. Safety is a mind set—be mindful.

On March 24th, I attended a safety meeting put on by the Mechanical Maintenance department. I was impressed by the way the safety chairman ran the meeting and it was great to see input from the people attending. I would like to see operations get back to that format. Many departments have not had a safety meeting in years. It is time for other supervisors and department managers to follow the example of the supervisor of Mechanical Maintenance.

On April 28th we will be marking the Day of Mourning. It is a day where we remember workers that have been killed or injured on the worksite. Here are the sobering stats from 2009:

- 121 B.C. workers lost their lives to workplace injury and disease.
- Three workers died each week
- There were 3000 work-related injuries reported every week
- 19 workers were permanently disabled every working day.

These stats remind us how dangerous the workplace is; it is good reason to take charge of ones own safety in the workplace.

I want to finish my report by with one final note. These are challenging times in our industry. A lot of pressure is coming down on us by the Third Avenue group. It is important each and everyone of us walk our of that mill each and every day injury free. Take care.

Press Release

Communications, Energy and Paperworkers Union of Canada
1199 West Pender Street, Vancouver, BC V6E 2R1

Catalyst Walks

FOR IMMEDIATE RELEASE

March 28, 2010

VANCOUVER - Catalyst representatives walked away from talks with the Communications, Energy and Paperworkers Union representatives yesterday. The union had asked for 3 days of meetings with the employer due to the ever-deepening crisis in the forest industry in British Columbia.

“I am very surprised that this employer would walk away from a meeting where workers from 4 different mills had offered more than 15 ½ percent reduction in wages and continuing discussions to find further potential cost savings within the benefits structure,” stated CEP Vice President Jim Britton. “In my more than 40 years of collective bargaining, I have never witnessed a more unexpected turn of events.”

CEP had asked to meet with the senior management of Catalyst in Nanaimo in an effort to provide assistance to the company who has been very public about its financial challenges. “We know the challenges that our industry faces all across the country,” continues Britton. “This meeting was called in good faith by our union with the intention of working cooperatively to find solutions.”

“We were just trying to be proactive here.” said Britton, “We have heard very clearly the concerns that Catalyst has raised and we are prepared to have serious discussions with them even though there are more than two years left in the current collective agreement.”

“We are also extremely concerned about the communities where our members live,” concludes Britton. “These have been family-supporting and community-supporting jobs and we intend to be part of a healthy pulp and paper sector well into the future.”

CEP represents 7 local unions employed by Catalyst at four locations:

Campbell River, Port Alberni, Crofton and Powell River. The Campbell River pulp and paper mill has been shut down for more than a year. CEP represents 30,000 forest workers across Canada.

For more information contact:
Jim Britton, Vice President 604 992-6625

Letter to the Editor

Catalyst Paper is having troubles. Their just released Annual Report talks about the global recession, the post Olympic- post recession world, the strong Canadian dollar, the weak market globally for newsprint and the fact that the Chinese market will set demand levels for the next several years.

There isn't one of their troubles, or the troubles of the corporate world generally that is caused by the workers in their four mills or the residents of the BC cities they are located in.

Why then did they pilot an attack on municipal taxes to impoverish the towns that have nurtured them and why won't they pay the millions they owe after they lost in the courts? Why do they demand a roll-back of negotiated wages, benefits and working conditions as a condition for re-opening the Elk Falls plant?

There are two years left in the current "pattern" agreement and they want the Elk Falls workers to break the pattern by re-opening at Elk's Falls. They want the remaining 105 Elk Falls workers to take ridiculous concessions. On top of this they want to have new "non-core" wages for almost every maintenance and service job that is not directly production of paper. Is it possible that this is a move by Catalyst to introduce a two-tier wage and benefit system, a direct attack on new hires and a separation of workers into different classes? This is exactly what has happened in all other concessionary bargaining and it is at the heart of the nine month strike in Sudbury Ontario by nickel miners.

If the Elk Falls workers are finagled into accepting a concession agreement below the other plants, with no guarantee of re-opening, it is likely the agreement will be used as a club against workers at the other

three plants and a bidding war will ensue. This could only escalate downward and bottom out with no bargaining power and almost certainly the loss of the union. It is very probable in the next several years that three of the four plants could supply the weak global market and Catalyst could keep rotating it's closures to keep the equipment working and to keep forcing concessions in a plant by plant bidding war to the bottom.

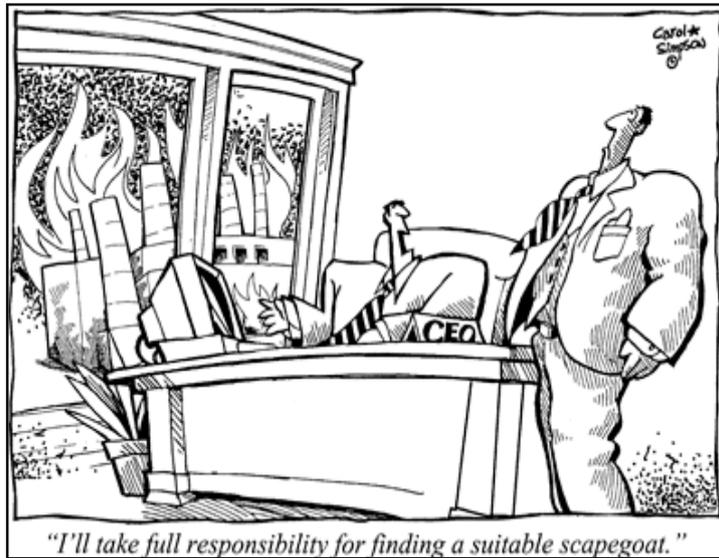
The \$82,000 per year wage being used in company propaganda is a farce. It includes all employment costs, benefits, pension costs, severance and retiree costs. It probably includes landscaping and building maintenance. It is exactly the method of phony bookkeeping used by General Motors against the Autoworkers in Ontario. To spread the lie through a complicit media is to tell all BC citizens that the workers in Campbell River are greedy and overpaid when they are really unemployed and in dire straits.

Most Canadian manufacturing corporations have taken advantage of the crisis, which was not created by workers, to force huge concessions in wages and working conditions. The Auto industry was the leader but the same has taken place more quietly with a more or less passive trade union leadership across manufacturing.

If working people want to have any future and not return to the conditions of the 1930's it is necessary to resist the offensive being launched against them and their communities. The corporate world created the crisis and not working people. If they want to close mills instead of operating them then they should be seized for taxes owing and nationalized. If we are to maintain sustainable industries and communities then let us work in mills we own and earn equity in. If we are going to pay the bills we want the ownership deed and the profits.

Graham Auger and Jack Higgin

Retired workers from Elk Falls Mill in Campbell River





COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA

LOCAL 592

PORT ALBERNI, B.C.

April 19, 2010

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. Joint Placement |
| 5. Contracting Out | 13. EFAP |
| 6. Factories Act & Environment | 14. Flexibility/Skills Training |
| 7. Sunshine Committee | 15. Wage Delegates |
| 8. Job Evaluation | 16. Retiree Committee |

CORRESPONDENCE

12 Letters and circulars received and filed.

UNFINISHED BUSINESS

Notice of Motion: That we create a \$250 bursary in the name of Daryl DeRooy

NEW BUSINESS

EXECUTIVE RECOMMENDATIONS

- 1) That the alternate wage delegate attend all wage delegate meetings until November 2011.
- 2) That if a wage delegate leaves with less than half his term remaining that the alternate moves up and we elect a new alternate.
- 3) That the Alternate Wage Delegate is the first runner up in the Wage Delegate election who is willing to serve as alternate.
- 4) That we send two members and the president to the CEP National Convention.

RECOMMENDATIONS ON GREIVANCES

MOTIONS FROM THE FLOOR

GOOD OF THE UNION

GENERAL MEETING April 19th AT 7:00 P.M.
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