



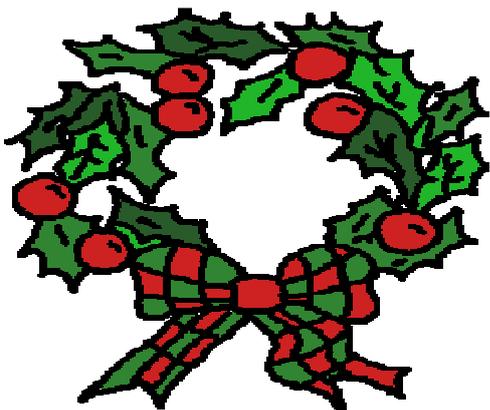
LOCAL 592

PORT ALBERNI, B.C.



FORWARD LOOK

Next General Meeting
December 20th, 2010



LOCAL 592 CEP 2010 EXECUTIVE

<u>President</u> Jim VanDusen 724-2772 Relief Pool	<u>Fin.Sec.Treas.</u> Norm Skipsey 752-2777 Woodroom — <i>Day shift Mon-Fri</i>
<u>Vice Pres.</u> Brent Hamelin 724-6524 ET Plant — <i>D Crew</i>	<u>Trustee</u> Randy Teichman 724-6279 Plant Protection — <i>E Crew</i>
<u>Vice Pres.</u> Doug Chisholm Millwright — <i>Day shift Mon-Fri</i>	<u>Trustee</u> Roger Haggerty Millwright — <i>Day shift Mon-Fri</i>
<u>Vice Pres.</u> Travis Goodyear 724-5353 Millwright — <i>Day shift Mon-Fri</i>	<u>Safety Officer/Trustee</u> John Egresits Relief Pool
<u>Rec. Sec.</u> Adam Currey 724-1345 Millwright — <i>Day shift Mon-Fri</i>	<u>WAGE DELEGATES</u> Jim VanDusen Phil Guild Brent Hamelin Travis Goodyear (Alternate)

**GENERAL MEMBERSHIP MEETING
HANSEN HALL
December 20th, 2010
7pm**

Editors Notes:

**PERSONAL ARTICLES PRINTED IN THE FORWARD
LOOK MAY NOT BE THE OPINIONS OF THE EDI-
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**THE ARTICLES IN THE FORWARD LOOK MAY NOT
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CONSENT**



Communications

Jim VanDusen
President

The elections are now complete, and congratulations to Brent Hamelin, Adam Currey, Roger Haggerty, Dan Rogers, Randy Teichman and Andy Bos for being elected as Executive Officers.

My thanks to Simon Fox, Joan Race and John Egresits for letting their names stand and running for an Executive Board position.

I would also like to thank Norm Skipsey and John Egresits for all their hard work and dedication these past years. Norm has served on the Executive for 13 years. In those years he held the positions of Vice President, Trustee and Financial Secretary. John has served as a Trustee and Safety Chairman during his 3 years on the Executive.

And finally, I thank all the members of Local 592 for their support this past year and for re-electing me as your President for another term. I am extremely honored to be your President and I look forward to working with our new Executive this year

2011 Local 592 Executive Board:

President	Jim VanDusen
Vice President	Travis Goodyear
Vice President	Brent Hamelin
Vice President	Doug Chisholm
Recording Secretary	Adam Currey
Financial Secretary Treasurer	Roger Haggerty
Trustee	Randy Teichman
Trustee	Andy Bos
Safety Chairman / Trustee	Dan Rogers

At the December 20th General Meeting we will be voting on the proposed By-Law changes, Bob Hughf will be in attendance to perform the Installation of Officers and following the meeting we will be having our annual Social.

I wish all Local 592 members, retirees and their families a very Merry Christmas and a happy and healthy 2011.



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

Travis Goodyear Vice President

Hi everyone, Merry Christmas and Happy New Year. I wish you all health and happiness over the holidays and coming year.

First off, I would like to thank Norm and John for their service to the union. I would also like to thank all of you who ran for union positions this year, and congratulate Dan & Andy, welcome to the executive. I know you will both work hard for the membership.

I would also like to thank the membership for sending me to the B.C. Federation of Labour convention. As always, the FED was interesting with a few inspiring speeches, a few educational speeches, and complete confusion over what the heck the N.D.P. is doing. Speeches from Jack Layton and Carole James where both good, promising to do more for unions and working people everywhere. Carole James promised to lead us into the future, who knew it would be so short lived. There will be more info on the B.C. FED at the general meeting on December 20th.

I would like to talk about all the pressure the unions are under right now all across the country. These next few years are going to be hard on all of us. With most unions under attack by employers or governments, it's never been so important to support your union and others. If we stick together and support each other in solidarity we will overcome the international need for greed and a profits-before-people attitude that the banks and CEOs all over the world seem to be moving towards if they aren't already. We hear that we have to do something like AbitibiBowater has done if we are going to compete with the unfair advantage they will have when they come out of C.C.A.A. The last numbers I've have seen say they have \$6.4 billion in assets and \$10.12 billion in liabilities, with another few hundred million in lawsuits against the government of Newfoundland for resources they want but will not provide jobs for the people. I can't see the people of Newfoundland letting this happen without a fight. A winning fight. AbitibiBowater also plans to award \$6

million in bonuses to their 50 top executives and also wants another \$206 million in incentive awards. That's close to 1/4 billion in bonuses when the union took such a large hit on their contract to save the company and their pensioners. FOR SHAME. The Federal government needs to make sure that all Canadians pension plans are protected and fully funded first before the interest of the banks are taken care of with their record profits. So who knows if AbitibiBowater will come out of C.C.A.A.? How could a judge let it happen with this bonus structure in place? It's a slap to the face of working people everywhere. So do I want to be more like them? *#%\$ NO.

As I'm sure you are all aware Daryl De Rooy has passed and I wish his family health and happiness for the holidays and the future. Daryl was a large part of our union and our mill. He will be missed.

The Free Stores arbitration is coming up at the end of January. The company also told us recently that they will no longer pay fines or make up shifts for failure to notify grievances. For all the years I've been involved in contracting out issues we have never taken a fine payment, but get the makeup shifts so that we can get some work for our laid off members. This is just another way for the company to screw you out of more work while they continue to hire more staff. If anyone can tell me what we are up to now in staffing numbers over the A4 agreement I would sure like to know. Please rest assured the grievances are in on this matter with more to come and I will not give up until you are getting make up work for these violations of the collective agreement.

Prince Albert Saskatchewan may get new life with Domtar, Paper Excellence and the government in talks for a possible sale and start up of pulp production in the fall of 2011. Good luck to them.

Well that's all I've got for this month, so please come out to the general meeting on December 20. Mr. Clark may be coming to the mill in early January 2011, so if you have any issues you would like brought up come to the meeting on the 20th and let us hear what's on your mind.

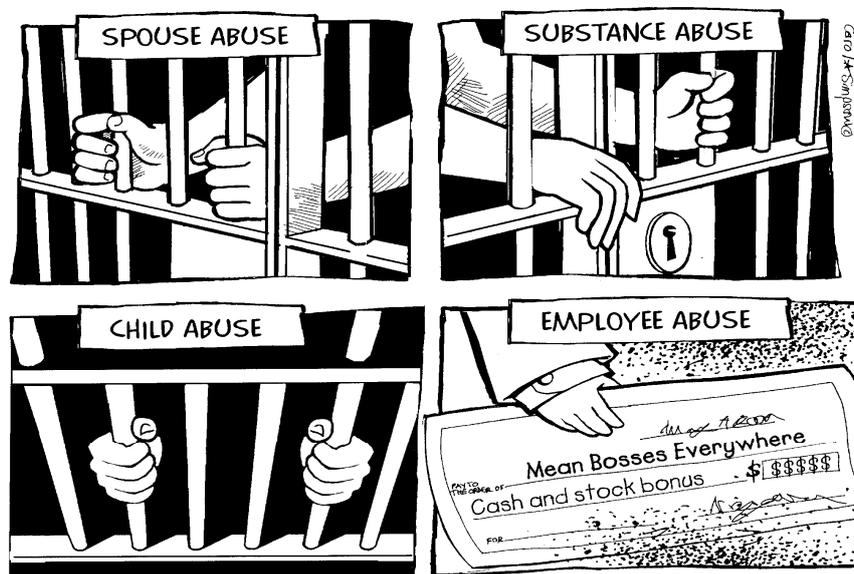
HAPPY HOLIDAYS AND MERRY XMAS EVERYONE.

Randy Teichman
Trustee

Here it is the last month of the year. I guess it's time to drag out the Christmas decorations and start some shopping. A truly special time of year that usually brings out the best in people.

First I would like to thank everyone for giving me a chance to serve another term as trustee. Also, I would like to thank Jim Van Dusen, Brent Hamelin, Adam Currey, and Roger Haggerty, for committing to another term on the Executive. Congratulations to Dan Rogers and Andrew Bos on their success, and a big thank you to John Egresits for the work he did as Safety/Trustee. I would also like to thank Norm Skipsey for his many years of service. It was a pleasure to work with him.

It was great to see so many people at Daryl De Rooy's celebration of life. There are so many things that he has accomplished in his short life. I know it was mentioned several times how he was a pension trustee, but some may not know that he was instrumental in making sure that the plan invested in safe and not high risk ventures. He truly will be missed. I would like to remind everyone that the next General Meeting is on December 20 at 7 pm. The installation of officers will also take place. After the meeting, there will be a social. Please come and have some cheer. Finally, I would like to wish everyone in the local, and their families, a very Merry Christmas and a Happy New Year!



Brent Hamelin
Vice President



It is December again and if we look back on the years events a lot has happened.

We lost Brother Darrel Derooy recently and he will be missed by the local. I didn't know him well but his contributions to our local made us stronger. Everyone who retires can thank Darrel for the outstanding work with our pension plan. I wish the Derooy family a peaceful Christmas.

I would like to thank Norm Skipsey for his long service to our local and John Egresits for his contributions in safety. We have new faces at the table; welcome Dan Rogers and Andy Bos.

This year our local had many positive achievements including agreements dealing with everything from gate hires (temp trades) to the recent steam plant DUR Postings. We settled many grievances and for the most part kept employment was at a higher level for our GLP members than in previous years. The lay off list is shorter and I am hopeful of new opportunities for our members in the New Year.

By no means can we sit back and not be proactive, but for now its time to sit back and enjoy the holiday season.

Cheers.



Roger Haggerty
Trustee/Guard/Privacy
Officer

I would like to give a big thanks to Norm Skipsey and John Egresits for all the work they have done for Local 592.

Hopefully the New Year will bring a positive relationship between the union and company, but I'm not feeling optimistic about being able to work through our problems right now. The opportunity is there for Catalyst to use our laid-off members; I hope they do a better job of that next year.

I look forward to working for the local at my new position Financial Secretary Treasurer. Best Wishes to all the members of Local 592 members in 2011.



**Dan Rogers
2011 Safety Officer/
Trustee**

I would first like to thank the membership for their support in electing me as safety officer for 592. This is a very great honour for me.

During Decembers OHS meeting I got to meet with all the committee members including management and 686. I'm looking forward to working with this team and hopefully with the membership's continued support we will overcome all of your safety concerns. As I am the new kid on the block your patience is much appreciated as I become familiar with my new duties.



From the Editor

Adam Currey

First off, congratulations to those who have accepted positions in the executive for 2011. I would like to thank John Egresits for his work as a safety officer in the last year and all the best to him as he works toward coming back to the mill. Although most of the positions were awarded without an election it was nice to see that there was such an interest in the safety officer/trustee position. Thank you to those who put their name forward.

It was a very interesting week for the paper industry in Canada last week. AbitibiBowater was taken out of bankruptcy protection and the CEO announced he was quitting to “spend time with his family.” This is what CEOs usually say when they are told to take a hike. In his place is a familiar face: Richard Garneau. Abitibi is still in rough shape despite the fact that they have had a major restructuring. They have reduced their debt load from over 6 billion to somewhere around .8 to 1.5 billion depending on who you ask, but they also announced an 829 million dollar loss for the third quarter of 2010. I would expect Garneau to act much as he did here: whipsawing the locals and making cuts that are sometimes so extreme that they cost more than they save. Good luck to them. I think he is going to have a tough time getting concessions from his new employees as they have already taken the toughest hits in the industry to their pensions, wages and benefits. If I were working on a management level there right now I think I'd be looking at what Garneau did to the pensions of staff here and be pretty nervous. I am curious to see how much he raids off of their company pension plan, when he was here he doubled his take as he cut his staffs by up to 40%. Abitibi has over 40 pulp and wood mills compared to our four, so what happens over there will send waves throughout the industry. I will be watching the situations very closely.

I don't have much to say about the loss of Darryl DeRooy that hasn't been already said. As a fellow millwright I had the opportunity to get to

know him on the shop floor before he got sick and during the time he came back while he was still able to. During that time I found him to be an intelligent, humorous and good natured man. On one of the days I was working with him before he got sick we had a long discussion about a major decision I had to make. I had to decide whether to do something that would be good for my personal life or something that would be good for my career. His advice seems prescient now; he said that I should do what was best for my personal life as you never know how much time you have left with your family. In the end I went against his advice and I've regretted it ever since. Our local is worse off for his loss in many ways.

At the December 20th general meeting we will be voting on the changes to the bylaws that were proposed last month. It will take a while to get through them but this will streamline the bylaw book considerably save a lot of time when looking up our rules. The proposed changes are posted at our notice boards in the mill. I encourage you to spend a few minutes reading them. I should have the new bylaw books printed early in the new year.

I will be taking a few months away from the mill starting in early January to spend some time with my family and will be out of the country for much of it. In the time that I will be away other members of the executive will be taking over my duties. I will post on the blog who to contact in my absence as we work that out.

See you at the next meeting, and have a great Christmas.





Keenan Bujotzek is presented with the Jack Brueker Memorial Bursary by Jim Vandusen. Keenan will use the money to continue his Auto-mechanic apprenticeship.

United we stand,
WORKING CLASS
WORKING CLASS
divided we fall.

©KENOPACKI



Pictured above is retiree Karl Teichman, a carpenter. Below is Karl and Leo Clemens, a millwright in the steam plant. They are seen here at the November retiree get together at the hall.



Unionization in Canada has risen up to 4.2 million

NUPGE/CALM

STATISTICS CANADA says more than 4.2 million workers belonged to a union in Canada during the first half of 2010, up 64,000 from the same period last year.

Union membership has risen at a slightly faster pace than total employment. As a result, the nation's unionization rate edged up from 29.5 per cent in 2009 to 29.6 per cent in 2010. The gap in unionization rates between men and women widened slightly in 2010. Women experienced disproportionately more gains in unionized jobs. Consequently, their unionization rate inched up to 30.9 per cent, while the rate for men remained constant at 28.2 per cent.

Just more than 2.2 million women belonged to a union in 2010, compared with just under 2.0 million men.

The unionization rate for permanent workers increased to 30.0 per cent between 2009 and 2010 while it decreased to 27.3 per cent for those in non-permanent jobs. The rate rose in larger firms (100 workers or more), declined among those with 20 to 99 workers and remained constant for firms with fewer than 20 workers.

The provincial picture was mixed. Unionization rates fell in Nova Scotia, Quebec, Saskatchewan and Alberta. The largest gain in rates occurred in B.C. while the rate was highest in Newfoundland and Labrador (37.9 per cent).

Among industries, rates were highest in public administration (68.5 per cent) and education (67.0 per cent). Notable declines occurred in agriculture, health care and social assistance and education. Notable increases occurred in transportation and warehousing and public administration.

An average 288,000 workers were not union members but were covered by a collective agreement in the first half of 2010, down from last year's total of 300,000.

In 2009, there were 157 strikes or lockouts that involved a loss in working time of at least 10 person-days. This was the second lowest number on record. At the same time, 67,000 workers were involved in these strikes or lockouts and just under 2.2 million person-days in working time were lost—the highest number of days lost since 2005.

Excess injury risk attributed to shift work

WHSC/CALM

Canadians working rotating or night shifts are twice as likely to be injured as those working a regular daytime schedule, according to a recent Canadian study.

Using data collected by Statistics Canada from 1996 to 2006, authors of *Shift Work Trends and Risk of Work Injury Among Canadian Workers* examined the trends in shift work and work injury, and compared the risk of injury by shift type.

The study's authors found the overall number of reported injuries declined over the 10 year period, but noted injury rates among night shift workers did not. In fact, considering the growth of night shift workers the authors suggest the overall burden of injury may be increasing.

Twenty-five per cent of the working population work shifts in Canada, and 20 per cent of shift workers are working the night shift.

Women working night and rotating shifts increased almost 95 per cent between 1996 and 2006. For men, the rate of shift work grew by 50 per cent.

The study found the risk of injury associated with shift work was more pronounced for women. Women who worked rotating and regular night shifts were slightly more than twice as likely to be injured compared to those working a normal day schedule.

The researchers suggest that because women are more likely to be responsible for childcare and household work, they may have more difficulties adjusting to shift work and maintaining regular sleep schedules





COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA

LOCAL 592

PORT ALBERNI, B.C.

December 20th, 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

16 Letters and circulars received and filed.
0 Marked for discussion

UNFINISHED BUSINESS

Proposed Bylaw changes

NEW BUSINESS

EXECUTIVE RECOMMENDATIONS

To send Jim VanDusen to the meeting with the arbitrator regarding the floater grievance.

RECOMMENDATIONS ON GREIVANCES

MOTIONS FROM THE FLOOR

GOOD OF THE UNION

ADJOURN 9:00 PM

GENERAL MEETING January 17th AT 7:00 P.M.
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