



LOCAL 592

PORT ALBERNI, B.C.

**F
ORWARD
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OOK**

February 2012

**Next General Meeting
February 20th, 2012**

LOCAL 592 CEP 2012 EXECUTIVE

President

Jim VanDusen 724-2772
Relief Pool

Financial Secretary Treasurer

Brent Hamelin
ET Plant — *D Crew*

Vice President

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

Trustee

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

Vice President

Owen Paxton
Millwright — *Day shift Mon-Fri*

Trustee

Andy Bos
Plant Protection—*Day shift Mon-Fri*

Vice President

Ian Nicholson
Mechanic—*Day shift Mon-Fri*

Safety Officer/Trustee

Dan Rogers
Mill Stores — *Day shift Mon-Fri*

Rec. Sec.

Adam Currey 730-2069
Millwright — *Day shift Mon-Fri*

WAGE DELEGATES

Jim VanDusen
Brent Hamelin
Travis Goodyear
Adam Currey - Alternate

**GENERAL MEMBERSHIP MEETING
HANSEN HALL
February 20th, 2012
7pm**

Editors Notes:

**PERSONAL ARTICLES PRINTED IN THE FORWARD
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**THE ARTICLES IN THE FORWARD LOOK MAY NOT
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CONSENT**

Communications

Andy Bos
Trustee

Greetings,

It's been a while since we had a Forward Look, so at this time I would like to thank the membership for allowing me to assume the trustee position and I will do the best job I can.

Also, I would like to thank Roger and Doug for their time spent at the hall and welcome Owen and Ian to the executive. I hope they are as entertaining as Roger and Doug were.

Over the last month and a half the rumor mill went crazy churning out every type of imaginable scenario that could possibly befall our mill and company, but the verdict is in and PPWC and some of the bondholders didn't like the deal being offered. Only PPWC knows why they voted 'no' but the bondholders probably didn't like getting nothing for their money. Imagine that! So it turns out how, when, and how many times PPWC voted didn't really matter after all.

Also, many of you will be happy because we end up in our A4 agreement for the next while or until the powers that be decide it's time for a change. That shouldn't be too long down the road. I have a feeling the contract that we'll be offered won't be to our liking and if it's too hard on the union you'll see two things happen: employees, skilled and unskilled will start to leave and if we survive and the company comes out on sound financial footing we will have future labor disputes because we will try to claw back what we've lost.

If I were an optimist I would say my hope is that in the future we can

manage to produce a contract that acknowledges the employees for the sacrifices they were willing accept to help the company but allows the company to be financially secure and market competitive. Ha, dreamer! The reality is the company cry of poverty that I've heard at every contract since I started in 1978 is real, so real that the company only averted a total shut down by a few hours by getting their DIP (Debtor in possession) money(\$150mil) in place. However, when you hear of the millions the company has burned through in the past few weeks its going to be hard to feel sorry for them. 20 million to lawyers, 30 million to run the company and 100 million for necessary ancillary costs (Things like holding/trucking/railing our paper around – seems excessive to me). I'll leave that story to others in our executive more knowledgeable with those numbers than me.

Back at our mill we'll take down time for 5 days, maybe more later, because of a full SDC and we still have boring run-of-the-mill issues that need to be taken care of such as training and line of progression issues to name a few, but your Wage / Safety / Standing committees will get the job done for you.

This brings me around to our Local. We need to attend all meetings with meaningful numbers so your executive can get a broad view of what you are thinking and the direction you want to go. When the same small numbers show up to each meeting then that group becomes your voice and you can blame only yourself if the direction your union takes is not to your liking. Your union will continue working to find and get the best deal for you but it needs your participation to accomplish that. Sometimes it's not perfect but it's better than the alternative.

One last thought. We have no control over what's going on with our company and yes, it will affect our futures and each of us must handle that pressure in his own way, but we do have control of how we work. Sometimes it pays to take a step back, take a deep breath, reassess what you're doing, make sure it's right and make sure it's safe. As your 1st aid responder I can only ask, please try to concentrate on the task at hand, and work safe.

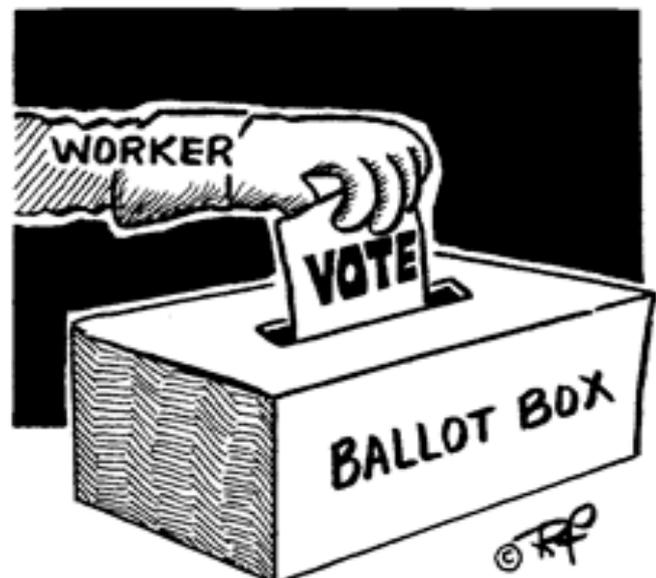
Randy Teichman
Trustee

Well it's been an interesting two months on the mill scene. With the company finally announcing they are going into CCAA, the future is certainly undecided. I personally was surprised when Catalyst didn't seek creditor protection last year. The company cannot carry such a massive debt and survive in these troubled times.

Today I read in the newspaper that the lockout at the Caterpillar plant in Ontario has now turned into a closure. It was obvious when a company asked for a fifty percent cut in wages, and had a job fair that same day in the U.S., that they wanted to close that plant. They are one of many companies who have their own "plan" and agenda.

With our new Pulp and Paper industry pension books now out, I find it interesting that this year there was no increase. Also there is a change in the clause where a persons' pension will be based on their last five years, not your best five.

Finally I would like to welcome Brent, Ian, and Owen to the Executive. Thanks to everyone who voted in November. We received a huge turnout. A special thank-you goes out to Doug Chisholm and Roger Haggarty for their hard work and commitment to the local.



From the Editor

Adam Currey

Last week the wage delegates and I, the alternate, went to Vancouver to meet with the other Catalyst locals, our legal council and, at the end, the company. As this is the beginning of the CCAA process, the court is filled with lawyers for the company, suppliers, bondholders, executive members and for the unions. On one day in particular there were 53 lawyers in court. At the initial court dates the most basic issues pertaining to the company's survival are dealt with: what the company is valued at, who will lend the company the money it needs to stay afloat, who are the critical suppliers that will be ordered by the court to continue to deliver the goods it needs to run. As of this writing all of this has been dealt with.

Anyone wanting to read up on the proceedings can go the monitor's website at <http://www.pwc.com/ca/en/car/catalyst-paper-corporation/index.jhtml>. The site has a summary of the events, court proceedings and documents and full monitor's reports.

Some other highlights from our trip:

- The next court date is on the 14th. Jim will attend an update meeting with our lawyers and the other locals.
- For the immediate future, the company intends to pay retirees' health and welfare benefits, top up payments and bridging. The long term status of these payments has not yet been determined.
- Major decisions, such as selling a facility would require a court order.
- Current laws pertaining to CCAA no longer allow a judge to force a union into a contract. The lawyer can, however, force a local to negotiate in good faith.
- The appeals process for Weekly Indemnity, Long Term Disability and WorkSafeBC claims will go through as normal.
- Weekly Indemnity or Long Term Disability claims that were ready to be heard under the Dispute Resolution Process are not to

proceed under CCAA. If there is a case of hardship the Union can have the Court to allow these claims to go through

- Arbitrations with the company will not go through while under CCAA. In the case of a termination the judge may allow the case to proceed. The grievance process up to arbitration will work as before.
- One of our lawyers, Dan Rogers (no, not the janitor!) dealt extensively with the CCAA proceedings that affected Port Alice, Mackenzie and Harmac. I have been very impressed thus far with him and our other lawyer, Don Bobert.
- The CCAA process normally lasts for 4-16 months. Personally, I am not counting on anything near 4 months.
- The staff pension plan is somewhere near 70 million underfunded. A company cannot get out of CCAA until it is in good standing on pensions. That will be interesting...
- The company intends to meet with PPWC local 2 the week of the 12th.

Once the chaos has subsided, the most important issue will be a new contract. All talk of the CCAA aside, our main wage contract expires on May 1st of this year. The proposal that we negotiated with the company in December (for better or for worse, depending on your opinion) is now out the door and it seems that we will be starting from scratch.

At the January 17th general meeting, many expressed their concerns regarding the December negotiations. While I believe that some of the complaints were valid, I was very frustrated by some of the comments. Some members complained that they did not know when there would be a vote on the proposal. If you did not attend a meeting in the previous month, sign up for Jim's group email despite numerous reminders, read the blog, check the two notice boards in the mill or ask another member for an update then that is why you were uninformed. No one is going to come to your door; if you can't make even the most basic effort to stay informed it is your own fault and no one else's. The rush and time of year of the negotiations was very frustrating, I assure you that includes for those that were at the table. Hopefully the next round will not be under the same circumstances; I will do what I can to make sure that happens.

The local is right to hold both the executive and the wage delegates to a

high standard, you deserve our best. But to paraphrase JFK, “ask not what your union can do for you, ask what you can do for you union.” Last year we twice failed to get enough members to a general meeting to get a quorum. Twice we had to swear in a new member to get to the requisite 11. Very often positions on the executive and on committees are given by acclimation; no one else put their name forward to run. One of the most frustrating things for me was the lack of interest in the questionnaire that the wage delegates sent out in November. 17 were returned, meaning that only around 10% of the local let us know what was important to them in negotiations, but far more people than that showed up at meetings to voice their displeasure.

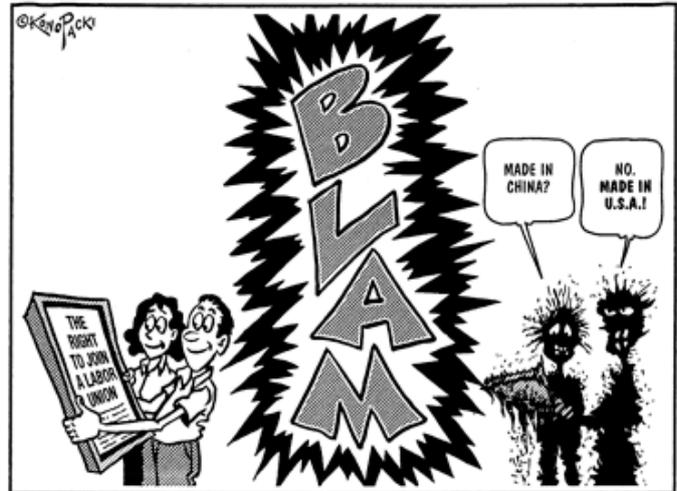
So my question to you is this: are YOU doing enough for your local? Are YOU doing what is needed to stay informed and make a positive contribution? It is one thing to hang out in a control room or shop taking cheap shots at others, but it is another to actually go out and make a difference. I challenge everyone in the local do more. Volunteer to be a Shop Steward (thank you, Loris Gaiga!), stay informed, attend meetings, put your name forward to be an executive or committee member. If you are not happy with the way the local works, come to a meeting and make a motion that will change things for the better. For those of you that do these things, I thank you.

In the next month, the wage delegates will put out another questionnaire to deal with any upcoming negotiations. I ask all of you to take your time and fill it out with as much thought and detail as you can. Any input on benefits, shift schedules or anything else is useful and appreciated. To use a cliché, think outside the box. If you have heard of something at another local or union that you think you might like to see here let us know.

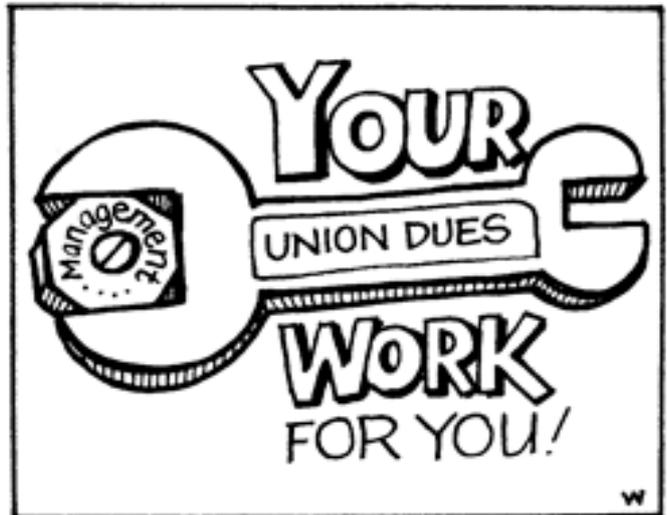
To end on a positive note, I would like to thank all of you who have given me your gratitude and support over the last two months. I have also appreciated the conversations I have had with those of you that may have disagreed with the proposal but calmly and respectfully brought forward your questions and concerns, your input is greatly appreciated. It was not easy bringing back a concessionary deal. But, as always, it will be the local that decides what to do with it.



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 "You're in deep trouble. It says here you used religion to get re-elected."



DON'T BE LEFT IN THE DARK



L.A. Nespton



Job Numbers Paint Sad Picture For 2012

CAW/CALM

DESPITE A gain of nearly 18,000 new jobs in December, job growth in Canada was found to be exclusively among those working part-time and the self-employed, according to *Statistics Canada's Labour Force Survey* jobs report.

Job growth in December seemed like the first positive news Canadian workers received since the economy shed more than 70,000 jobs between October and November. But all of the December gains were found in part-time (+43,100) and self-employed (+31,100) while full-time jobs fell (-25,500).

This negative job market trend does not bode well for the 1.4 million still looking for work and the countless others who could lose their job in the coming year, especially if the Harper government continues with its austerity planning.

Canadian Workers Highly Stressed

WHSC/CALM

MORE THAN one in four Canadian workers say their daily lives are highly stressful, according to a recently published Statistics Canada study. More than 60 per cent of these stressed-out workers reported work as the main source of stress.

Additional findings from the Statistics Canada study are found in an article entitled "What's stressing the stressed? Main sources of stress among workers." For instance, more than 60 percent of highly stressed workers describe their mental health as less than good. Almost half reported their physical health is less than good.

As outlined in the Workers Health & Safety Centre's *Work Stress: burnt out, fed up and fighting back*, stressed workers are suffering a range of mental health impacts including irritability, anxiety and depression. And more and more research suggests stress contributes to a significant percent of all illnesses ranging from the common cold and musculoskeletal disorders to heart disease and cancer.

Another recently published report, *Tracking the Perfect Legal Storm: Converging systems create mounting pressure to create the psychologically safe workplace*, warns employers that "A perfect legal storm is brewing in the area of mental health protection at work. This storm brings with it a rising tide of liability for employers in connection with failure to provide or maintain a psychologically safe workplace."

Mexican Migrant Workers Protected

UFCW/CALM

MIGRANT WORKERS from the Mexican state of Oaxaca traveling to Canada will get better protection this 2012 season after the signing of an agreement between the Instituto Oaxaqueno de Atención a Migrantes (IOAM) and UFCW Canada.

The co-operation agreement will protect and assist Oaxacan migrants working temporarily in Canada. The agreement addresses issues of human rights, labour rights and social security, proposing a framework for transnational cooperation.

UFCW Canada and the IOAM will collaborate to increase the level of protection of Oaxacan migrants before, during and after their stay in Canada. From now on, Oaxacan workers will be assisted in Canada through the network of 10 agriculture worker support centers operated by UFCW Canada in association with the Agriculture Workers Alliance (AWA). AWA centres offer Spanish-speaking staff who deal with legal support services and training in human rights, labor rights, housing and health and safety problems. Services also include a toll-free telephone assistance number from anywhere in Canada and Mexico, both for workers and their families.

Meanwhile, the IOAM will benefit from workshops offered by UFCW Canada to insure workers receive proper information about their rights. The plan of action will therefore focus not only on legal assistance, but also on prevention, information, and training of migrant workers. The program will also will help the migrant workers access Canadian legal benefits to which they are entitled.

The IOAM consolidates its commitment to the people of Oaxaca, actively developing policies to protect its citizens abroad. This international cooperation strategy with UFCW Canada also includes the governments of Michoacan, Tlaxcala and Distrito Federal, as well as two of the biggest agricultural workers labour federations.

Moment of truth

CAW/CALM

NATIONAL EXECUTIVE boards of the CAW and CEP are exploring creating a new Canadian union. Both unions recently approved a process protocol document, which sets out terms of reference and a timeline for union representatives to explore issues related to the formation of a new union.

This new union discussion process, to develop and agree upon the main principles of a new Canadian union, builds on those principles laid out in a discussion paper “A Moment of Truth for Canadian Labour.”

The paper focuses on the goals of building greater collective bargaining strength, an organizing model for growth and activism, and more political influence for progressive social change.

- *A Moment of Truth for Canadian Labour www.caw.ca/en/10895.htm*



COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA

LOCAL 592

PORT ALBERNI, B.C.

February, 2011

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. Environmental | 14. Flexibility/Skills Training |
| 7. Sunshine Committee | 15. Wage Delegates |
| 8. Job Evaluation | 16. Retiree Committee |

CORRESPONDENCE

9 Letters and circulars received and filed.
None marked for discussion

UNFINISHED BUSINESS

Several Notices of Motion pertaining to contract negotiations. A summary will be provided.

NEW BUSINESS

EXECUTIVE RECOMMENDATIONS

Sending the president up to one other wage delegate to the next three comeback meetings.
Sending the three wage delegates to wage caucus and the pension day
Sending the President to Western Caucus Pre-Wage.
Sending two to Provincial Council in April
Financial Secretary Term Limit.
That we send \$400 to the Burns Lake Fund.

RECOMMENDATIONS ON GREIVANCES

MOTIONS FROM THE FLOOR

GOOD OF THE UNION

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| GENERAL MEETING March 18th AT 7:00 P.M. |
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