



LOCAL 592

PORT ALBERNI, B.C.

FORWARD
LOOK

June 2013

**Next General Meeting
Monday June 17th, 2013**

LOCAL 592 CEP 2012 EXECUTIVE

President

Jim VanDusen 724-2772
Relief Pool

Financial Secretary Treasurer

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

Vice President

Travis Goodyear 724-5353
Millwright — *Weekend Crew*

Trustee

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

Vice President

Owen Paxton
Millwright — *Shift, D-Crew*

Trustee

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

Vice President

Ian Nicholson
Mechanic—*Day shift Mon-Fri*

Safety Officer/Trustee

Karsten Stevens
Pipefitter — *Day shift Mon-Fri*

Rec. Sec.

Garry Wells
Peroxide Operator — *Shift, D-Crew*

WAGE DELEGATES

Jim VanDusen
Owen Paxton
Travis Goodyear
Adam Currey - Alternate

**GENERAL MEMBERSHIP MEETING
HANSEN HALL
June 17th, 2013
7pm**

Editors Notes:

**PERSONAL ARTICLES PRINTED IN THE FORWARD
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Communications

Jim VanDusen
President

The new Union name and logo are out and for those of you that are not aware; the name chosen for our new union is UniFOR.

Two great Canadian unions, the Canadian Auto Workers Union and the Communications, Energy and Paperworkers Union are joining together to form a new union with a modern, inclusive approach to serve members better and participate more effectively in our workplaces and communities.

Our new Union will have over 300,000 members and will be the largest private sector union in Canada. It will have more than 800 locals and 3000 bargaining units. UniFOR will advocate for and defend the rights of working people, in more than 20 economic sectors and in communities across Canada. We will stand for safer workplaces, secure employment, wages and benefits that provide a decent standard of living, and dignity and mutual respect in the workplace. We will be a union for workers, a union for the unemployed, a union for women, a union for new Canadians, a union for young workers and the precariously employed – a union for everyone.

We will be holding 2 Special Meetings on June 17th at 2pm & 7pm for information, discussion and a vote. The outcome of this vote will determine how our Convention Delegates vote at our CEP Convention on August 30th. Each local in CEP will vote their membership strength and the overall vote will determine if CEP joins this union. CAW will be conducting the same process for their union.

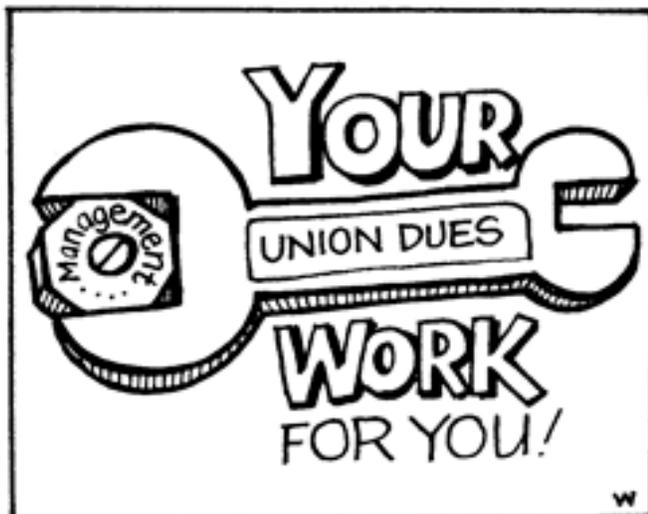
I have been asked many times if this is a good thing or not. I still have some reservations but there are definitely some advantages to this forming this union. The big question I get asked is, "will this new union affect our Pension plan?" The answer to that is, absolutely not. The Pulp and Paper Pension Plan is ours and joining this new union will have no affect on it at all.

For more information regarding the new union please go to newunionproject.ca

The other thing I want to mention is that we have come to a decision on how we will deal with the money we received from the Distribution of sale assets. The locals met last week and settled all the details required for our members to receive their money. The T-4,s and cheques will be sent to each individuals home from the Court Monitor. They will be receiving addresses from Catalyst so if Catalyst does not have your proper address you better contact them immediately. They are estimating that the cheques should be out to everyone in 2 or 3 weeks or so.

We will be holding our General Meeting immediately following the 7pm Special meeting on Monday June 17.

I urge you all to attend one of the Special Meetings and the General Meeting.



Owen Paxton
Vice President

PARITY

(Equality, equivalence, similarity)

This is my first try at an article in the forward look, for this reason I will keep it short.

I would like to share my thoughts on parity, or the lack of it. The lack of it is what I think we have right now.

Please don't get me wrong here, the brothers and sisters of local 686 are worth every cent, and then some.

I have had the opportunity to work with the brothers and sisters of 686 for many years and have found almost all to be knowledgeable, dedicated, engaged, employees who give a shit.

The problem starts here. I also have had the opportunity to work with the brothers and sisters of local 592.

The brothers and sisters of local 592 are also knowledgeable, engaged, dedicated employees'.

How local 592 let us fall this far behind is our fault.

Anywhere between 10 and 30 percent, my Christ sometimes the discrepancy still surprises me.

My buddy Dale told me he would receive a more than 10 percent raise in pay for tank watch if he was paid as if he was 686.

The discrepancy starts there and gets bigger as you move up the line in your respective local.

This discrepancy has huge effects on your wage today and your pension in the future. I do understand this problem is unlikely to be remedied over night; however I believe we should work towards parity. Well, there it is then.

Respectfully,
Owen Paxton

From the Editor

Garry Wells

Greetings brothers and sisters,

Well May's General Meeting was one of the best meetings I've ever attended! To have 61 members show up was very encouraging.

To have the membership so focused on a single issue, with a common view (mostly) was also encouraging.

An 88% NO sends a clear message to the company that we've had enough with their double dealings.

Double Dealings? What do you mean you ask, all shocked at the very thought?

**So here are my thoughts on the situation;
In 2008 the company came to us and insisted that we adopt the A4 agreement in order to "save the company!"**

In 2012 we gave concessions in order to "save the company!"

At the same time, while we were taking a pay cut, the company implemented KERP to justify keeping the dead weight at the top that ran us into CCAA in order to "save the company!"

In 2013 we were asked to get rid of the A4 agreement in order to "save the company!"

The A4 was their idea in the first place and we HAD to have it.

Now it's causing serious manning issues mostly because they should have applied KERP to the people who actual make the company run.

**The point is, they create the problem and dump it on us to solve...
AT OUR EXPENSE!**

This time around they come to us with "We want something from

you, but we have nothing to offer you. Just take stuff away from this group and give it to that group and don't worry, you only have to make 60% of the members happy."

Where they really shocked that we said no?

The whole thing just gives me such a headache I would take a sick day, but then I might get a letter.

Speaking of letters, on top of the fact that we get penalized if we actually use the sick days, the company has started something called a "Serious Incident Investigation."

This is on top of the regular Accident Investigation. Its sole purpose is to assign blame on the employee involved.

It's a Witch Hunt plain and simple.

The Witch Hunt is followed by a "Letter of Expectation."

Man they love their letters.

In my opinion the company keeps relentlessly attacking workers over and over to the point most of us feel like we're in a knife fight and we forgot to bring our knife!

The new mill manager says he wants to improve relationships with us. If he really means this, then I strongly suggest he stop these Serious Incident Investigations and the Letters of Expectation.

The lack of trust towards the company is at an all-time low and this needless harassment of our members is not going to change this.

In Solidarity

Garry Wells

Karsten Stevens
Safety Officer

Safety Report

Western Safety Conference

First of all I would like to thank our membership for giving me the opportunity to attend the “Western Pulp and Paper Safety Conference in Vancouver”.

There was a lot of information to process and digest throughout the conference. Some common issues among all were:

The struggle to get safety on track and back to the level we were at six to seven years ago

Safety is talked about, shortfalls/issues recognized, but when the “rubber hits the road nothing is happening.

All incentives, training, programs that were discussed in joint health and safety meetings seem to move at “Glacier speed”.

It may be their mill to manage but I strongly feel that safety is managed by us, individually with the attitudes and choices that we make. As well as a group, watching out for and mentoring each other.

Safety beyond the gate

I would like to quickly mention a speaker at the conference, Tony Crow. Tony is from Texas, he worked at a coal fired power plant for 26 years (TXU) until 2003. It sounded like a very safety orientated plant, where ‘Safety was a priority’. Tony’s attitude toward safety at the work plant was good.

But (there is always a “but”) Tony figured that beyond the gate was his time and he did things as he had always done them. Tony was/is a small rancher and loves to hunt (go figure).

Well to make a long story shorter, Tony and his teen age son were

driving out to go quail hunting. On route a pick-up passes them. His son looks @ the pickup and makes a comment about how they must be hunters, because they were wearing bright orange shirts. Tony's comment to his son was "must be city folk" (a comment he regrets to this day).

Tony and his son go off to hunt in the Texas brush which is about shoulder high. He shouts out to his son that he is going to the fence line on his left. Before he gets there a flock of quail spring/fly up and Tony's son turned and shoots into his father's face.

Tony is lucky he is alive, but he is permanently blinded, even after several operations. In time Tony's great attitude, sense of humor, plant workers, family, friends, and a guide dog get him back on track.

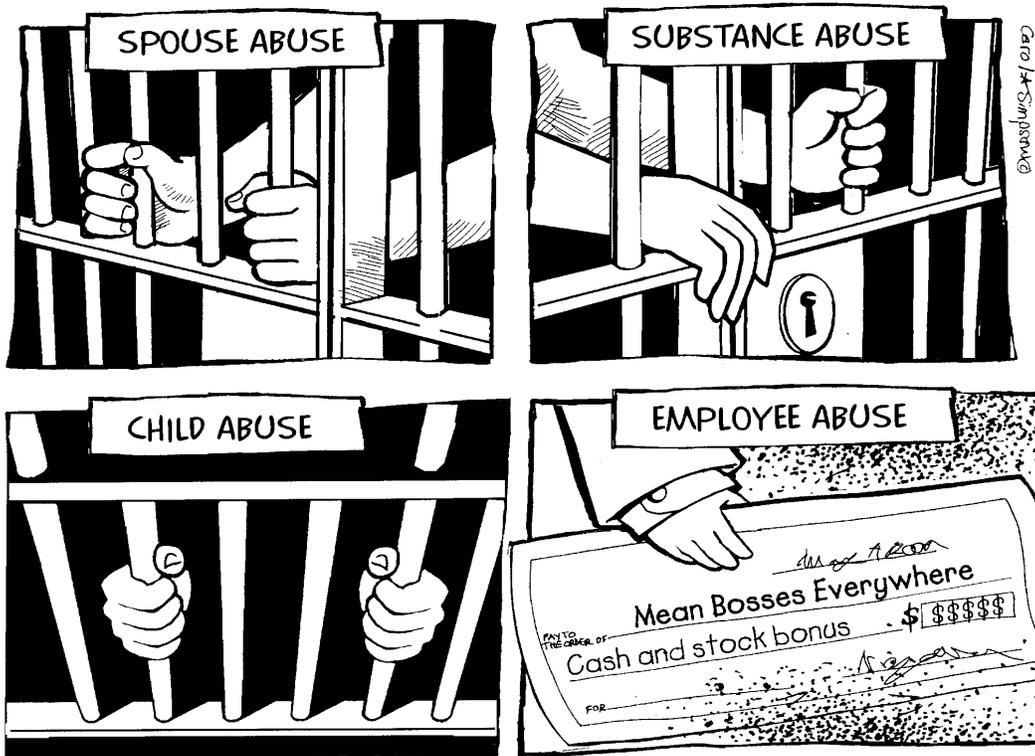
The real kicker is Tony believes hi-vis. would have averted the accident. Also when Tony asked the surgeon if safety glasses would have saved his sight, the surgeon answered "yes".

Tony just shot his first deer in years using laser and a spotter.

What can you do safer beyond the gate? It not only affects you but your family, workers and yes even your employer.

Safety Officer

Karsten Stevens





COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA

LOCAL 592

PORT ALBERNI, B.C.

May, 2012

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

4 Letters and circulars received and filed.
0 marked for discussion

NEW BUSINESS

- 1) Hansen Hall Annual General Meeting.
- 2) The Executive recommends that Local 592 lend the Hansen Hall Society \$25,000 for a new roof.

ADJOURN 9:00 PM

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