



LOCAL 592

PORT ALBERNI, B.C.

**F**ORWARD  
**L**OOK

**Next General Meeting  
June 20th, 2010**

**LOCAL 592 CEP 2011 EXECUTIVE**

**President**

Jim VanDusen      724-2772  
Relief Pool

**Fin.Sec.Treas.**

Roger Haggerty  
Millwright — *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**

Andy Bos  
Shipping—*Day shift Mon-Fri*

**Vice Pres.**

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

**Safety Officer/Trustee**

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

**Rec. Sec.**

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

**WAGE DELEGATES**

Jim VanDusen  
Brent Hamelin  
Travis Goodyear

**GENERAL MEMBERSHIP MEETING  
HANSEN HALL  
June 20th, 2011  
7pm**

**Editors Notes:**

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

**THE ARTICLES IN THE FORWARD LOOK MAY NOT  
BE REPRODUCED WITHOUT THE AUTHOR'S  
CONSENT**

# Communications

**Jim VanDusen**  
**Vice President**

Thanks to everyone that took the time to stop and vote, we had an exceptional turn out. Congratulations to Brent and Travis for being elected as Wage Delegates and to Adam for being elected as our alternate.

We have completed the first apprenticeship selection in quite some time. I thought the process went extremely well, we had 5 applicants for the Electrical Apprenticeship and congratulations to Mike Bloomquest for being the successful candidate.

I am being told that the plan is to have more apprentices, I don't know how soon we will see them but I do hope we see a Millwright Apprentice posting almost immediately.

I know I have been saying it a lot lately but it is imperative that you attend the next General meeting. I will be reporting on the meeting I attended last week in Vancouver with the Industry representatives, The Safety Committee will be reporting on the Joint Safety Conference, nominations and elections will be held for our Western Region Conference Delegates and we will be voting on the Notice of Motion regarding the 2008 Strike Support.

In addition to we will be presenting and voting on the Caucus Rules of Order for the 2012 negotiations. This is an extremely important matter, so I urge you to come out and participate in this debate. These decisions

will have a direct impact on our position in Caucus.

I understand everyone has a lengthy list of things that keeps them from attending our Membership meetings, but they are important and as this will be our last meeting before the summer break please make a concerted effort to attend.

**NEXT GENERAL MEETING  
JUNE 20th**

#### 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](http://www.bcfed.com)

BC Fed Current Disputes Page — [www.bcfed.com/bcfed\\_news/current\\_disputes](http://www.bcfed.com/bcfed_news/current_disputes)

BC Fed Media Centre — [www.bcfed.com/bcfed\\_news/media\\_centre](http://www.bcfed.com/bcfed_news/media_centre)

\$10/hr. Minimum Wage Campaign — [www.bcfed.com/issues/minimum\\_wage](http://www.bcfed.com/issues/minimum_wage)

CLC Media Releases — [www.canadianlabour.ca/index.php/release2008](http://www.canadianlabour.ca/index.php/release2008)

CEP National Website — [www.cep.ca/index\\_e.html](http://www.cep.ca/index_e.html)

CEP Scholarship Program — [www.cep.ca/education/files/scholarship\\_e.pdf](http://www.cep.ca/education/files/scholarship_e.pdf)

Injured Workers Pension — [www.publiccompensation.ca](http://www.publiccompensation.ca)

**Brent Hamelin  
Vice President**

I would like to thank those people who voted for me in the recent wage delegate election. Congratulations to Travis Goodyear and our new alternate Adam Currey. Along with Jim VanDusen, we should have an effective group to negotiate the items and issues that are important to us all.

Standing committee met this month and we had a sizeable list on the agenda to address. A full report will be given at our general meeting June 20<sup>th</sup>. One of the more important items discussed was the code of conduct policy which is a joint effort between Local 592 and the company. The code of conduct is a mechanism in which interpersonal conflict issues between employees can be addressed. In our new workplace, new job duties and responsibilities can cause disputes between our members. The cornerstone of the conflict resolution process is dependent on trusted and fair union/company facilitators who will get involved between the two or more parties to come to a resolution before a problem spirals out of control. Sadly, the company and union have neglected to address the updating and training of new facilitators in the mill. Since I've been involved with the union at this level I have become aware of a greater need of facilitators to help rid our workplace of unnecessary conflict. Hopefully in the near future some of you might consider helping out in this role.

The HST referendum ballot will be coming soon. I would like to give a few of my thoughts on this issue. When you are casting your vote to keep or throw out this tax grab you should consider the facts.

- The tax is not revenue neutral (the consumer pays more tax; big businesses get a big tax break).
- BC Liberals are using our tax money to convince us to pay more taxes.
- This tax was brought in without taxpayers' permission.

Let Christie Clark and her associates know we don't need their new tax. See you all at the General meeting, June 20<sup>th</sup> 7:00PM.

<p style="text-align: center;"><b>Randy Teichman</b> <b>Trustee</b></p>
---

Hello to all. It's hard to believe that the year is almost half over. First I'd like to congratulate Brent Hamelin, Travis Goodyear for being elected as wage delegates, and to Adam Currey for being elected as the alternate. It was a pleasure to see such a high voter turnout.

On the mill scene, the efficiencies on the machines still are not the greatest. Hopefully this will change soon. On a positive note, we bid a sad farewell to the flag stick and welcome a new flag pole complete with a larger flag.

Has everyone completed their census? I have just done mine and it wasn't done on line. I made the government send me a form on paper; you know it's the stuff that this place makes. It pleases me that maybe the government has to employ an extra person to receive and process my request for a hardcopy. Also, in my little way I'm helping out Canada Post. Still, some chastise me for "not going on the computer and doing it on line."

Another thing that makes me somewhat bewildered is the payroll office in Nanaimo. I know the company is always encouraging us to do "that little extra". Let's say there is a breakdown. It's imperative that the repair is done quickly. So because you are concerned about production and your supervisor has asked you to work through your break, you do it. The supervisor states there are no worries because you will get paid extra. Alas, the next day the infamous pay office looks at this and says no way and "that's the way it is". Remember when the company wanted us to be team players?

I hope everyone has a good summer and see you at the general meeting on June 20 at 7 pm.

# SAFTEY REPORT

## SAFTEY REPORT

**Dan Rogers**  
**2011 Safety Officer/  
Trustee**

Just to review the safety items that have been brought to my attention from our local.

1. Dust issue on the rafters above the Paper Machines. After a few months of discussion and planning, the clean up of this type of fire hazard is finally being addressed. I have been told that 2 workers will be working perhaps 3 days a week to accomplish this.
2. Bird and feather droppings in the Old Bleach Plant, 180 elevation, has been cleaned up.
3. The cheaper Idler Rolls for the Hog conveyors are in the process of being changed to an improved Roller that has a steel rod going through it. These Rollers are being changed as needed. As well, I have been assured that the Hog Conveyors are going to be walked every shift to do a visual on the Rollers and check for fires.
4. The Oil leaks on # 4 Paper Machine have been reduced from 475 gallons per day to 35 liters per day. This is a great improvement but it is not perfect yet.

We had our Safety Forum Meeting in Nanaimo on May 25. These meetings, conducted by Andrew Brooks, are the most effective way of meeting the other Safety Reps and comparing safety situations amongst the Catalyst mills. One example is the Policy that we have for handling a

Contractor's Accident Investigation. It has the contractor's boss fill out the investigation form and then it is supposed to be Catalyst's responsibility to make sure that the investigation is up to our standards when it is complete. At the safety forum I brought up that last November we had a contractor in our mill fall off a ladder. His boss in Vancouver did the investigation over the phone, twice, and both times the investigation was returned incomplete, not close to our standards. As time went by the accident investigation was swept under the table. A few months later we had a staff member fall off a ladder too. A proper investigation was done and even a training module for ladder safety was created for Traccess. I asked the injured staff member, "If a proper investigation had been done back when the contractor fell off his ladder, do you think it is possible that you may not have fallen off your ladder? Would there have been enough information gathered from the first ladder accident to prevent the second?" He agreed his accident may not have happened. For this reason, at the next OH&S meeting we will be presenting an addition to our Accident Investigation Policy that will ensure complete and proper Contractor Accident Investigations. To me, this is a no brainer. Everyone who works on our site deserves a speedy, proper investigation done for them. This way everyone benefits from the information that we collect.

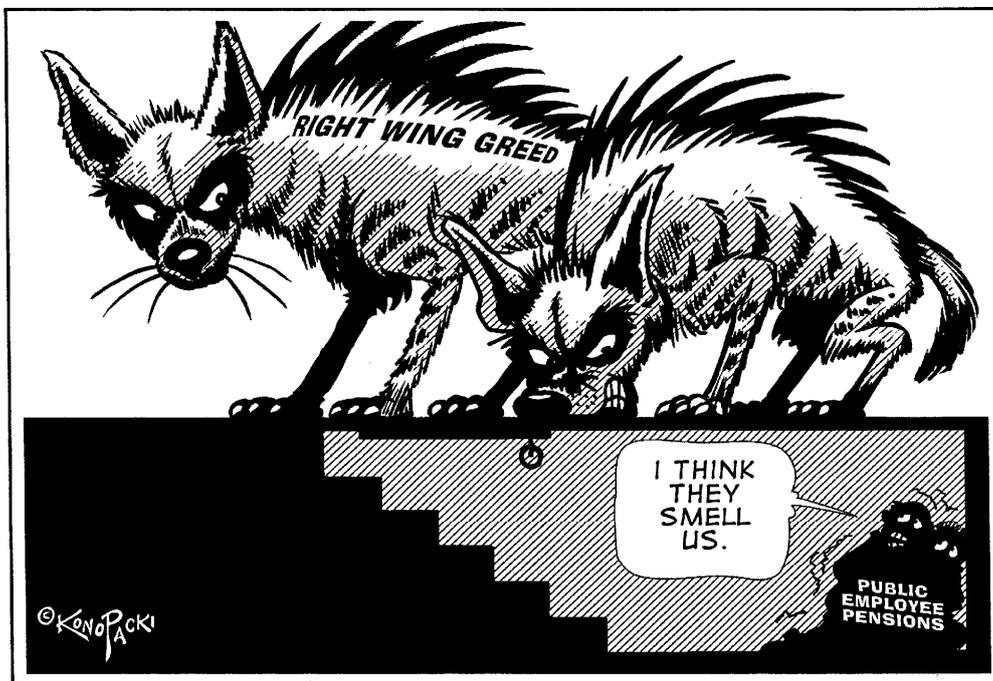
Another issue that has recently been brought forward is the amount of OT hours that a person should work. We already have a policy which explains that a day worker can work no more than 16 hours, with the exception of an emergency. An emergency is defined by the company as life or limb, NOT PRODUCTION. A Shift Worker is included in this Policy, with an 18 hour max. I am not against OT, however, we have a policy that our members need to be aware of.

One last issue is the mould that is growing in the sludge conveyor that runs from the Effluent Treatment Plant to the Steam Plant. Walking into this conveyor was like walking into a cave of mould, and our E.T. Operators walk through there at least a couple of times a week. This concern was brought to management. I was told that this is harmless mold!! I asked them to please provide me with any information as to why walking through this mould is not a health issue. They are going to take samples of the mould and have them tested. Until we have the results anyone walking in this area should wear a full face respirator. I will be following

up on this issue.

If anyone has an ongoing safety concern, please bring it forward. I can't promise a speedy fix but I promise I won't drop the ball.

Lastly, Thanks to everyone for sending me to the Joint Health and Safety Conference. It was my first one and I found it very interesting and educational. A full report will be given at the general meeting.



**Simon Fox**  
**OH&S Member**

First off, I would like to thank the membership for sending me to the safety conference in Vancouver. It was a great opportunity to talk to other CEP locals about safety as well as being able to take some safety courses.

As I write this you, the membership, have gone 66 days without a lost time, hopefully we are turning things around and can continue like this until the end of the year. It seems like management is slowly changing its attitude towards workers being allowed some time to perform their safety duties. They would like all crews to have safety reps again and at least outwardly they would like to see monthly safety meetings happen on every crew. At the last OH & S meeting they said that if the meetings had to be done on overtime they would pay, but unfortunately, because the time office administers our collective agreement, you would only be paid the time you stayed over (if your meeting was 17 minutes long you would get 17 minutes pay). Hopefully this will get straightened out relatively soon or again safety will be about money and not people.

At the safety conference Jim Sinclair gave the opening remarks and he had some interesting things to say about how WorkSafe is changing its rules regarding its policies. It's no surprise to anyone that WorkSafe doesn't really work for the workers but for management. WorkSafe now wants to pay its "union" workers a bonus based upon their ability to lower the number of claims they have to pay out.

There is a lack of trust and a feeling that there is a lack of sincerity regarding safety from management. It's only because of you, the members, that safety of any form happens in this mill. So keep up the good work and remember not to get discouraged because if we ever step away from safety you can bet things will get a lot worse in very rapid fashion.

# From the Editor

**Adam Currey**

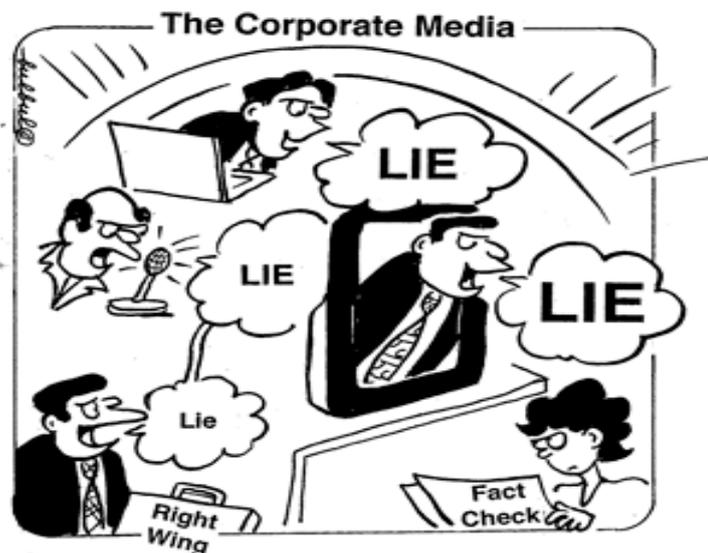
First off, I would like to say thank you to all of you that voted for me in the wage delegate election. I am excited and looking forward to the challenge. I look forward to speaking to you all on the shop floor and hearing your thoughts and opinions on this contract and the impending one. I am happy to be the alternate, it gives me the opportunity to learn from Jim, Brent and Travis and to gain experience for the future. I have a lot of work to do in preparation for the next year and possibly the year after, depending on what happens with the A4. I plan to go over the contract again and read whatever I can get my hands on to prepare.

In a previous column I invited those who read the Forward Look to email me and let me know who they are and where they are from. I recieved letters from retired members of our local, 686 and from another local as well. The emails came from Victoria, the mainland and from Costa Rica.

I urge you all to attend the June general meeting. It is the last one until September. During the summer we will keep you up to date with any important information though the blog, Jim's email list and with the notice boards.



Pictured are Davie Lowe (carpenter) and Ken Wilson (electrician) attending the retirees get together. Photo submitted by Mark Fernandez







COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA

# LOCAL 592 PORT ALBERNI, B.C.

June 20th, 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. Factories Act & Environment | 14. Flexibility/Skills Training |
| 7. Sunshine Committee          | 15. Wage Delegates              |
| 8. Job Evaluation              | 16. Retiree Committee           |

## CORRESPONDENCE

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

## UNFINISHED BUSINESS

## NEW BUSINESS

EXECUTIVE RECOMMENDATIONS  
 RECOMMENDATIONS ON GREIVANCES  
 MOTIONS FROM THE FLOOR  
 GOOD OF THE UNION

ADJOURN 9:00 PM

**GENERAL MEETING June 20th AT 7:00 P.M.**