



LOCAL 592

PORT ALBERNI, B.C.

FORWARD
LOOK

**Next General Meeting
March 15, 2010**

LOCAL 592 CEP 2009 EXECUTIVE

President

Jim VanDusen 724-2772
Relief Pool

Vice Pres.

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

Vice Pres.

Doug Chisholm
Millwright — *Day shift Mon-Fri*

Vice Pres.

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

Rec. Sec.

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

Fin.Sec.Treas.

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

Trustee

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

Trustee

Roger Haggerty
Millwright — *Day shift Mon-Fri*

Safety Officer/Trustee

John Egresits
Relief Pool

WAGE DELEGATES

Jim VanDusen
Phil Guild
Brent Hamelin
Travis Goodyear (Alternate)

**GENERAL MEMBERSHIP MEETING
HANSEN HALL
March 15th, 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

On March 9th I was in Powell River attending the arbitration of three of our Catalyst grievances.

- Violation of Floater entitlement for laid off employees
- Supplemental Vacation entitlement for laid off employees
- Weekly Indemnity entitlement for laid off employees.

The arbitrator will render his decision on all three arbitrations as soon as possible but due to his heavy workload we are not expecting a decision anytime soon. I will keep you posted.

Last week we received notice that our Contracting Out grievance (Free Rooms) was denied at 4th Stage. I was not surprised by this decision, however, I was disappointed that with the clear language in our collective Agreement they would force us to spend money fighting this at arbitration. The Executive will be bringing a recommendation on this grievance to our March 15th General Membership Meeting.

The Wage Delegates from the CEP Catalyst locals met again last week in Campbell River. As with the previous meetings I am not prepared to report on the discussions of that meeting in this article. What I will report is that the group decided that we would meet with the company to discuss the future of this company. A full report will be given at our General Meeting Monday night.

It has been quite some time since I reported on the status of our Strike Assistance Fund. The only local remaining is CEP Local 129, which represents members working at the Norampac Burnaby paperboard mill. They are currently in negotiations and I will keep you informed as they strive to achieve our Industry Pattern.

Just a reminder that anyone that wishes to include their address on the list please send me an email and simply write something like “add me to the Local 592 email list.” My address is jvanden592@gmail.com there is also a link to my address on our blog site. I would appreciate it

if you send me personal email addresses, as I prefer not to use the company email system if at all possible.

I will be on vacation from March 18 – 29, and during that time Brent will also be on his 22 days off. So in my absence I will be appointing Travis as Acting President.

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

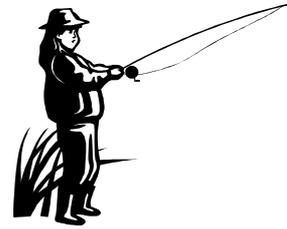
BC Fed Media Centre — www.bcfed.com/bcfed_news/media_centre

\$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

Brent Hamelin
Vice President



I'm sure you have all heard about the war on drugs, or the war on illiteracy or even the war on terror, but now here comes the big one, the war on absenteeism. In all seriousness, many of our members have called or spoken to me about this new company campaign to weed out all those people who are above the average when it comes to absenteeism. In my opinion this new program is not well thought out and is frankly insulting the integrity of our local 592 workers. HR has again left out the human factor and replaced it with a flowchart and pigeon holes. In the A4 start up agreement, 4% absentee rate was a target. Last month we have obtained 4.5% so the question is why at this time would HR risk offending their works force over .5%? To me it would make more sense to bring back our color printer toners than to go down this road.

As you know Jim, Travis, and myself went up to Campbell River on March 1st to meet with other locals in the Catalyst divisions. We discussed different ways in which we could help the company and later this month we hope to have a face to face meeting with the company. We also listened to a conference call with our national president Dave Coles who informed us of how negotiations were going with Abitibi

and other companies in the CCAA process. It seems to me that these big companies are using the CCAA process to shed debt and pension obligations. Again, questions should be asked about how these big players are allowed to borrow so much money to buy other companies and risk the livelihood of so many thousands of workers. People who are or are about to collect pensions should have more protection against these reckless gamblers! We will try to keep you posted on any important news that comes up.

Before I wrap this up I'd like to say that you're standing committee did secure training for some of our junior members to help stop the leapfrogging that has taken place for some time now. The company has also committed to review training and leapfrogging issues at every standing committee meeting. We tried to get an agreement on trades helpers but came to realize that management always had everything they needed to employ our members as trades helpers. I hope now our laid off members can be used affectively in near future.



<p>Travis Goodyear Vice President</p>

Hi everyone, I hope things are going well for you all.

Things at the mill seem to be the same as always. We make a little progress in Standing Committee, getting a few disciplines removed, dropping a few grievances and getting more production training for our laid off members. That's the good news. The bad news is the way the company is interpreting the A4 agreement. They seem to think that they can do whatever they want with regard to gate hires, using them as replacement workers instead of as the clearly defined situations spelled out in the A4 agreement. If this is not a big concern of yours, it should be. These gate hires are only getting half your pay and will soon replace you permanently if we sit back and do nothing. I do believe and hope that we can come to some kind of mutual understanding with the company on this and get the replacement workers out and our own laid off people in more often doing the kind of jobs and training with maintenance that they were promised in the first place, when they were selling this deal to the membership.

I would also like to comment on the trade helper job that we were talking to the company about. There was nothing in the posting that the company couldn't already do and having a formal posting to this end would only further tie our hands in submitting contract violation grievances against the company. We tried to get more money, training and hours, but the company was having nothing to do with it. They wanted you to be more responsible and accountable with no further commitment to us then they already have.

I will also comment on our recent meetings with the other Catalyst locals. We basically have agreed to sit down with the company and listen to what, if anything, we can do to help keep the company afloat. Make no mistake: we are not going there to give things away. This membership will make any decision that needs to be made on whether or not we do anything for the company. That means you.

In closing, I would just like to remind the membership that you are the strength or weakness of our local and encourage you all to come to meetings and play an active roll as stewards of our local.



In Memoriam

Bryon MacLean

Randy Teichman
3rd Year Trustee

Here it's March already and the kids are on Spring Break. The weather is fresh outside, but on the Mill scene things seem to really stink. All of us have received the infamous absenteeism letter. As usual, instead of the Company sending the letter to those people that are *violating* their policy, they send it to everyone. Workers that have not been absent in years were painted with the same brush. I have heard that even someone who was on bereavement leave was singled out. Someone is obviously not doing their homework!

In case the company has forgotten, we signed the last agreement on good faith. We agreed to run lean and work hard to help this mill meet its financial goal. Now, that isn't good enough. There is a vendetta against us and even against their own if we speak out. I think the only agenda for this management is to get rid of most of the Alberni staff and infuse Elk personnel.

By the way, that letter with the graph on the back. I showed it to one of my "business" type friends, and he said there was one graph or table missing. That was the one for termination.

One question though. When the "Alberni" agreement was drawn up with the \$80 tonne stuff, did anyone then think we would be hiring more salaried personnel? It was explained to me back then that we had to cut costs at any extreme.

Just some thoughts...

See you all at the General Meeting on March 15 at 7 pm.

**John Egresits
Safety Officer**

I want to begin my report by stating once again that this company has a poor focus on safety. When a company is run by accountants and lawyers and is controlled by American investors one can see that it lacks focus on human factors. Safety for me is about the human factor.

I see that a couple of good supervisors have left or will be leaving the company. I have had dealings with both gentlemen and I must say these men did take safety seriously and they cared about their men. I am sorry to see them gone.

Once again I ask the membership to take charge of their own safety. Don't take chances and don't take short cuts. Report your injuries to First Aid when you are injured and be safety wise.

As your Safety Chairman, the company provides me with very little time to deal with safety. I get one day a month to deal with safety issues. In past years a crew safety representative would get more time off to deal with their department safety issues than I do for the whole mill. I want to ask the membership to bear with me if I don't get back to them quickly.

It is encouraging to see that our safety stats still remain good. It is a credit to the membership because this company doesn't seem to care to be proactive when it comes to safety.

I will give more specifics as to what is going on in the mill at our general meeting. I hope to see you there. This concludes my report for this month.

The following is a copy of the new, updated WorkSafeBC policy on submitting claims. Thanks to Simon Fox for doing the research and submitting it.

How a claim is processed

After WorkSafeBC has received forms from the injured worker, the employer, and the attending doctor, or has received a call through [Teleclaim](#), WorkSafeBC processes the claim to determine if the injury or disease was work-related.

- If more information is needed to make a decision, a WorkSafeBC representative will call the injured worker to explain what is happening.
 - If there is enough information for a WorkSafeBC representative to accept a claim, WorkSafeBC will send the first compensation payment by mail.
 - If there is enough information for a WorkSafeBC representative to determine that a claim cannot be accepted by WorkSafeBC, he or she will call the injured worker and also send a letter explaining the reasons why.
- WorkSafeBC's goal is to mail the first compensation cheque within 17 days from when the worker was first disabled so their pay cycle won't be interrupted. The more straightforward the injury, the easier it is to pay compensation quickly.

Claim types

There are three types of claims:

No time lost - health care claim only

- Worker has returned to work without losing time from work beyond the day of injury.
- WorkSafeBC covers medical costs; employer pays worker for the day the accident occurred.

Time-loss claim

- Claim initially handled in WorkSafeBC call centre by client service representatives (up to three weeks).
- Claims more than three weeks are transferred to the entitlement unit, where entitlement officers adjudicate claims and facilitate return to work.

Time-loss - case management

- Claims involving workers with non-traumatic activity-related soft tissue injury, catastrophic injury, severe brain injury, or a psychological injury are transferred directly to a case manager.

For claims more than four to six weeks, or where it is expected there may be difficulties returning to work, the claim will be transferred to a case manager for ongoing management.

Claim number

When a claim is made with WorkSafeBC, the injured worker, the employer, and the treating physician will receive a claim number. With this number, you can [check the status](#) of a claim online to find out if the claim has been accepted. You can also phone the WorkSafeBC [Claims Call Centre](#) to check claim status. No personal information on the worker can be accessed by the employer or physician.

If you're an injured worker and your claim has been accepted, you'll also receive a personal access number and instructions on how to [view claim information online](#) to see:

- whether a payment has been made to you
- how much that payment is
- when the cheque was mailed to you
- WorkSafeBC correspondence
- return-to-work dates

For security and privacy reasons, do not give your personal access number to anyone.

Employers and health care providers do not have access to wage-loss payment information.

The WorkSafeBC team

Client service representatives answer questions and make entitlement decisions on claims; manage straightforward claims with up to three weeks of time loss.

Entitlement officers make decisions on straightforward and complex cases; manage straightforward claims involving up to four weeks of time loss.

Service expeditors support the entitlement officer and arrange work conditioning referrals.

Case managers provide ongoing management of complex claims that are in receipt of wage loss for periods of greater than four weeks.

Team assistants provide support to the case manager.

From the Editor

Adam Currey
Recording Secretary

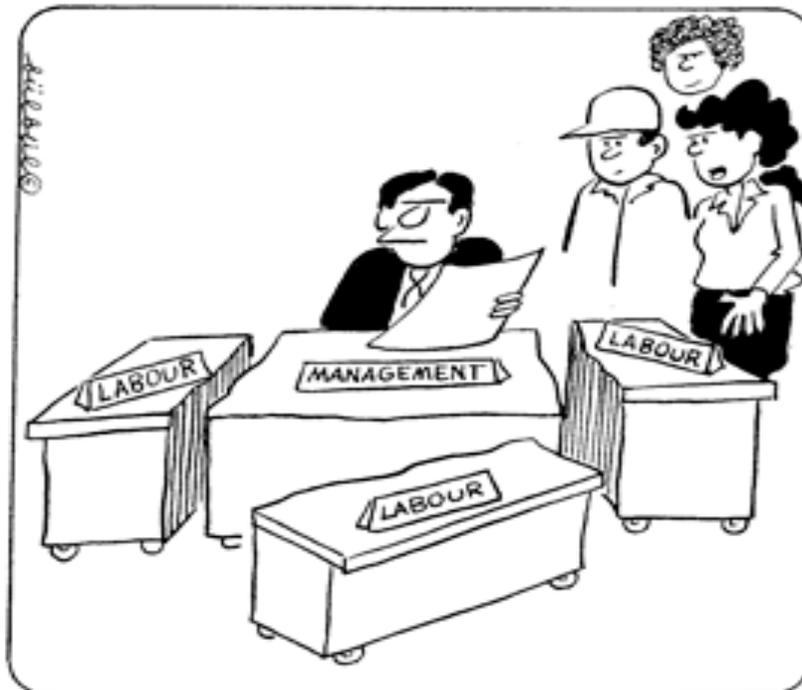
As I am writing this I am at the 592 office and in the background I can hear the music coming from the retirees' get together in the hall. I have always heard what a great time they all had, but after poking my head in a few times I have to say that it has exceeded my expectations. The bands playing are great and everyone is up and dancing with the spouses. I wish my generation was more inclined to do things like this as opposed to staying home and watching TV. I would encourage any retirees out there that do not go to these functions to come by sometime and check it out.

The purpose of the union is to protect its employees in regards to fair wages, safety and unjust dismissal. The struggle for this can often lead to a hostile relationship between the employees and the management at our company. But I believe in giving credit where credit is due, so I'd like to share with you my thoughts on Peter Flynn. In my experience working with and for Peter, I have found him to be a knowledgeable, hardworking, level headed and most importantly a cooperative member of the staff. Liking and respecting the person you work for makes it all the more easy to come to work everyday, and I know that many of us in the maintenance department were very upset and disappointed to hear of his dismissal. Peter has been a valuable and loyal employee of our mill for over twenty years

who truly cared about our mill. I wish him all of the best with his career wherever that may be. I hope that he finds a resolution to his current problems with the company that is very firmly in his favour.

Seeing the heavy blows that the management at our mill has taken in the last few months has really strengthened my belief in organized labour. Being part of a union has stopped the company from arbitrarily and without consultation lowering our pay or slashing our pension and benefits. It gives us the ability to speak our minds without worrying about losing our jobs. As a union, we are stronger every time any of us reads the contract book, attends a meeting or joins a committee.

I hope to see you Monday night at 7:00pm.



"I see management is up to their old divide and rule strategy."



COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA

LOCAL 592 PORT ALBERNI, B.C.

March 15, 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

7 Letters and circulars received and filed.
2 marked for Discussion

UNFINISHED BUSINESS

NEW BUSINESS

RECOMMENDATIONS ON GREIVANCES
MOTIONS FROM THE FLOOR
GOOD OF THE UNION

ADJOURN 9:00 PM

GENERAL MEETING MARCH 15 AT 7:00 P.M.