



LOCAL 592

PORT ALBERNI, B.C.

**F
FORWARD
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LOOK**

May 2012

**Next General Meeting
May 28th, 2012**

LOCAL 592 CEP 2012 EXECUTIVE

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| <p><u>President</u> Jim VanDusen 724-2772 Relief Pool</p> <p><u>Vice President</u> Travis Goodyear 724-5353 Millwright — <i>Day shift Mon-Fri</i></p> <p><u>Vice President</u> Owen Paxton Millwright — <i>Day shift Mon-Fri</i></p> <p><u>Vice President</u> Ian Nicholson Mechanic—<i>Day shift Mon-Fri</i></p> <p><u>Rec. Sec.</u> Adam Currey 730-2069 Millwright — <i>Day shift Mon-Fri</i></p> | <p><u>Financial Secretary Treasurer</u> Brent Hamelin ET Plant — <i>D Crew</i></p> <p><u>Trustee</u> Randy Teichman 724-6279 Plant Protection — <i>E Crew</i></p> <p><u>Trustee</u> Andy Bos Plant Protection—<i>Day shift Mon-Fri</i></p> <p><u>Safety Officer/Trustee</u> Dan Rogers Mill Stores — <i>Day shift Mon-Fri</i></p> <p><u>WAGE DELEGATES</u> Jim VanDusen Brent Hamelin Travis Goodyear Adam Currey - Alternate</p> |
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GENERAL MEMBERSHIP MEETING
HANSEN HALL
May 28th, 2012
7pm

Editors Notes:

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Communications

Jim VanDusen
President

Once again the company, monitor, and 2016 noteholders have mutually agreed to reschedule the meetings of creditors to consider the Plan. The meetings of the company's secured and unsecured creditors will be rescheduled from May 18, 2012 to May 23, 2012.

It is anticipated that the hearing of the company's application for court sanction of the plan will be rescheduled from May 23, 2012 to May 25, 2012, subject to court availability with a further notice confirming the date of the sanction hearing being forwarded to the parties affected as soon as possible with the next monitor's report dealing with the plan expected to be delivered on Wednesday, May 16, 2012.

If these dates don't change again the wage delegates will be meeting in with the monitor in Vancouver on May 22nd to discuss the stocking horse bid and what happens if the plan of arrangement is turned down. With that happening, we will be moving our general meeting from May 22nd to May 28th. We will then have the results of the vote (if it is not moved again) and be able to present the most current information. Notices will be posted and an email will be sent out.

For personal reasons Dan has resigned from his executive position of Safety Officer / Trustee. Dan has done a wonderful job as our Safety Officer and I thank him for his hard work and dedication to our safety program. Also his insight and years of experience and knowledge will be missed from our executive board.

At the general meeting we will be holding nominations for Safety Officer and the delegates for the National Convention in October. If you are interested in running for either of these please attend the meeting on the 28th and let your name stand.

Travis Goodyear Vice President

Hi everyone.

Its been a long time since we have put out a Forward Look, but I'm sure you are all aware of the tough times we are in. I cant say the last year has been fun for various reasons but things are looking better for me all the time.

If I understand the new bond holders agreement, and I'm not sure that I do, we will be on shaky ground when and if we come out of CCAA. I want to remind you right now that if there is a deal we may still be paying as much as 13% interest on our debt (part of the reason we didn't make it in the first place) and the debt comes due right before the end of this new agreement, putting us right back where we are today. I urge you and your family to start saving money now and doing your best to get out of debt because I believe they will again threaten to shut us down without further concessions in the not-too-distant future. Anyone who has been paying attention knows that this company has, in my opinion, tried to make changes to our collective agreement every 6 months or so. Don't be surprised if nothing changes.

We filed three grievances this past week alone, the company still doesn't want to follow our agreements. This is nothing new. The court dates for the CCAA vote keep being put off but don't worry: most instances of CCAA take 12 to 18 months to settle.

I have heard the company has been asking the membership if the union is trying to dissuade members from working overtime. This is, in my opinion, another attempt to try and label the union as the bad guy, and try to seek monetary gain off of our backs once again. We just bargained an agreement for concessions in good faith. Overtime is not a right. The company will not let you work it whenever you feel like it. You need to base your finances on your pay without it. That being said any and all members have the right not to work it if they so chose, and have the full

blessing of the union to work it as well. As it was in the past it is a personal choice that only the individual can make.

As you are probably aware people have been leaving the company due to the concessionary agreement. I do expect this number to increase over the next year and to all of you that are leaving I wish you and your family the best of luck and good health. To all the people staying: thank you, I know we can make Port Alberni division a profitable mill site the town a good place to make a living/raise a family. To the new people that have joined us I say welcome and I look forward to talking to and working with you.

I want to close this on a different note. In these uncertain times its easy for the mind to wander off the task you are doing. Please make sure you keep your mind on task for yourself and for your union brothers and sisters. Safety is the number one priority in our job and we need to look out for each other. Hindsight is only for the living, so please don't take any short cuts and play safe at work or at home.



Randy Teichman
Trustee

Well it's been an interesting few months around the mill. A new contract with concessions is the new reality. Some are questioning how long they will stay here. I guess only time will tell.

Also, the issue of not enough "upper" ticketed people in the steam plant has reared its head again. It all started when the company went ahead with the A4 agreement and several third class workers quit or transferred. I also remember that most of the second class tickets were held by supervisors; one on each crew. The "regime" a few years ago decided that they didn't need steam plant supervisors, so some retired. Now they are short ticketed people. More to come I'm sure.

See you all at the general meeting on Monday, May 28th. We will be receiving nominations for Safety Officer/Trustee and also nominations to send delegates to the CEP National Convention.



YOUR SON CLAIMS HE RECEIVED A ROBOCALL REDIRECTING HIM TO A NEW ADDRESS FOR SCHOOL TODAY. THE PREMISES JUST HAPPENED TO BE A VIDEO ARCADE AT THE LOCAL MALL.

Joan Race
Safety Committee Member

To the member ship, thank you for the opportunity to attend the 2012 Safety Conference.

There were Safety Reps from many mills and industrial companies from Vancouver Island and right across B.C. There were too many Union Locals to count but I'll name a few locations to give you an idea, Port Alice, Powell River, Duncan, Harmac, Crofton, Victoria, Vancouver, Kitimat, Prince George, Quesnel, Kamloops, Trail, Huston, Makenzie, Coquitlam, Alberta, Prince Rupert and Kelowna. There were many more and it was great to see so many companies and Unions sending reps for training of the same common Goal.

The first day was only union locals reporting, changes in the work place, near miss examples, accidents, improvements to procedures and pre-job hazard assessments, which every location and company had some form of but were used for the same reason: a form of checklist to make you think twice before starting the work.

Andy Bos and myself had a good report and had collective comments with Cliff Evans representing local 686.

Although I have a Ton of notes and so does Andy, I will try to give you some idea of the subjects discussed.

In the next 10 years approximately 400,000 workers will be needed to replace the aging population. With an additional 40,000-100,000 in skilled trade positions reaching close to 500,000 people needed, The Federal and Provincial governments have done nothing about it, and the unions feel work will either be shipped out of the country or replacements will be made through immigrants for lower wages and standards.

They encourage all Unions to put pressure on Provincial and Federal Government to address the issue.

It was clear that regardless where you worked there was a need for better programs and monitoring. Respiratory fits and training, First Response, asbestos, winder extraction– policy and procedures and practises, lockout. Howe Sound took 4 years to redo their lockout procedure and come up with a better working system, Canfor also is redoing their procedures to include both of their locations so as not to confuse people who work in both. They also have summer students.

Mentoring for new and young workers adequate training and practical evaluations.

As for training, more is needed and with better instruction. Computer based training doesn't work, it has a place for it to be applied but no means of evaluating a persons experience. Also, people don't get much from it but compliance; they need hands-on practical evaluating and training, class room leaning, trainers and a way of letting people on the floor know that temporary, new and gate hire employees are competent and confident with equipment.

As for equipment, more is needed of the right type for the application and in good condition. What is the point of having Fall Arrest equipment without adequate safety training programs built mainly on compliance?

It was mentioned how important it is to help each other by having good communication on the floor and cultivating cooperative culture for everyone, not a “we/they” attitude but face-to-face communication. That is what safety about, not an E-Mail or Text.

I recently had a conversation with a manager about safety that said “YA YA YA” to me. I thought “is this junior high?” On a different day a different manager did the same thing. We are just people trying to be ourselves, but the message I am getting felt more like “I've heard what you said, my mind is made up and your time is up” I wondered how they would react if I told them to “talk to the hand!”

A reminder for all work places but Catalyst mills especially was morale was suffering across the board. Others had achieved a great safety standard after years of dedication to the cause, but once they reached a level of compliance they dropped off rapidly were left wondering why

they were starting a downward trend, proving a program based on compliance doesn't always work on it's own.

Discipline is an issue all sites have struggled with and some strong words were said: "you discipline children. you train adults." Discipline should not be used as a threat. Training should not be used as a means of discipline, so if you have an accident it doesn't necessarily mean employees need more training, you investigate to help stop the reoccurrence of the incident and find out what recommendations can be made.

A very common consensus from these meetings and the workshops we attended was that leadership in safety is an issue, whether it is lack of, or need for it. It was very clear the priority was if you wanted a program to work, there had to be a good presence of leadership. From CEOs all the way down, supervisors need to know the equipment, the scope of the jobs, policy and procedures or lack of thereof. They have to set an example by having the necessary knowledge and make clear expectations so that workers know what is expected of them, not pile the responsibility on the worker.

On the following days there were different workshops, 4 hours each, with different safety instructors from backgrounds such as the Victoria shipyards. In his speech a Seaspan safety manager explained that when he started there was basically no program in place and a very high amount of injuries reported each week. He stayed for 3-4 yrs to help implement standards to reduce risks and helped them achieve a world class standard. On completion of his mission he left the company to carry on. True fact: a large boat was floating and docked while the trades people worked on repairs, instead of walking around the boat to get to other side there was a narrow path in front of the bow, one worker cut through the path, then another and another. When the next worker tried to do the same the boat moved suddenly and the bow crushed him against the dock . He slipped unconscious into the water and actually drowned. The point was that taking short cuts WILL eventually catch up with you.

The next presentation had a film about a young worker who, in his first real job, was given the task to help a company that moved houses.

He was sitting on top of the house as it was moving down the road watching for electrical lines. It was a foggy day with poor visibility. He found one, but inadvertently came in contact with it. He should not have survived, and after two yrs in the hospital and rehab he is trying to live missing one arm and both legs.

The following day I took an 8 hour workshop, Occupational Health and Safety Level #1 and passed the exam (brutal). It was clearly all standards of WCB regulations, I am very glad I attended, but it was dry.

On the last day we attended a conference for everyone and a safety PPE exhibit, which was pretty cool and tried to send for some catalogues. The guest speaker was Dr. Art Hister from the Global News; he spoke mostly on Health and well being, but was highly entertaining. He told a joke about how important communication is and how easy it is to misinterpret what someone says: A lady is driving her car in busy traffic and yells out the window "PIG!!" The man driving in the next lane hears her and his first reaction is to look back over his shoulder and yell "BITCH!!" Then he slams his car into a two hundred pound pig that had just escaped from a near by farm.

Safety is a culture that Starts with yourself from the heart, it is a natural feeling not wanting harm to come to anyone, you take ownership of not harming yourself or the people you care about and that extends outward to the people around you.

A good safety program is created by the people in the work place caring about themselves and others, not by compliance, discipline or complacency.

From the Editor

Adam Currey

We have a number of important issues to attend to at the next general meeting. After a year and a half of great work as Safety Officer/Trustee, Dan Rogers has stepped down. We will have nominations for the position. There always seems to be a strong amount of interest for this spot, which is great; I hope to see some people allow their name to stand and have an election at the gate.

We have a couple of changes to the by-laws in the works. One is to have the Financial Secretary term be increased from one year to two. With such an important position, and with Linda Sorenson playing a less prominent role at the office, it is vital that we have a member in place that is well trained for the job, it takes a while to learn it. The other change is to ensure that everyone gets a chance to vote on potential changes to the collective agreement. The local is in a position that it never has been in before, we are trying to navigate our way through CCAA. The legal system can move very quickly in this regard and it puts the executive and the wage delegates in a very difficult position in trying to do what is best for the local under duress. If we make decisions quickly the membership doesn't get a chance to be a part of it, but if we take too much time we risk the chance of being left behind on important decisions made in court. It is not an easy situation in either scenario.

Of course none of these things matter if no one shows up to meetings. As I have mentioned in several previous Forward Look articles, the union system is a democratic one. If you don't show up you have no say. It can be very frustrating to those who do put in the effort to keep the local running when we can't even get a quorum. If you don't want to make it out once a month no one is going to force you, but if you then don't like the decisions that are being made don't complain about it on the shop floor either. My ear is always open, but general meeting is the place to voice your concerns and let us know what is important to you by attending, voting and putting motions on the floor.

Little change in union membership

CALM

“IN 2011, union membership rate in the U.S.—the percent of wage and salary workers who were members of a union—was 11.8 per cent, essentially unchanged from 11.9 per cent in 2010.

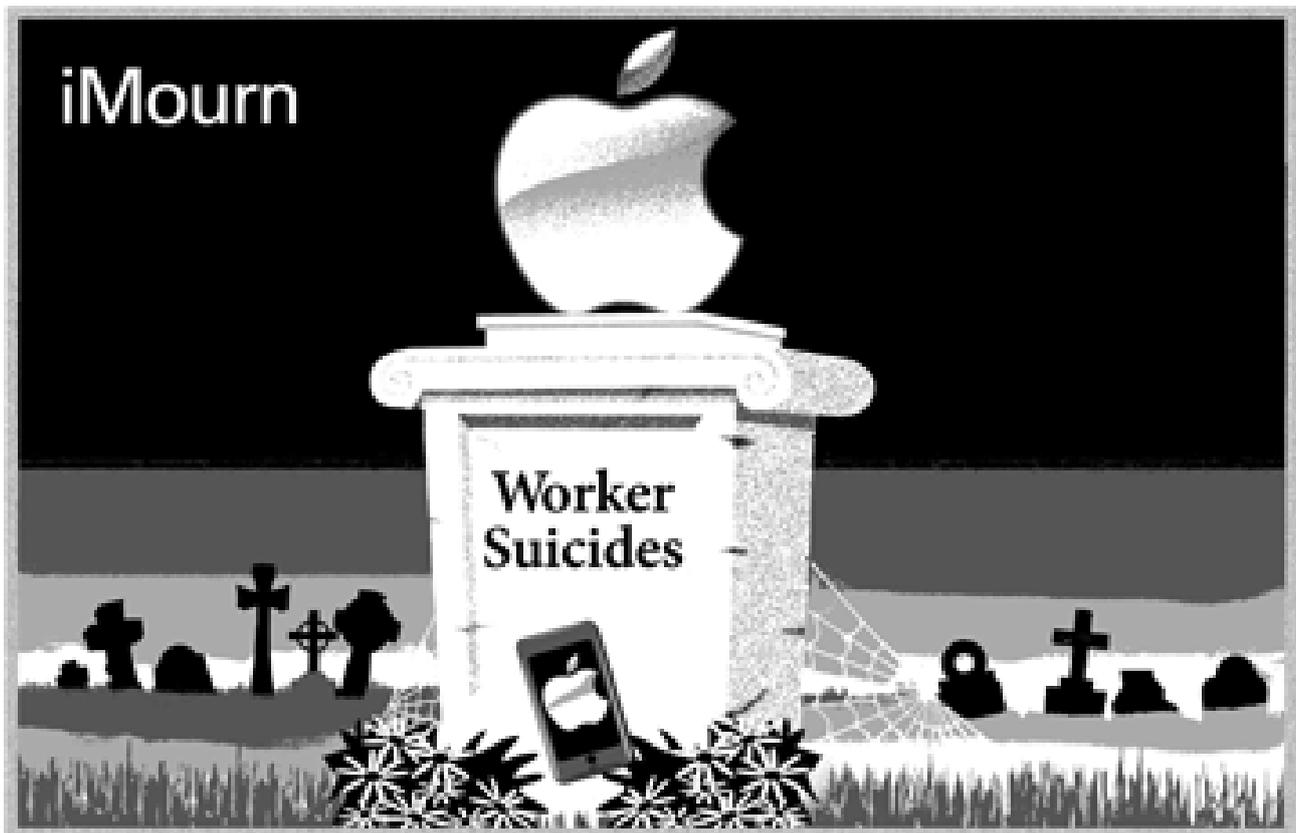
“Despite many state and municipal governments shedding workers over the past year, a closer look at the numbers, shows that it was disproportionately government workers without union representation who lost their jobs.”

– *Bureau of Labor Statistics, U.S. Department of Labor*

“Like the U.S., Canada has seen little change in union membership numbers. At the beginning of 2010, labour organization information obtained indicated that 4,645,095 workers were union members.

“The unionization rate or union density (union membership as a percentage of non-agricultural paid employment) is 30.8 per cent for 2010, compared with 29.9 per cent in 2009.”

– *Statistics Canada, November 2011: Union Membership in Canada – 2010*).



Jail for asbestos-related offences

WHSC/CALM

AN ITALIAN court has handed down 16-year jail terms to two corporate executives for failing to protect workers and communities from deadly asbestos exposures.

Stephan Schmidheiny and Jean Louis de Cartier, executives of corporations owned by Eternit Group of Companies, one of the world's largest producers of asbestos cement, were convicted of causing permanent environmental disaster and failing to comply with safety rules. Eternit operated numerous asbestos cement factories in Italy.

At the verdict, handed down to a packed Turin courtroom, the justices also read aloud the names of 2,768 victims awarded compensation for asbestos-related illnesses and deaths.

In a recent case closer to home, British Columbia's Supreme Court sentenced a B.C. demolition contractor to 60 days in jail for contempt of court in ignoring a WorkSafe B.C. order.

Contractor, Arthur Moore, failed to comply with a restraining order that stopped him from operating his asbestos abatement business and endangering the lives of workers.

Moore, repeatedly fined, failed to provide information and protection to workers routinely exposed to asbestos during building renovations. As many as 50 workers were exposed, many from vulnerable groups including teenagers and clients of rehabilitation centres.

In delivering the sentence, Justice Richard Goepel wrote, "Mr. Moore's indifference to the lives and safety of his workers, and his open defiance of the injunction, requires a severe response."

Asbestos has been long banned for use in Canada, but is commonly found in older buildings where it can be disturbed during renovations.

The Canadian Labour Congress's policy on asbestos calls for the phase out of asbestos production in Canada and a fair and just transition to other industries for workers in the asbestos industry and their communities.



COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA

LOCAL 592

PORT ALBERNI, B.C.

May, 2012

AGENDA

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| 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

16 Letters and circulars received an filed.
None marked for discussion

OLD BUSINESS

Notice of Motion: "That the Financial Secretary term limit be raised to two years "
Notice of Motion: "That no member of the executive or a wage delegate can make changes to the Main Wage Collective agreement whether deemed an improvement or not without a ratification vote by the membership of local 592"

NEW BUSINESS

1. EXECUTIVE RECOMMENDATIONS
 - Donation of \$592 to the Spina Bifida Foundation
2. RECOMMENDATIONS ON GRIEVANCES
3. MOTIONS FROM THE FLOOR
 - Nominations for the Safety Officer/Trustee Position
 - Nominations for Members to the Attend the National Convention
4. GOOD OF THE UNION

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