



LOCAL 592

PORT ALBERNI, B.C.

FORWARD
LOOK

Next General Meeting
May 16th, 2010

LOCAL 592 CEP 2011 EXECUTIVE

<p><u>President</u> Jim VanDusen 724-2772 Relief Pool</p> <p><u>Vice Pres.</u> Brent Hamelin 724-6524 ET Plant — <i>D Crew</i></p> <p><u>Vice Pres.</u> Doug Chisholm Millwright — <i>Day shift Mon-Fri</i></p> <p><u>Vice Pres.</u> Travis Goodyear 724-5353 Millwright — <i>Day shift Mon-Fri</i></p> <p><u>Rec. Sec.</u> Adam Currey 724-1345 Millwright — <i>Day shift Mon-Fri</i></p>	<p><u>Fin.Sec.Treas.</u> Roger Haggerty Millwright — <i>Day shift Mon-Fri</i></p> <p><u>Trustee</u> Randy Teichman 724-6279 Plant Protection — <i>E Crew</i></p> <p><u>Trustee</u> Andy Bos Shipping—<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</p>
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GENERAL MEMBERSHIP MEETING
HANSEN HALL
May 16th, 2011
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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Communications

Jim VanDusen
President

As per our By-Laws, Wage Delegates are to be elected the November preceding the termination of the Collective Agreement. So in accordance to our By-Law we would be electing them this November. We also have a By-Law that states that if a Wage Delegate leaves with less than half a term remaining the alternate moves up and we elect a new alternate. Phil Guild has recently resigned his position as Wage Delegate so Travis will move into the vacant position and we will be holding an election for an Alternate.

The Executive has looked at this and does not believe that holding two elections within six months is the best way to handle this situation. What we are proposing is that this time we hold the election for all the Wage Delegates in June and their term would be June 2011 until the November prior to the 2012 Collective Agreement expires.

Discussion and a vote on this Notice of Motion will be held at the May 16th General meeting. If this motion passes then we will be accepting nominations for all three of the Wage Delegate positions. If this motion is defeated then we will be holding nominations for the Alternate Wage Delegate only. If you are interested in running for Wage Delegate come to the meeting and let your name stand.

We have numerous issues coming up that are going to require your input and direction. These decisions are going to impact things like, our participation in Caucus, the finances of this local and the 2012 Collective Agreement. We have election of Wage Delegates, Caucus Rules of Order, new Strike support, old Strike support and the list goes on.

I believe it is our obligation to deliver you all the most accurate and up to date information we can provide. And I personally will do everything I can to make

sure that happens, however, in return it is imperative that we have a membership that is involved. One that attends our meetings, fully understands the issues, participates in the debate and provides their opinions.

How we deal with these issues is up to all of us, please attend and have your say on these important issues. These matters will be resolved; I hope you choose to be involved in the outcome.



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

CEP Scholarship Program — www.cep.ca/education/files/scholarship_e.pdf

Injured Workers Pension — www.publiccompensation.ca

**Brent Hamelin
Vice President**

A few things happened in the last little while. Travis, Adam and I attended the wage delegate meetings in Vancouver and I'm sure most of you are aware of what has happened regarding our status in the caucus group. I can't say I was surprised by the developments. Our executive and our local must have a plan moving forward in the next weeks and months. This is a time when we need strong support and participation from all our members. This is your local and you will ultimately have to decide the direction we will take. Without getting specific, the general meeting on May 16th should give you more answers that I can't share with you at this time. It's your union please try and attend the general meeting!

The standing committee will be meeting with the company later this month. We don't have a busy agenda but will be moving grievances forward. Contracting out issues has taken up much of our time in the last few months. Our contracting out committee has done a great job lately of stopping grievances from occurring.

This month in the steam plant, we have seen a horrendous amount of overtime due to sickness and medical leave. The fact is we are an older workforce and these absences can be expected. A lot of this overtime is due to the fact that we have a shortage of steam tickets. As we found out in Vancouver, these ticket shortages are province wide and include all trades. What we needed yesterday are apprenticeships in this mill to replace our retiring employees. This problem just won't go away without action from this company!

See you at the meeting.

<p>Randy Teichman Trustee</p>

Well here it is May and we have just received our contractual wage increase. I know a great way to thank the union for negotiating this. That would be to attend the May 16 general meeting and make your voice heard. The next few months will be a busy time for the local. Many important decisions are to be made so if you want to be “in the know”, attend and hear the latest.

The election is finally over and we have a Conservative “landslide”. I’m not a big fan of majority governments as inevitably the working class and old age pensioners are attacked! Higher taxes and reduced benefits usually seem to be the norm. In the mill, efficiencies on the paper machines seem to be in the tank. I believe that maybe some of our salaried people that were moved off to other areas should be put back. Just a thought!

See you all at the general meeting at 7 pm sharp.

Roger Haggerty
Financial Secretary

The General Meeting is on May 21 and I hope that we get large turnout as there is important information to be heard. We only have 2 meetings before summer break and decisions need to be made. So if you want to know what is happening come to the meeting.

Within the next few weeks Wage Caucus is returning our strike support money collected in 2007 and 2008. Wage Caucus has also asked the locals to have a strike support fund ready for the coming negotiations. The locals will hold their own money this time and will only send money when a local has to strike or is locked out.



Andy Bos Trustee

Hi everyone.

As a newbie executive member I've been sitting back trying to watch and learn the inner workings of the union and its executive membership. I won't lie to you, there's a lot more to learn than I expected. I will try my best and keep plugging away at it.

I have, however, noticed a common theme that's been popping up quite often and that is the lack of a quorum. How can you, the membership, be so complacent that there is nothing that bothers you about your day to day work? That you are so happy that you are willing to forgo the one avenue where you are allowed to voice your opinions without any consequences to yourself? I have a hard time believing that with the complaining I hear out on the mill floor. Is just idle chit chat brought up for conversation's sakes and to blow off some time? The fact is when you don't show your face at the hall your voice is not heard and your vote isn't counted. In a roundabout way you give the company your blessing to do as they please to you. That might be ok for you, but you will affect many more than yourself. Remember, we are all in this together. It's true that there is power in numbers and when we don't show up in numbers at the hall we loose that power to the company.

Soon we will have our summer break from meetings so the members can enjoy their holidays and good weather, so try to get up to your union hall and support yourself.

From the Editor

Adam Currey

In April I attended the western delegate meeting in Vancouver with Brent and Travis. It was a very eye opening and educational experience.

At the start of the meetings the CEP's harassment policy was read out, a pretty good indication of just how much hostility there can be at these meetings. The main issue at hand in this meeting was to lay the ground rules for negotiating the next collective agreement. Since the last meeting a committee consisting of wage delegates from all over the province drew up some rules on who would negotiate the contract, how strike fund dues would be collected and who would take care of them. The committee decided that those locals that had deals that did not end with the collective agreement on May 1st, 2012 would have 'no voice, no vote' in the upcoming negotiations. We made what I believe was a very strong case to be part of the negotiating committee as did some other locals that were to be excluded. But in the end the wage delegates voted in favour of the rules. Another clause in the rules allows us to apply for reinstatement in time for negotiations. We, as a local, will have to decide how we will approach the situation.

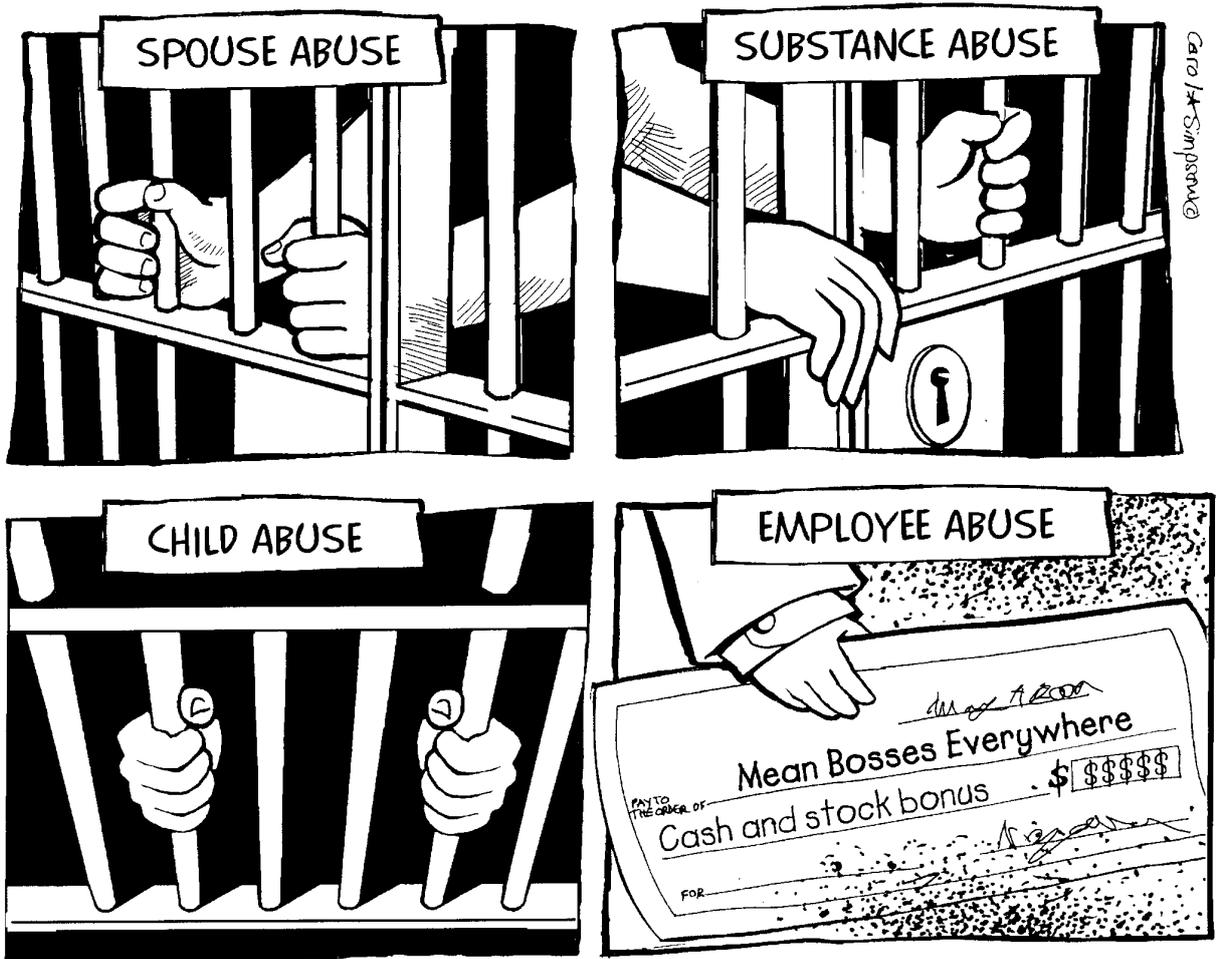
Some other notes from caucus:

- Our strike fund, which has been held in trust waiting for local 1129 to settle, will be returned to the locals as 1129 now believes that a shutdown of their plant is imminent.
- Listening to locals from other mills, it is interesting to see that they are dealing with similar issues as we are. Many locals are hiring, and many are having a hard time retaining their tradesmen and steam engineers. A local from Chetwynd reported that they are paying \$100 dollars an hour for 2nd class steam tickets and \$150 an hour for 1st class steam tickets.
- Strike fund collections will be done differently this time around. To

avoid a similar situation to the one we are in now, in which our dues were held for three years, this time around the locals will hold the money on their own and then submit it when a strike happens.

I learned a lot at the caucus meetings and while the outcome was a disappointment I found it a very worthwhile experience. I am fascinated with wage negotiations. In the upcoming wage delegate election, whether it is for an alternate or for the whole committee depending on how the local votes, I plan to run for a position.

I sincerely hope you attend the general meeting on the 16th. As I mentioned last month, and as you will read in the other columns, we are having a serious issue with poor attendance. I hope you will take the time to make it out.



Workplace bullying a health and safety threat

Our Union Voice/PSAC/CALM

BULLYING IS an act of repeated aggressive behaviour intended to intentionally hurt another person, physically or mentally.

Bullying is characterized by an individual or group behaving in a certain way to gain power over another person.

It usually involves a pattern of behaviour that is intended to intimidate, offend, degrade, humiliate or exploit a known vulnerability.

Examples include

- criticizing a person persistently
- excluding or isolating someone socially
- spreading malicious rumours, gossip, or innuendo
- undermining or deliberately impeding a person's work
- physically abusing someone or threatening abuse
- removing areas of responsibilities without cause
- establishing impossible deadlines that will set up the individual to fail
- withholding necessary information or purposefully giving the wrong information
- tampering with a person's personal belongings or work equipment.

People who are the targets of bullying may experience shock, anger, frustration, helplessness, an increased sense of vulnerability, loss of confidence and a wide range of physical symptoms often associated with chronic stress.

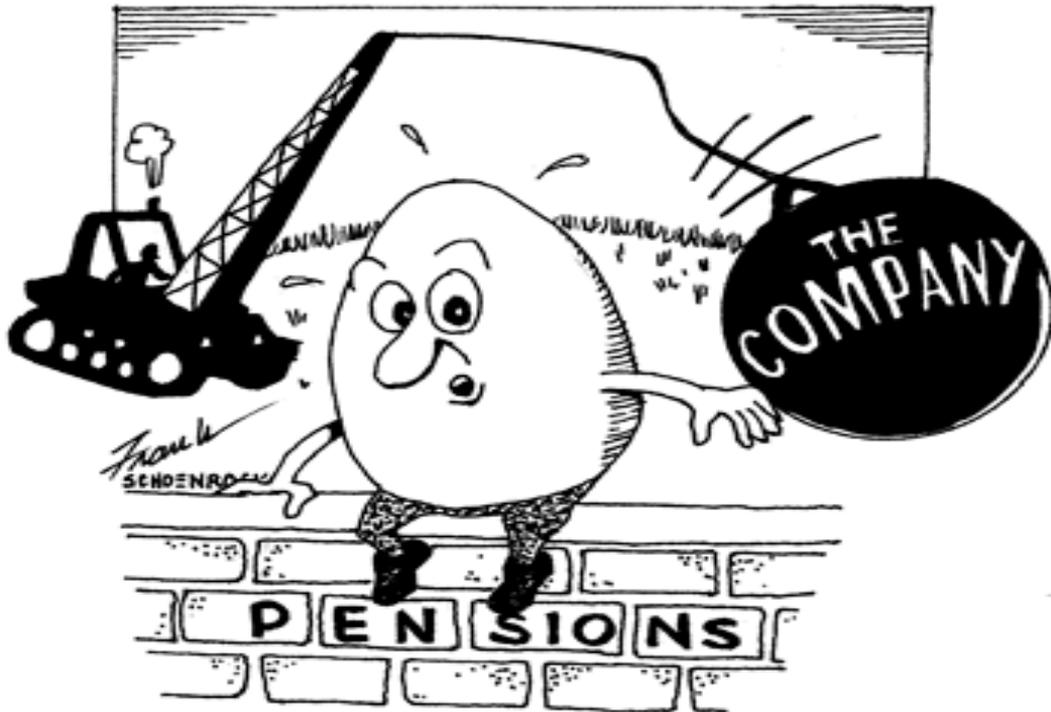
Bullying in the workplace can cause

- increased absenteeism
- turnover and recruitment problems
- additional risk for errors and accidents
- decreased morale
- less productivity and motivation.

Quebec, Ontario, Manitoba and Saskatchewan have workplace occupational safety laws that include bullying. At the federal level, the Canada Labour Code requires employers under federal jurisdiction to "take the prescribed steps to prevent and protect against violence in the workplace."

If you think you are being bullied, discriminated against, victimized or subjected to any form of harassment,

- keep a detailed diary of daily events.
- keep copies of any letters or emails you received from the person who is harassing you.
- gather information on employer policy and other legal recourse.
- report the harassment to your union.



Edmonton rejects bid to privatize snow removal

CUPE/CALM

EDMONTON CITY Council voted nine to four against a proposal by Mayor Stephen Mandel to examine outsourcing 20 per cent of the city's snow removal.

Instead, council opted to buy more snow removal equipment that can be used year round on other transportation projects.

The president of the union representing Edmonton civic workers congratulated the city council for rejecting the motion to contract out snow removal services.

"I'm glad that the majority of council listened to the submissions CUPE 30 made, and opted to expand services in our city," said CUPE Local 30 president Terry Jardine.

"Council wisely recognized that snow removal wasn't enough this year, and that we need to expand our efforts to better clear our streets."

Corporation Must Honour Pension Obligations

USW/CALM

THE COURT of Appeal for Ontario has ruled that aluminium manufacturer Indalex Limited did not fulfill its duties to workers when it filed for protection from creditors in 2009.

The ruling, which benefits USW members who worked at a former Indalex operation in Quebec, sets a precedent for providing greater benefits to pension plan members in cases of insolvency.

In many past cases, workers and pensioners have suffered drastic reductions in their pensions, as corporate assets were distributed first to creditors ranked ahead of pension plans.

“This is a remarkable victory for these workers and pensioners,” said Ken Neumann, the United Steelworkers’ national director.

“We hope this ruling sets a precedent to help protect the pensions of many other Canadians and convince our federal government to finally pass laws to enhance the rights of pension plan members in bankruptcy cases,” Neumann said.

Toronto-based Indalex Limited, an aluminum extrusions manufacturer, wound up its worker pension plan on December 31, 2006. At that time, the plan was underfunded.

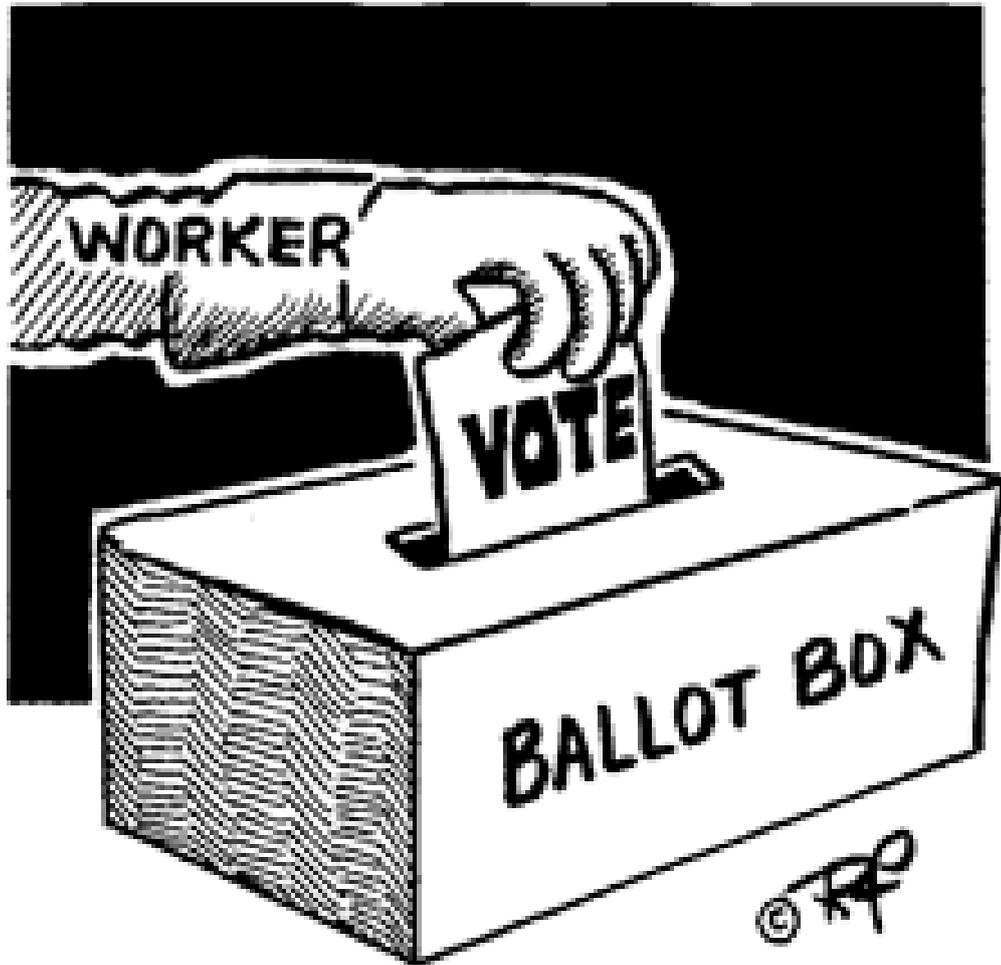
In 2009, Indalex filed for bankruptcy protection and obtained interim financing to continue operations while it sought to sell its assets. Indalex sold substantially all of its assets in a court-approved sale on July 20, 2009.

At the hearing that approved the sale, the United Steelworkers argued the company should use proceeds of the sale to satisfy pension plan deficiencies. The judge rejected those arguments, prompting the appeal by the USW and other pension plan members.

In a unanimous ruling, a three-judge panel of the Court of Appeal upheld the USW’s appeal.

Madam Justice Eileen Gillese said in her decision, “Indalex knew that the plans were under-funded and that unless more funds were put into the plans, pensions would have to be reduced.”

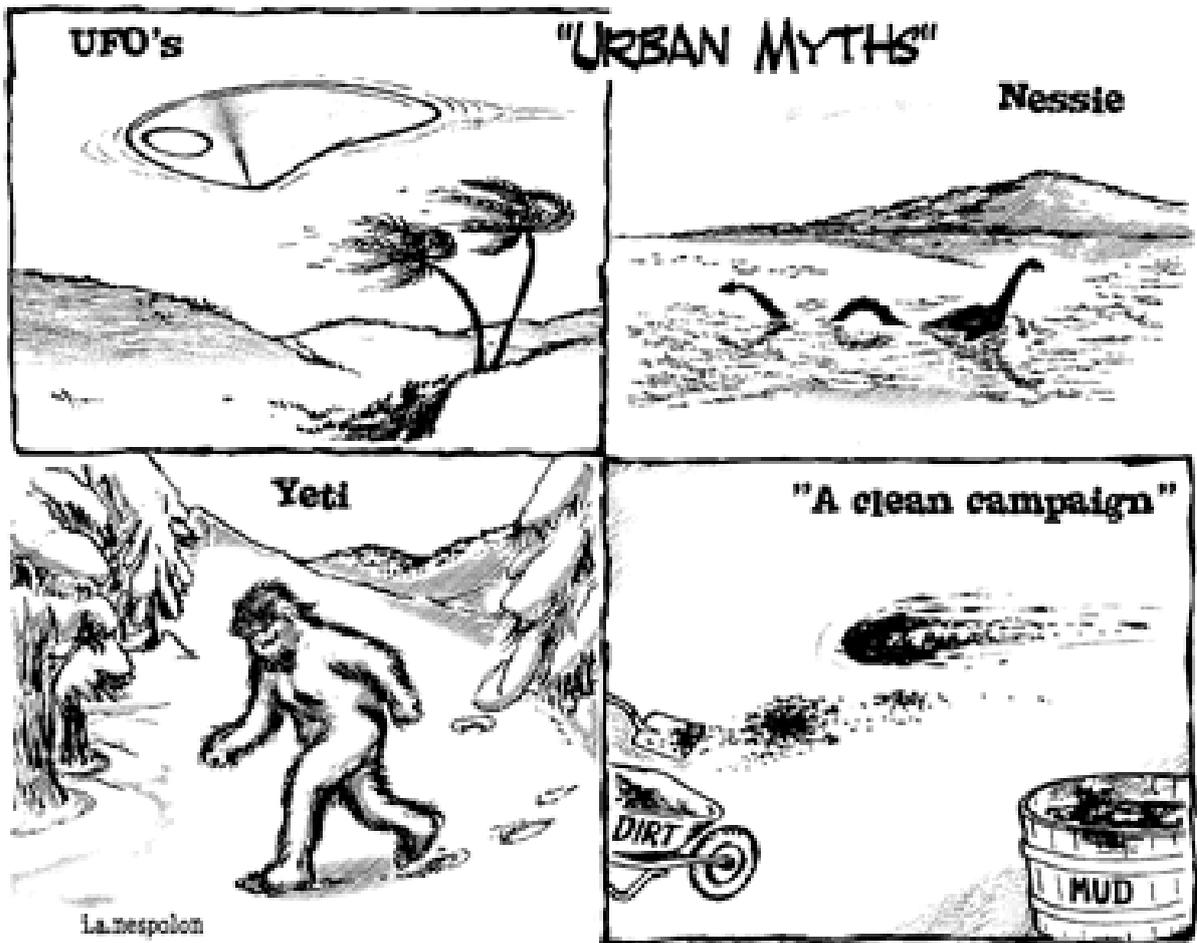
“The decisions that Indalex was unilaterally making had the potential to affect the plans’ beneficiaries’ rights, at a time when they were particularly vulnerable.”



Notice of Motion:

“That we hold the wage delegate election at the May general meeting”

This motion will be voted on at the May 16th General meeting.





COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA

LOCAL 592 PORT ALBERNI, B.C.

May 16th, 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.
None marked for discussion

UNFINISHED BUSINESS

NEW BUSINESS

1. NOTICE OF MOTION : That the wage delegate election be held at the May General meeting.
2. EXECUTIVE RECOMMENDATIONS
That the local send 3 to the CEP Western conference.
- 4 MOTIONS FROM THE FLOOR
- 5 GOOD OF THE UNION

ADJOURN 9:00 PM

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