



LOCAL 592

PORT ALBERNI, B.C.

**F**ORWARD  
LOOK

**Next General Meeting  
November 15th, 2010**

**LOCAL 592 CEP 2010 EXECUTIVE**

**President**

Jim VanDusen           724-2772  
Relief Pool

**Fin.Sec.Treas.**

Norm Skipsey           752-2777  
Woodroom — *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**

Roger Haggerty  
Millwright — *Day shift Mon-Fri*

**Vice Pres.**

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

**Safety Officer/Trustee**

John Egresits  
Relief Pool

**Rec. Sec.**

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

**WAGE DELEGATES**

Jim VanDusen  
Phil Guild  
Brent Hamelin  
Travis Goodyear (Alternate)

**GENERAL MEMBERSHIP MEETING  
HANSEN HALL  
November 15th, 2010  
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**  
**President**

We have come to an agreement on a new Steam Plant DUR Policy. We will be bringing it to the General Meeting Monday night for membership approval before implementation. We will attach it to the printed version of the Forward Look for distribution in the mill as well as sending it out to the members on our email list.

The previous Steam Plant posting has been filled and the 2 senior applicants have started in the Steam Plant. The company is posting for 2 more DURs in the Steam Plant, and that posting should be up by the time this edition of the Forward Look comes out.

Following a great deal of discussion the company has decided to put the Lube Mechanic back on the Weekend Crew and post for 2 DURs in this department. This posting is up on the board now so anyone interested should contact Mary to apply.

I was hoping by now I would have some good news on our Floater Grievance but unfortunately the company hasn't budged off their position of 520 hour qualifying time. We are going to discuss this at Presidents Council on November 9<sup>th</sup>, so I may have some further information for you at our General Meeting.

In reviewing the By-laws the Executive has discovered many of them are in need of some minor changes to bring them up to date. Most of the changes are minor and do not change the intent of the By-law; however, there are also a few other changes that we will be proposing. All the

changes will be brought to the General meeting on November 15<sup>th</sup> as a Notice of Motion By-law change, posted on the Notice Boards and voted on at the December General meeting.

We will be recommending changes to approximately a dozen By-laws. Each one will be posted with the current wording and then the proposed change underneath.

I want to remind everyone that at this month's General Meeting we will be accepting nominations for 6 Executive positions. The following positions are up for election this year.

President: 1-year term

Vice President 2-year term

Recording Secretary 1-year term

Financial Secretary Treasurer: 1 year term

Trustee 3-year term

Safety Officer/ Trustee 1-year term

If you are interested in running for any of these positions please attend the General Meeting and let your name stand

I want to thank the membership for allowing me the opportunity to serve as President these past 2 years; I appreciate the support everyone has given me.

It is an honor to serve as President of Local 592, and if nominated I will let my name stand for another term as President.

I am sure you are all aware that John Egresits was seriously injured when he fell down a flight of stairs in the Steam Plant last week. He is back home in Victoria and he asked me to tell everyone that he is doing as well as can be expected.

He also wanted me to thank the membership for their support. He enjoys being the Safety Officer for our local and if nominated he will let his

name stand for re-election of this position.

**VOTE**

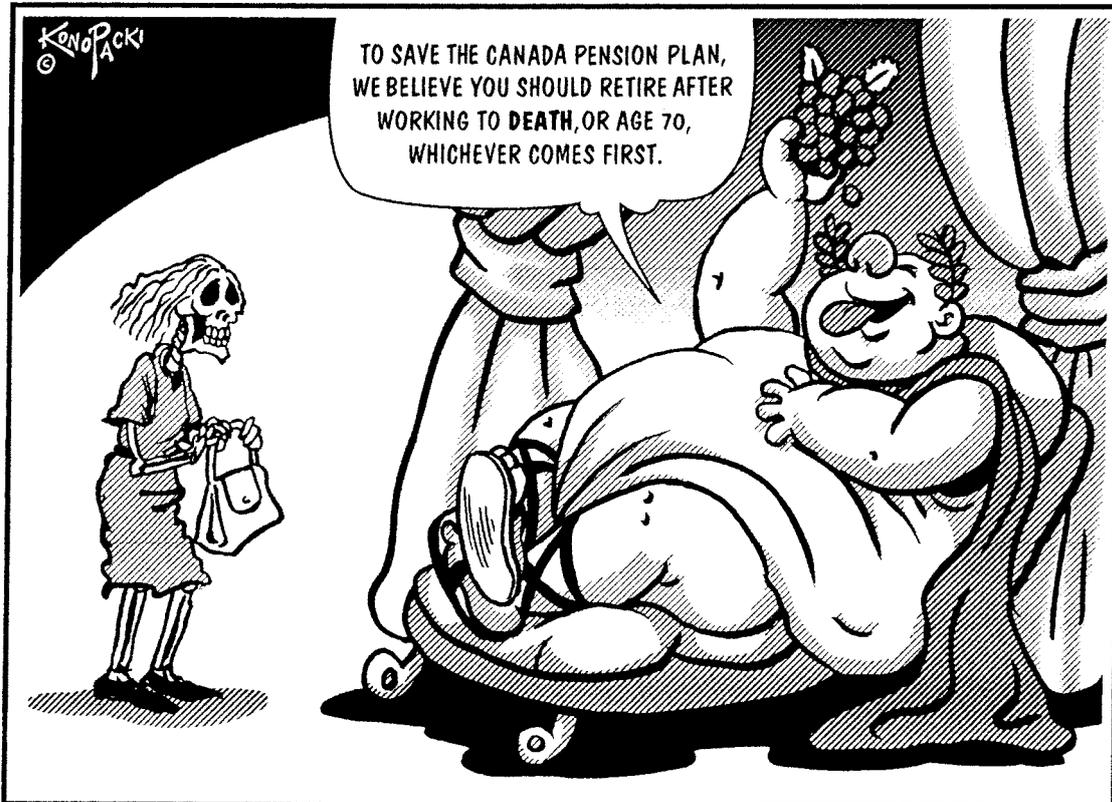


### Local 592 Executive Board Elections

The vote for this election will be held at the gate on November 18<sup>th</sup>, 22<sup>nd</sup> & 23<sup>rd</sup> from 5:00 a.m. – 8:00 a.m. and again from 4:00 p.m. - 6:00p.m. The union Hall will also be open for voting on November 18<sup>th</sup> from 9:00 a.m. - Noon and 1:00p.m.-4:30p.m.

See you all at the November 15<sup>th</sup> General Meeting





### 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)

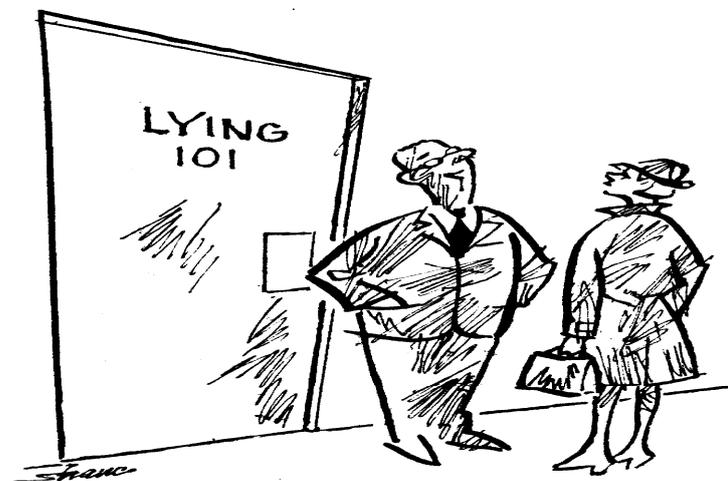
Randy Teichman  
Trustee

Here it is November and Catalyst reports a profit which is nice to see. I think that the company is finally heading in the right direction. If Abitibi can forecast a net profit of 1.5 billion over the next four years, then I think Catalyst should also do well!

Things seem to be going well (at the time of this writing) in the Mill. The only bad thing is that one of our brothers had a serious accident in the Steam Plant area. I wish him well and a speedy recovery. As a first aid attendant, it really saddens me when a brother or sister is hurt in the mill.

Finally, at the general meeting, nominations will be held for several Executive positions. I encourage everyone to think about running for one. Yes, it can be somewhat demanding and you have to be willing to sacrifice some free time. If you are this individual that is up to this, then please consider running for one of these positions. Now, having said that, if nominated for Trustee, I will let my name stand. I hope to have your support and if elected I will do my very best to serve the local.

Hope to see you Monday, November 22 at 7 pm.



"OUR NEW COURSE HAS ATTRACTED SOME OF THE MOST IMPORTANT CEOs AND POLITICIANS IN THIS COUNTRY"

**Brent Hamelin**  
**Vice President**

This month has been relatively quiet so far, with the exception of the DUR postings for the lube shop and steam plant.

Two of our members have retired this month. Congratulations Chris and Lucy! In the next few months and years many of our members will be in a position to leave this mill and retire or just do different things along your career line. This is quite a change from not to many years ago when many of us stayed and worked longer and, yes, some liked work. What has changed? In my opinion, the workers of our mill have been turned into cost items, and reminded of the fact on a regular basis, (what a recipe for disaster). To the people thinking leaving anytime soon, don't expect a proper send off, not even with 42 years of service.

I will be letting my name stand as VP this month at our meeting. See you there!

**Roger Haggerty**  
**Trustee/Guard/Privacy**  
**Officer**

November is election month and I plan on running for Financial Secretary Treasurer. I worked as a Trustee for 592 last year. I feel that the knowledge that I gained in the last year will help me do a good job as Financial Secretary Treasurer if elected. This also means that there will be one more Trustee position open as I will be stepping down from that job.

Congratulations and best wishes to Chris Johannessen and Lucy Taylor on their retirement.

**Simon Fox  
OH&S Committee  
Member**

**We have not had a very good run on the safety front lately. As of October 26th, we had gone 48 days without a medical or lost time incident. Then we had 2 incidents in the space of a few weeks. One was a hurt back, the other was a fall down the stairs. Both were very serious and certainly had the potential to be much worse. I know that we need to refocus our thoughts on doing our work safely and we need to remember to take a few extra seconds to look at what we are doing and what could hurt us. Sixty percent of our medicals are lost times, not a good percentage at all. Remember accidents are going to happen, that's why they are called accidents. So keep your head up and be safe. Please if you see an unsafe act or condition, address it. Doing nothing is unacceptable.**

**Early in October, I attended the Vancouver Island Safety conference. There were some very good speakers and lots of information to absorb. I was quite shocked to learn that we have had 87 fatalities provincially in the Forest Industry so far this year. Despite this high number, safety is improving in the Forest Industry. Also interesting to note was that we were the only Catalyst Mill present.**

**Some of the key points I learned were:**

- 1. Accidents will happen**
- 2. Safety is not rocket science, it's way more complex**
- 3. We need to give our workers the skills and information to make correct safety decisions.**
- 4. Procedures and policies don't create safety - people do.**
- 5. We need to change from a blame culture to a learn culture**

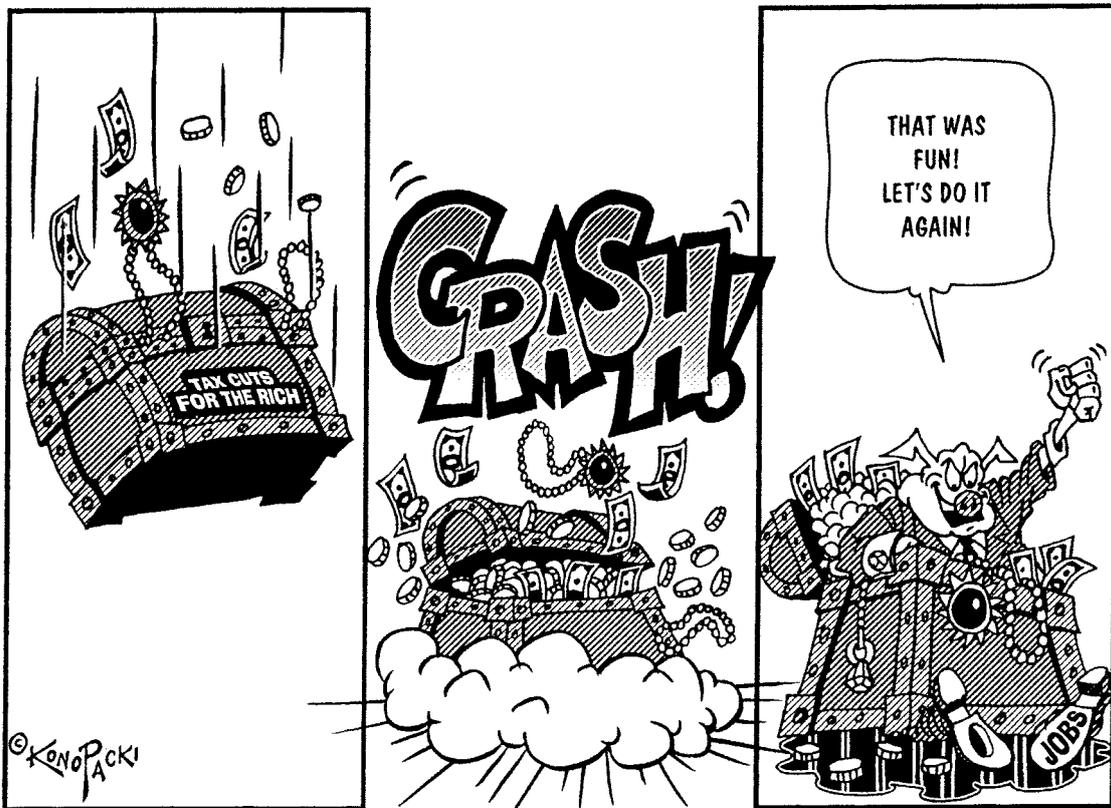
**6. Safety is about effecting change and making things better, we need to challenge the process.**

**So let's refocus our efforts and become more involved in Safety. The injury you prevent might be your own.**

**I also wanted to let the membership know that I intend to let my name stand for the Safety Officer/Trustee position.**

**Thanks in advance for your support.**

**Stay Safe...**



## From the Editor

**Adam Currey**

I'd like to start out by saying that I am happy to see the new DUR positions in the Steamplant and lubrication as well as the hiring of a new millwright. It shows some acknowledgment that there is going to be a very serious lack of trained personnel in the mill in the next couple of years. Thanks to the presidents of the local for their efforts to see this gets done. When I started at this mill eight years ago they said that the average age of the people in the mill was 49. I have asked HR a couple of times since for an update of this number, but no one has calculated it recently. I imagine it has to be at least that now. The problems we face with this situation are not easy to fix. It takes a long time to train for many of the areas of the mill, and with the five shift schedule and the money to be made in Alberta it is not as easy as just putting an ad in the paper anymore. The recent postings must be just the beginning; we need to hire and train a lot more people soon. Judging by the amount of people I have talked to recently that have said that they are planning on retiring in the next couple of years I think this place is going to look very different in the near future. I hope the transition is as seamless as possible.

As of this month it has been a year since I let my name stand and was acclaimed to the recording secretary position for the local. It has been an interesting year and a very challenging and rewarding experience. Public speaking has never been my strong suit, even if it is just to read minutes and do roll call. By doing the job it has taken away a lot of the anxiety of speaking in public. My computer skills have improved, I've learned a lot about blogging and using Microsoft Publisher. My wife and I had a new addition to the family this year which has made my free time a little more valuable, but I managed to become more efficient in the role as time went on.

I am glad to say that even when people in the local have disagreed with me on an issue almost everyone has talked to me with respect and good

humour. I would like to thank everyone in the union for being civil and patient with me, whether it was at a general meeting or on the shop floor.

The whole experience has been a good one; I have enjoyed it a lot more than I thought I would. If nominated, I would be happy to let my name stand for the position again.

I hope that anyone thinking about putting their name forward for a position on the executive does so. Fresh faces would bring new ideas and opinions into the executive, never a bad thing. It would be nice to see the positions be filled by elections as opposed to acclamations. I much prefer the idea of the general membership having a choice of who is in the job as opposed to it being the one person that puts his name forward.

See you at the next general meeting.

## **Union victory at Saskatchewan Walmart**

UFCW/CALM

THE HIGHEST court in Saskatchewan has upheld a decision to certify a union at a Walmart in Weyburn, Saskatchewan.

In a unanimous decision the Saskatchewan Court of Appeal upheld the certification of a UFCW Canada Local 1400 bargaining unit at the Weyburn store. The certification had originally been issued by the Saskatchewan Labour Board in December 2008.

Walmart had successfully challenged that certificate in a lower court but that court's decision was struck down by the Saskatchewan Court of Appeal, and the store's union certification upheld.

“This is a victory for workers rights and the principle that no company is above the law,” said Norm Neault, the president of Local 1400. “Walmart has done everything it could to prevent the workers from getting a collective agreement. It has even prevented us from communicating with the workers at the store.”

The Court of Appeal's ruling is the latest chapter in a legal process Walmart has dragged out since 2004, when Local 1400 first applied to represent the Weyburn workers.

It was the second time in a week the courts have ruled against Walmart. Just two days prior to the Saskatchewan ruling, the Quebec Superior Court upheld an arbitrator's decision that Walmart had acted illegally when it shut a store in Jonquiere shortly after workers there formed a union.

Meanwhile, UFCW Canada members at a Walmart in Gatineau, Quebec recently achieved a first contract. UFCW Canada members at a store in Saint-Hyacinthe, Quebec, also have a contract in place.

In Saskatchewan, UFCW Canada Local 1400 also has applications pending before the labour board for Walmart stores in Moose Jaw and North Battleford.

## **A Job, A Union, But Still Can't Make Ends Meet**

Labor Notes/CALM

FLIGHT ATTENDANTS at Compass Airlines, members of the Association of Flight Attendants-CWA, picketed in Detroit and Minneapolis to protest the firing of a flight attendant, who was booted after publicly revealing she qualified for food stamps.

Kirsten Arianejad was interviewed on local TV and fired soon after. Salaries start as low as \$13,842 at Compass, which flies regional routes for Delta—another offender flying the low-wage skies.



COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA

# LOCAL 592

## PORT ALBERNI, B.C.

June 21st, 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

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

### UNFINISHED BUSINESS

### NEW BUSINESS

Nominations for executive positions

#### EXECUTIVE RECOMMENDATIONS

To send Brent Hamelin to the MacMillan Bloedel Retirees Arbitration in Powell River.

Donation of \$250 to the retirees.

#### RECOMMENDATIONS ON GREIVANCES

#### MOTIONS FROM THE FLOOR

#### GOOD OF THE UNION

<b>GENERAL MEETING November 15th AT 7:00 P.M.</b>
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