



**LOCAL 592**

**PORT ALBERNI, B.C.**

**F  
FORWARD  
LOOK**

**NOVEMBER 2011**

**Next General Meeting  
November 21st, 2011**

**LOCAL 592 CEP 2011 EXECUTIVE**

**President**

Jim VanDusen           724-2772  
Relief Pool

**Vice President**

Doug Chisholm  
Millwright — *Day shift Mon-Fri*

**Vice President**

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

**Rec. Sec.**

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

**Financial Secretary Treasurer**

Roger Haggerty  
Millwright — *Day shift Mon-Fri*

**Trustee**

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

**Trustee**

Andy Bos  
Shipping—*Day shift Mon-Fri*

**Safety Officer/Trustee**

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

**WAGE DELEGATES**

Jim VanDusen  
Brent Hamelin  
Travis Goodyear  
Adam Currey - Alternate

**GENERAL MEMBERSHIP MEETING  
HANSEN HALL  
November 21st, 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**

## **Executive Board Elections:**

I want to remind everyone that at the November 21st General Meeting we will be accepting nominations for the 2012 Executive Board. If you are interested in running for a position then please attend the General Meeting and let your name stand.

**Next month we have seven of the nine Executive Board positions up for election. There are many opportunities for anyone that is considering an Executive position.**

**Here are the basic duties and length of term of each position. Most of the officers are also on committees and alternates for other Executive positions. I hope this will be of some help to you if you are considering letting your name stand for an Executive Board position.**

### **President: One year term**

**The President or his delegate presides over all meetings of this Local Union and is in the chair for the monthly Executive and General meetings. Subject to the approval of the Executive Board and the membership, he appoints various committee members. He has the responsibility of overseeing the running of the local and ensuring that all agreements are respected. The President is called upon, or at times expected to speak for the local union and the membership at various meetings or community**

gatherings. From time to time he/she may be called upon at any time of the day or night to make decisions with regards to contractual matter, or other issues at the mill. Another of the responsibilities is to gather information and documentation for presentation at fourth stage grievances. He/ she is also responsible for preparing and researching evidence to assist with arbitrations. The President is held accountable at all times by the Executive and the General membership. In addition to these duties the President is also on the Disability Management Committee, a Wage delegate and looks after any WCB concerns. The President also is responsible for dealing with issues regarding WI and LTD. The President or delegate attends the National, the Western Region and the BC Fed Conventions.

Make no mistake: this position keeps you busy.

**Vice President: 2 positions -2 year term**

The election of the Vice Presidents is staggered, electing two one year and one the following year. The majority of our union business passes through Standing Committee, so having the experience of a Vice President carried over from the previous year is extremely beneficial. After the local union's election the Standing Committee members then choose their chairman. The areas in the mill are divided amongst the Vice Presidents. These areas are set at the discretion of the Committee and can be changed anytime they feel it is necessary. The Maintenance Vice President is Chairman of the Contracting Out Committee and also on the Apprenticeship Committee.

The Committee has two union paid book offs each month. A Standing Committee pre-meeting for 4 hours and a month end meeting for 4 hours. Vice Presidents handle all issues passed to them from our members. They have to prepare grievances and make presentations for Standing Committee. This involves a great deal of research and one on one contact with the department whose grievance they are presenting. They are required to attend all meetings when our members are called in to meet with management. They also attend the Executive Meeting and the General Meeting each Month. All Vice Presidents are booked off for the Executive Meeting but only the Chairman of the Standing Committee is a table officer and is booked off for our General Meeting. Any of the Vice Presidents may be called upon to be acting President in his absence.

### *Recording Secretary 1 year term*

The Recording Secretary is one of the three table officers. The other two are the President and the Chairman of the Standing Committee. If, for any reason, the President or his alternate could not attend a meeting of the local then the Recording Secretary, as a table officer, would fulfill those duties. However, there have been times we have had new people in this position and we asked more experienced Executive officers perform these duties. The Recording Secretary takes minutes at all the meetings of the local union. This is a very important position and it requires a person that is able to take notes very quickly. These notes are then typed into a set of minutes that are read out for adoption at the next meeting. He is in charge of reading all the correspondence that we receive and preparing a brief summary for the General Meeting.

He is responsible for keeping our office files in order. These files include meeting minutes, letters sent out and received, Arbitration decisions and correspondence from our National and Vancouver offices. To do this work the Recording Secretary is booked off the day following the Executive Meeting and again the day following the General Meeting. This person is also booked off for Executive and General Meetings.

### *Financial Secretary Treasurer: 1 year term*

The Financial Secretary Treasurer is also the office manager, responsible for the day to day running of our union office and the Hansen Hall. As we are in the process of taking over all the book keeping duties from Linda this position has become extremely important. There is a great deal to learn and therefore the union time off for this position varies. At times he/she has to man the office on a reduced schedule. Our Financial Officer is responsible for doing check offs for payroll, Gate Hires, and National Dues, pays our bills, enters information into the Simply Accounting Program and prepares Financial Reports for the Executive and General Meetings. Some basic knowledge of Book keeping would be extremely helpful if running for this position.

### *Trustees: 3 year term*

We elect one Trustee each year for a three-year term. As the name implies, they are the eyes and ears for our local. It is their responsibility to keep an eye on all the financial dealings of the local union and its officers. This includes such things as book offs, bursaries, upkeep of the hall, donations, office supplies etc. They make reports at the Executive

and General Meetings and are the voice of our membership. Once a month they are booked off to audit the books for CEP Local 592 and Hansen Hall Society.

**Safety Officer / Trustee: 1 year term**

The Safety Officer is responsible for working with our Safety Reps to monitor and make recommendations on ways to improve our Safety Program. They are involved in training, policymaking, accident prevention, lockouts, accident investigations etc. The Safety Officer makes a report at the Executive and General Meetings.

Since the DSB was abolished the Safety Committee for our local consists of two members. The Safety Officer is a member of our Executive and as such is elected at this time. The other Safety Committee member is elected in January when we elect our Committees.

The other part of this position is Trustee. The duties of this person as a Trustee are the same as the other elected Trustees. The only difference being that this position is combined with Safety Officer and is elected for a one year term.

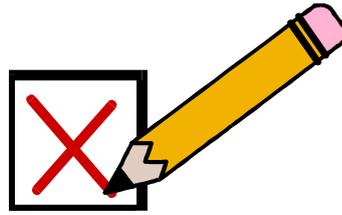
If any of these positions appeal to you then please attend the November 20<sup>th</sup> General Meeting and let your name stand.

I want to thank the membership for allowing me the opportunity to serve as President these past 2 years; I appreciate the support and assistance everyone has given me. I would like to take this opportunity to announce that, if nominated, I will be letting my name stand for the position of President.

The vote for this election will be held on November 23<sup>rd</sup> and November 26<sup>th</sup> at the gate from 4:00 a.m. - 6:00 a.m. & 4:00p.m - 6:00p.m

The Union Hall will only be open for voting on November 23<sup>rd</sup> from 9:00a.m. - Noon and from 1:00p.m.-4:30p.m.

# VOTE



## Local 592 Executive Board Elections

In preparation for our Pre- Wage Caucus meeting in February we will be handing out a questionnaire when you stop to vote. We want to know what items you think our local should be submitting for the upcoming agenda for negotiations. We need to know what is important to you. When filling out the form, please be specific, don't just put Health & Welfare. Give us what portion of Health & Welfare you want to see changed. Fill out the questionnaire and return it to either the Union Hall, (Mail box if hall is closed) or the box in the Guard Shack. To give us enough time to correlate all the results and get them into the National, we will need them returned no later than Friday December 2<sup>nd</sup>.

As mentioned in my article last month we have had meetings with the company to discuss their desire to add additional duties to the Maintenance Leadhand position. They are telling us that if we can come to an agreement on the duties then they will add two new Maintenance Leadhands immediately and if it works as well as Marc expects it to, his plan is to have one on every crew. The big difference is that the company wants the new Leadhands to also fill in and do both jobs if the Supervisor is away. This is a departure from the way we have done things in the past and it will be up to the Membership to decide on whether it is accepted or not. As of the time I wrote this article the Executive has not had a chance to discuss this latest proposal, we will be doing so at the Pre-General Meeting on the 21<sup>st</sup>.

One thing worth noting that is not in the proposal is that the selection of these Leadhands will be done as per the A-4 Agreement and will be done by the joint selection Committee.

We will be voting on this proposal at the General Membership Meeting on Monday November 21<sup>st</sup>. The proposal is included in my article, please read it over and come prepared to express your opinion and vote on it.

# DRAFT

## Maintenance Working Leadhands

This agreement applies to maintenance Working Leadhands only. This agreement does not apply to Working Leadhand positions already in place prior to this agreement.

A Working Leadhand will assist in the day-to-day running of the crew. In addition, the Working Leadhand will, as required, run the designated crew in the absence of the crew supervisor. In these instances the Working Leadhand may perform their regular duties as well.

When required the Leadhand will process the daily time for their crew. The Leadhand must have a management member approve manning and/or contracting issues as they arise.

The Leadhand will cover for the crew supervisor for short term absences for a maximum of 3 weeks. If coverage that extends longer than 3 weeks is required, a written request must be submitted and approved by two members of the Local 592 Executive.

A crew Leadhand will not work in other areas as a Leadhand. In circumstances where they are assigned to work in other areas, they will not receive the Leadhand rate of pay. The Roll Crew's Leadhand may work as a Leadhand on paper machine shutdowns for jobs specific to rolls and roll changes.

Any grievances resulting from a decision made by the Leadhand will be submitted to management.

Incumbents must observe and comply with the Collective Agreement,

the CEP Constitution and the bylaws of CEP Local 592.

Incumbents will not take part in any decision that may result in disciplinary action towards another member; however they may be required to participate in investigations as appropriate.

Incumbents will recognize that Local 592 reserves the right to monitor and ensure the compliance of incumbents to the above, and upon reasonable grounds request to have the incumbent removed from the position. The Company may also remove the incumbent from the position in the event that they are not satisfactorily performing the duties required of the position.

Relief supervision outside of this agreement will be subject to the CEP Local 592 Supervisory Relief Agreement and agreements contained in the Memorandum of Understanding dated February 14, 2008 (A4 Agreement).

Either party may cancel this agreement with 90 days' notice. Cancellation of this agreement does not impact other agreements in place regarding Leadhands.

To be voted on at the General  
Meeting November 21, 2011

Randy Teichman  
Trustee

What's in a sign? Well, when it comes to Extra foods becoming a no frills, it means a drop in pay and benefits. Some may welcome this move because their grocery bills may be lower. I see it again as an attack on the working class, and I for one will not be shopping there.

I also wonder about the Recycling Plant sign that was mounted on the east wall at the repulper. I thought this was great PR for the mill as it shows our "green" side. True, we don't use recycle paper that often (approx. one or two orders), but the beater stock that we reuse must mean something. We do recycle that! The time and money spent taking down this sign was a waste of money.

The Steam Plant shutdown is now upon us and so begins the "organized" chaos. Hopefully things will go well and the job will be completed safely and on time. It's great to see these dollars being spent to upgrade the mill and possibly in the future we will see more funds allocated. Just a reminder to everyone, there will be nominations for positions on the Executive. Please consider letting your name stand for one of these positions. The vote will be November 23 at the mill and up at the Hall. Voting at the mill will also be on November 26.

See you at the general meeting at 7 pm on November 21.



# From the Editor

**Adam Currey**

First off, a couple of disturbing issues have been in the news lately.

Federal Labour Minister Lisa Raitt, who has gained a reputation for squashing labour action, has said that she would like to see the economy classified as an “essential service”. Essential service legislation was originally created to ensure that services critical for the safe operation of the country, such as hospitals and the police, are not stopped by labour action. Fair enough. However, these laws, both federally and provincially, have been a favourite target for conservatives to use as an excuse to stop the advancement of organized labour—B.C. Teacher Federation, Canada Post, and Air Canada flight attendants, are legislated or threatened back to work.

According to Raitt, "What we do, and of course you can see that in our legislation, is that we deem not necessarily in terms of essential services, but when we see there's effect on the national economy, we introduce an act in Parliament to ensure there's not a work stoppage." So in any industry where a strike or lockout may affect the economy the conservatives could stop it. That could mean anything and could leave unions effectively toothless. Even Ronald Reagan, the modern day conservatives' patron saint, said in 1980, "These are the values inspiring those brave workers in Poland ... They remind us that where free unions and collective bargaining are forbidden, freedom is lost." It is going to be a long four years.

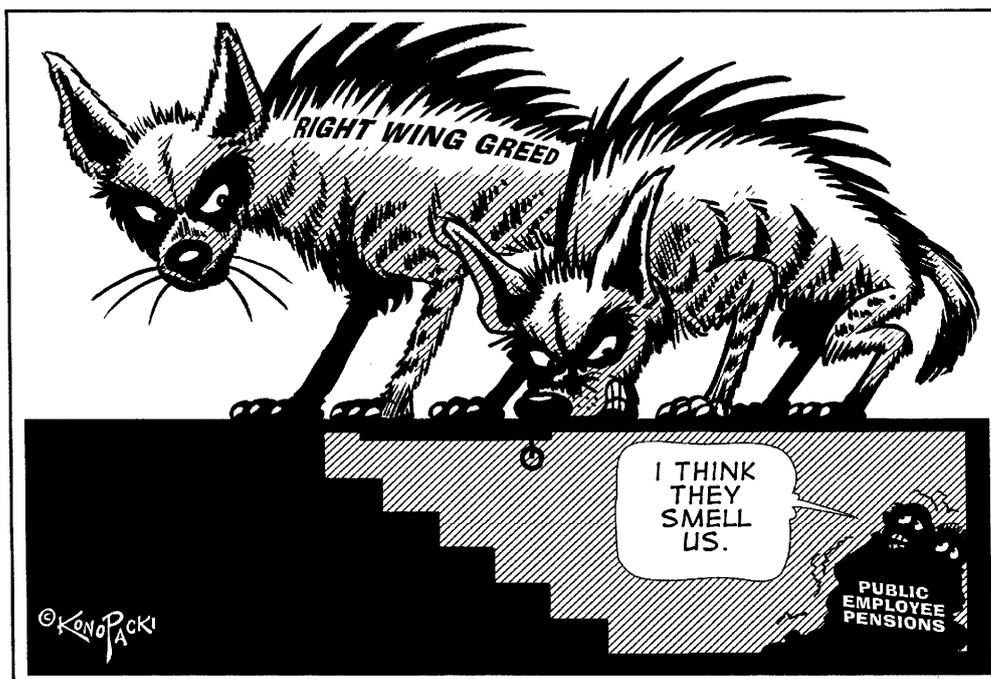
Our old friend, Richard Garneau, is back in the news for his work at AbitibiBowater, recently renamed Resolute Forest Products. He has been dangling deals laced with concessions at workers at ailing mills or those that have been long out of work, then moving to the next mill with same thing or worse. The company is apparently “considering” firing up its Dolbeau and Gatineau mills after the workers agreed to changes in their contracts. This sounds just like what he did at Elk Falls, where he would not guarantee to fire up the mill even if the locals agreed to massive

concessions worth around 40% in wages and benefits. Although this is not good news, this will not go on very long if he does not fire these mills back up. Garneau has agreed to waive his bonus from the company this year. No news on his salary, 22% company pension contributions, shares, expense account, and “club membership”.

At this month’s general meeting we will have nominations for executive positions. There will be a fair amount of turnover in the mill over the next few years, with a lot of present and former members of the executive retiring. Along with them will go many years of experience in running the local, negotiating contracts, taking care of finances, filing grievances, etc. It is essential that we learn these skills now to avoid a bumpy and mistake-filled transition to the next era of the local. I urge you to consider running for one of the open positions.

I spent much of the year filling in as vice president and learning my new position as alternate wage delegate. The learning curve was high but I learned a massive amount about the running of the local. This year was my second as recording secretary. My term is up in December and, if nominated, I will run again.

See you at the next meeting.



## Together at last

New Unionism Network/CALM

IN NEW Zealand, a country with an unusually cohesive though struggling union movement, affiliates of the national union federation have launched Together.

It's not a union, not an NGO, not an organization, not a network or an association.

"Together aims to connect workers in un-unionized work places with the union movement and the union experience," say the New Zealand Council of Trade Unions.

Together provides help to non-unionized workers with issues like workplace bullying, sick leave, holiday pay, employment agreements and sexual harassment. Together is a national service being developed for the precariat—the rapidly growing cohort of workers who do not fit into the standard labourist model of industrial capitalism. Because it is being developed nationally, with affiliates buying-in, it cuts across regional, sectoral and strategic lines. In particular, it aims to bring together

- people on casual contracts
- workers in industries like IT, tourism or in small shops, or driving taxis
- contractors and workers in remote areas and small towns who don't currently have access to a union
- union members' families.

Membership is one New Zealand dollar a week, roughly 20 per cent of typical union fees. Family membership is also offered, bringing a still larger audience back into unionism's orbit.

When affiliated unions sign up to support and promote the system, they sign a memorandum of commitment.

There are all kinds of potential conflicts and pitfalls in a project like this. It is a credit to the Kiwis that they've managed to negotiate such concerns and get Together off the ground.

Will this be a clear route between the precariat and the labour movement? Will it be the first step of something that evolves even further? It is far too early to make any meaningful assessment of the project, but, as the great Anon once said: "The best map in the world will not get you anywhere. Only going will get you there."

- [www.together.org.nz](http://www.together.org.nz)

## Victory over bargaining interference

CUPW/CALM

THE CANADIAN Union of Postal Workers scored a significant victory in its fight against the Harper government's treatment of postal workers.

In a decision handed down October 20 in federal court, Judge Luc Martineau ordered a stay of proceedings relating to the Harper government's back-to-work law (Bill C-6) against thousands of locked-out postal workers in June. Arbitration will stop until the union's challenge of the government's hand-picked arbitrator can be heard in January.

"This decision shows that the union is on the right track. We are questioning the process by which this government has forced its will on postal workers," said Denis Lemelin, CUPW president.

Members of CUPW's urban unit went on rotating strike in June, were locked out by Canada Post and then legislated back to work.

The union has also launched a separate constitutional challenge against the back-to-work law itself, which directs the arbitrator to pick one side only without any possibility of compromise.

The Martineau decision bolsters CUPW's objection to Minister of Labour's appointment of Anthony Arthur Coulter Osborne—a unilingual judge without any previous experience in labour relations—to preside over the arbitration. Normally, arbitrators are assigned through an agreement between the union and the employer not imposed by government.

## One-minute message ad contest

CLC/CALM

THE CANADIAN LABOUR Congress is looking for the best ad about the unfairness of shifting the tax burden onto working people and away from corporations while services are cut and government programs are eliminated.

Be clever, creative, ironic or funny... whatever it takes. The best ad will be one that effectively shows why working Canadians should come together and demand a better deal.

The target audience for the ad is YouTube viewers world-wide. The ad should speak directly to everyday Canadian working people affected by fundamental tax unfairness. Your video should inspire, move and entertain. It should encourage sharing it with friends on blogs and through social media.

The video needs to be positive and communicate the message that if people come together they can make a difference to both their own life and to the lives

of other people.

There are cash prizes The winner gets \$2,000 and there are runner up prizes as well.

Entries must be received and accepted by the CLC by 16h00 EST (local Ottawa time), Friday, December 9, 2011.

- [oneminutemessage.canadianlabour.ca](http://oneminutemessage.canadianlabour.ca)

### Punching below weight in Washington

#### CCPA/CALM

DESPITE THEIR moderate size—taken together, Canada and Mexico would only be the fifth largest of the world's economies—they are the major foreign source of the United States' wealth and security, says a report by the Canadian Centre for Policy Alternatives based on *Dependent America? How Canada and Mexico Construct U.S. Power*.

According to the report, without its markets and its investment in Canada and Mexico, the U.S. economy would be markedly smaller and less competitive. The two countries accounted for almost 27 per cent of total U.S. exports in 2010—more than the U.S.'s trade relationship with all 27 countries in the European Union and considerably more than its trading relationship with China.

“Slightly more than eight million U.S. jobs derive from U.S.-Canadian trade,” note report authors Stephen Clarkson (University of Toronto) and Matto Miltenberger (Yale University). “The average American is \$1,000 richer every year as a result.”

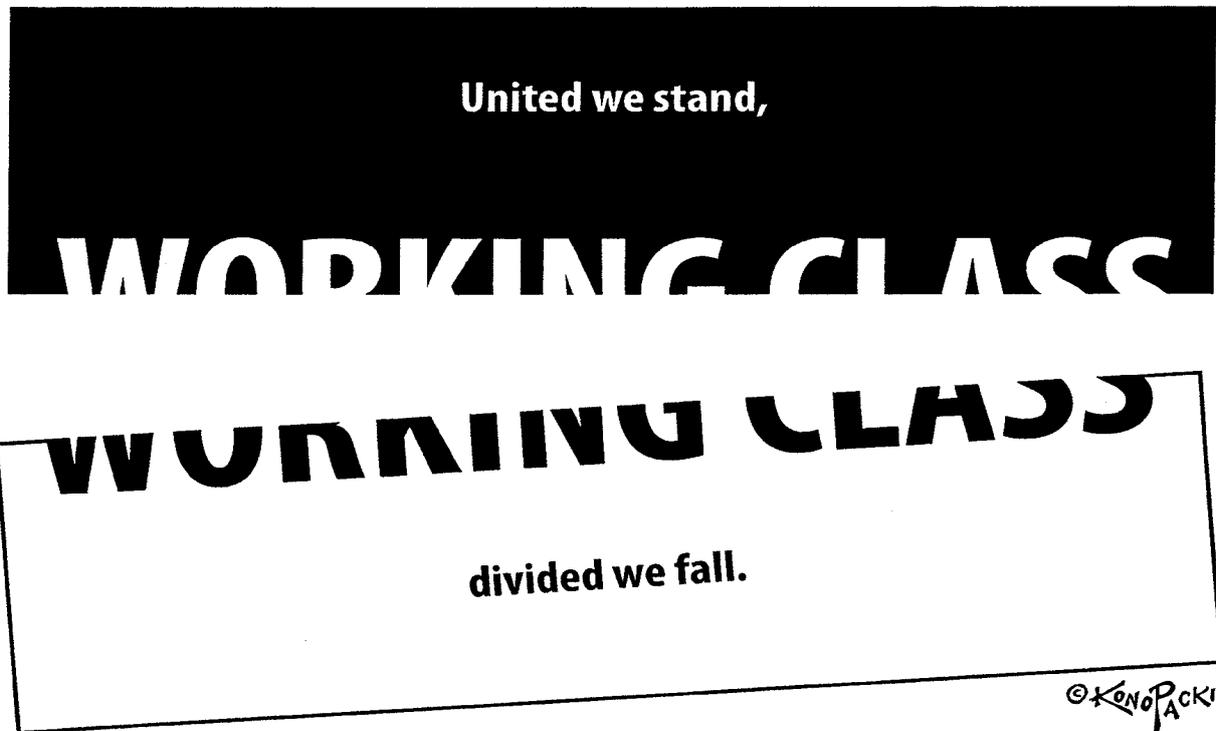
Canada and Mexico are also the U.S.'s largest security allies. Without Canada's and Mexico's agreement to harmonize visa requirements, integrate intelligence capacities, and invest billions in border infrastructure, the U.S. exposure to terrorist threats would increase markedly.

The paradox of North America is that, although Canada and Mexico make disproportionately large contributions to the U.S.'s economic strength and homeland security, they have virtually no influence in Washington's corridors of power.

The report examines how Washington has neutered its neighbouring countries' capacity to leverage this material dependence into policy influence over it by shaping the political, economic, and military structures within which continental policy processes play out, thus preventing the periphery from emerging as a competitor.

At the same time, Canadian political and economic elites are fearful when negotiating with their U.S. counterparts. In short, Ottawa and Mexico punch below their weight in Washington.

“It is time for the Canadian and Mexican governments to approach their continental interests with a self-confidence that matches their countries’ substantial and continuing contribution to American economic wealth, homeland security, and international effectiveness,” conclude Clarkson and Mildenerger.





COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA

# LOCAL 592 PORT ALBERNI, B.C.

XXXXXX, 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

13 Letters and circulars received and filed.

## UNFINISHED BUSINESS

## NEW BUSINESS

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

ADJOURN 9:00 PM

**GENERAL MEETING November 21st AT 7:00 P.M.**