



LOCAL 592

PORT ALBERNI, B.C.

FORWARD
LOOK

**Next General Meeting
October 25th, 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
October 25th, 2010
7pm**

Editors Notes:

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Communications

Jim VanDusen
President

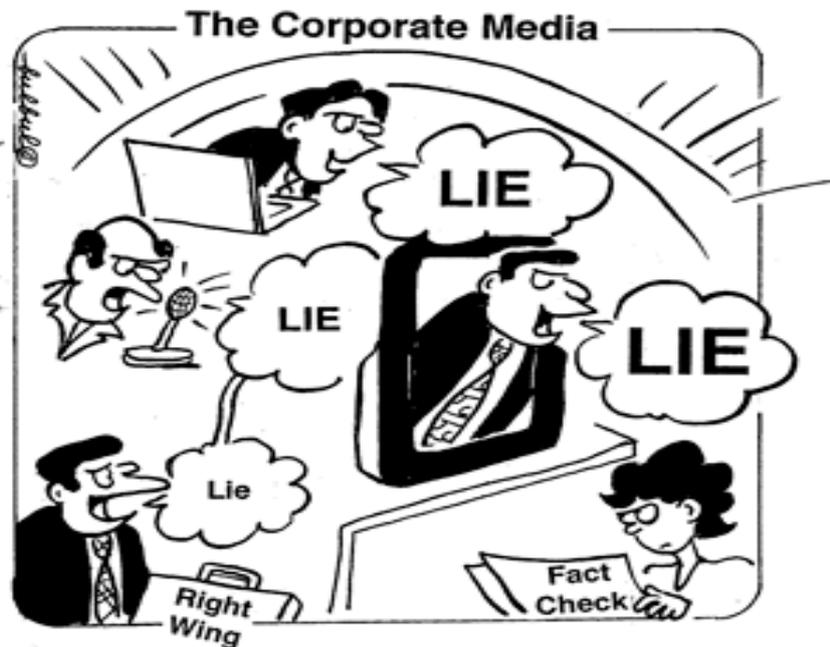
Since the results of our vote were announced, 98% against going to bargain a new Collective Agreement, I have been asked numerous times, what happens now? Our National office received a letter from Kevin Clarke stating that he was disappointed that we chose not to talk but he understands how difficult it is for his employees to elect to sign up for the new wage realities of the paper industry. And since they were unsuccessful here they must find ways to significantly reduce their overall direct labour costs through our existing labour agreements. He went on to say that any specific ideas that our National or our local union leaders have in this area would be appreciated. I may be mistaken but isn't that exactly what we gave them when we signed the A-4 Agreement just over two years ago. We are barely half way through this agreement and now they want our ideas for another one?

What happens now? I have no idea, we can all try and speculate what direction this company will take, but I guess we just wait and see.

Despite the arbitration ruling in Powell River the company still insists that our laid off members are not entitled to floaters. Following that ruling Vern's position was that once a laid off member has worked 520 hours they would be entitled to their 5 Floaters. Vern has been talking with Bob Hughf about other options on how to settle this grievance but at this time there has been no resolve. We have reinitiated our grievance at 3rd Stage and will be proceeding with it in our local.

Update on Local 1129: The bargaining committees met on Monday, October 4th with Mediator Cameron in an attempt to achieve a tentative agreement. After a full day of discussions, the parties remained as far apart as they had been. The employer has maintained their position of no wage increases in the first two years, with wage adjustments of 1% and 1.5% in the third and fourth years, multi-tiered entry level wage rates for employees hired after the date of ratification, no trades' adjustment and several other concessions. At the end of the day, the employer advised the union bargaining committee that they would continue with their plans to close the Burnaby division and would be preparing a offer for a final offer vote as provided for under the BCLRA

Ever since we signed the A-4 Agreement we have been arguing with the company on their interpretation of the Gate Hire Language. It has always been our position that they could not use Gate Hires to fill in for vacation, illness, or if the crew was short handed due to the supervisor on a project. As we have reported the company has now informed us that they agree with our position and will no longer bring in Gate Hires for those situations. However, they did ask if we could look at some language that would allow them to bring in a Gate Hire to cover for longer term sickness. The Wage Delegates spent a great deal of time reviewing this request and prepared an agreement to allow the company to replace for WI and WCB. The following is a draft of the Temporary Tradesmen Agreement to Replace for WI and WCB. The company has agreed to this and our membership will be voting on it at our General Meeting on October 25th.



Convention Report

Jim VanDusen
President

Thanks to this membership I had the pleasure of attending the 9th National Convention of the Communications, Energy and Paperworkers Union of Canada held in Toronto. Travis and Randy will also be reporting on this Convention so I will try to keep it brief.

A very important part of the business at the Convention is to elect our National Executive Board. Dave Coles was acclaimed as National President, Gaetan Menard as Secretary-Treasurer and Peter Murdoch as Vice President, Media. For the Western Region, Vice President Jim Britton and Administrative Vice Presidents Don Boucher and Wendy Sol were all elected by acclamation. Also elected to the CEP National Executive Board, our Western Region Rank and File members are Mark Cameron, Donna Fauchoux, Brent Reid and Angela Adams.

In addition to the elections we also vote on the resolutions that have been put forward prior to Convention. One of these resolutions stirred up a lengthy and passionate debate. The very first resolution put forward was proposing a change that would have us hold our Convention every 3 years as apposed to every 2 as it is now. The delegates spent an afternoon and evening debating the merits of this change and the opinion was close enough for one delegate to call the first ever roll-call vote. Instead of a show of hands the delegates vote on the number of members in their local. The vote itself took over 3 hours to conduct and in the end the vote was 63.45 % in favour, which fell short of the two-thirds majority that was necessary to change it to every 3 years.

Pensions were a large topic of discussion this year and there were many resolutions dealing with the issue. On the third day Canadian Labour Congress President Ken Georgetti addressed the delegates before we took to the streets of Toronto to protest Bay Street's mishandling of our retirement funds. He stated "The pension crisis is massive. One third of Canadians have no personal retirement money at all. Only 38 % of Canadians have a workplace- based retirement plan and too many of them are no longer defined-benefit plans." The CLC and its labour affiliates, like

CEP, are fighting to get the CPP benefit doubled to retirees.

Of course there was a great deal of business conducted over the five day convention and I will give a little greater detailed report at our General Membership Meeting on Monday October 25.

This was a very worthwhile and informative Convention and it is very important that we continue to send our full delegation to this Convention.

Thank you again for allowing me to attend.

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

Well, the votes are all counted and the results from the company's 21% concessionary proposal are in. I'm proud of our members for the way they voted. In my opinion the outcome was never in doubt. What I was hoping for and our membership delivered was an overwhelming 'no' to opening our collective agreement and giving up our hard fought wages and benefits. Many people were not happy that this vote was even permitted to take place but I thought it was a great way to really let management know (through a secret ballot) what our membership really thought about concessions. Many of the comments from our membership at the information meetings were very detailed and direct.

One comment made was "How can anybody trust you after the way you have treated us over the past couple years?" This is quite true; the company has tried to turn parts of our collective agreement upside down with attacks on floaters, WI entitlement, severance, and supplementary holidays to mention a few. What was asked of ours and other CEP locals was to give up over 20 million dollars in wages and benefits to help the company financially. Again, in my opinion, this money would have very little effect in solving the true financial issues facing this company. Government intervention to help the forest industry, including a ban on log exports, and the restructuring of this company's massive debt or even, as our new CEO mentioned, new investors or partners willing to make this company profitable again. In the end the simple truth is that it is not the workers fault this company's is where they are.

Your standing committee is working hard to get a DUR agreement at the steam plant. We have run into seniority and testing issues with these postings. Your committee has given the company a very creative option to these problems which I think will make both sides happy.

Later this month Jim, Travis and I will attend a wage delegate meeting in Vancouver. I'm sure we will discuss how we got to the recent vote among other things. I will have a full report for you in the next Forward Look. See you at the next general meeting October 25th 7:00 pm sharp.

Travis Goodyear Vice President

Hi everyone. I hope this finds you well.

First off, I would like to thank you, the membership, for sending me to the CEP National Convention as an alternate. As an alternate I was able to sit at the table with the local and see how things happen close up, for the first time observers are now able to sit at the tables at the convention.

Dave Coles gave a great opening speech, with some great lines like “without struggle, there will be no progress” and his central theme: challenge the rules. His speech was good, and I appreciated it when he discussed why the forest industry is dying in Canada. B.C. has some of the richest natural resources in the world and our government seems content to just give it away. We need to pressure the government to process our resources here and create good union jobs for our communities; this will only happen if the people join together and demand better government. Our politicians give themselves double digit raises and do nothing about the minimum wage. Every raise they give themselves should also be given to hardworking Canadians trying to get by on \$8 an hour.

We were given a breakdown of the finances of the National, and for obvious reasons I can't discuss them here. You can get this information from the hall. The length between conventions was a hot topic, there were 3 or 4 different votes on this matter as it was decided that we needed a roll call vote. For anyone that has never had the pleasure of a roll call vote, let me assure you that this is not fun. If memory serves, we spent about 7 hours on this. In the end the motion to have a national convention every 3 years instead of every 2 years was defeated by about 4%, it was down to the wire. Everyone at the head table was acclimated in the elections. There was a vote for rank and file members in the Western Region; I didn't know anyone who was running which was good; I didn't have a vote anyway.

Dr James K. Galbraith, a renowned economist, gave a great speech on the economy in which he said that the collapse of the economy wasn't money driven but rather a collapse of the credit system: giving “ninja loans” (no income no job no assets) and “liar's loans” (purposely over estimating asset values on homes and mortgages). All of this was put into play by the international banks encouraging smaller banks to lend out money on risky loans, then stopping the flow of credit to these banks, virtually slamming the brakes on the economy, driving the smaller banks under, and then buying the banks and their assets and debt for pennies on the dollar. This sounds criminal to me; the national will be lobbying the federal government to help

give our country fair access to credit when these international banks decide to stop lending. It was also made clear that these international bankers didn't get what they wanted last time so be ready for another collapse sooner rather than later.

We marched on Bay Street during one of our lunch breaks and brought Toronto to a crawl. There was a speech outside of one of the banks and then we were moved along. I was surprised at the low security presence in front of these banks and financial institutions, but maybe I just wasn't seeing them.

That about wraps up everything that was interesting to me at the convention. The CEP National website has the results of the agenda item votes, there are far too many to put in this letter. Again, I would like to thank you for sending me.

Now to the local news. As you know by now, Mr. Clarke's offer of us taking a 21% pay cut was defeated overwhelmingly at 4 out of 5 locals, I would like to thank the membership for listening to Mr. Clarke, and asking your well-thought-out questions with respect. Unfortunately, Mr. Clarke wrote back about how disappointed he was that we didn't even want to sit down and talk about any of it. To this all I can say to the membership, and you heard it from the man himself, is "It's 21%, I don't care how we get there but that's where we need to be, it's all or nothing". Well Mr. Clarke, our local has tried to meet with this company and give ideas, good ideas on how we can save money and improve production, but the company's way is to get it off the backs of the union. Our local finds you cutting positions again in our agreement which, in my opinion, is in violation of the A4 agreement. This move is extremely disappointing to myself at a time when it seemed like we were making good progress on our local issues. That being said we will be bringing some A4 language changes to the next general meeting which I encourage you to ratify as I do believe this will clear up a lot of issues that have been an ongoing problem around the gate hire language.

Again, please start to prepare yourself for a lockout, strike, or, as we have all seen, a lengthy curtailment. 2012 is just around the corner: don't be unprepared.

Doug Chisholm Vice President

Personally, I found Clarkes' letter a little odd and insulting. We had it made clear to us that although we could talk about how to get there this was to be negotiations for a new collective agreement. *Theirs!* Yet Kevin implied that *we* would not even at least enter into any level of discussion. Obviously disappointed.

We, to this point, have talked enough I feel. The union has offered to help the company on many occasions only to have our ideas fall on deaf ears. The company was only ever interested in raping and pillaging the contract. I am not going to get into whether or not the membership believe the economic outlook and realities put forward by Kevin as I believe it to all be a moot point at this stage. In my opinion the company has had one goal all along which was to get as much out of us as they could right now using the global recession as their crutch. He then goes on to say "Oh well. I guess we will have to try to find cost saving measures using the existing collective agreement." Excuse me? I think we, as a group, have tried that too. Then the final kick in the nuts; "You guys got any ideas?" Huh? Gobsmacked, me!. The membership has had their voice and it was clear. I am done talking with these guys. I am no longer interested in trying to help a company that obviously does not want it or need it. All they want is to gut and erode our collective agreement for their betterment. I am no longer wanting to undo 60 years of hard fought negotiations that our fathers and grandfathers sacrificed so much for. If they want help they can look elsewhere from now on.

Here is a link to a great article from the New York Times:

<http://www.nytimes.com/2010/07/31/opinion/31herbert.html>



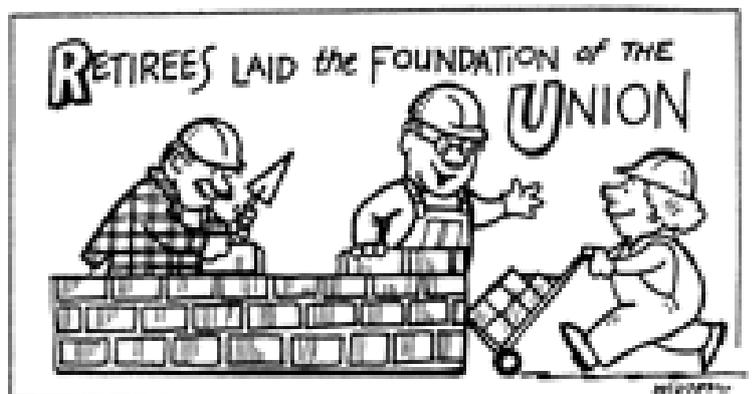
John Egresits Safety Officer

I want to begin my report by saying how pleased I was by the outcome of the vote that was held a couple of weeks ago. We cannot repair the damage done by this company's mismanagement by giving up wages and benefits. When it comes to safety this company has managed poorly as well. They do the minimum to cover their asses and the results are that we are injuring too many people. To date we have 10 MIRs and 5 LTDs. These stats are too high. Last week we had a contractor fall off a ladder and took a serious blow to his head when his head hit the floor. He experienced a headache along with some memory lost.

OH&S committee put on two four hour safety workshops on risk assessment. I thought the workshop was helpful. There were risk assessment cards and sheets to help workers to assess the hazards. I wish that our members were getting more of this kind of training.

I will be attending the company safety forum on Oct 14th so I will have some more information about how the other mills in the company are doing in regards to safety and I will give that report at the general meeting. Last weeks' Steam Plant shutdown seemed to go well in regards to safety. There was only one first aid as of Friday and we did have one incident, but for the most part it went well.

This concludes my report.



Randy Teichman
Trustee

Convention report

Hello to all. I haven't been in the mill recently as I have been renewing my first aid ticket and are now on my "forced" days off.

First, I would like to thank all of the brothers and sisters that gave me the opportunity to attend the CEP national convention. It was an eye opener to say the least. One thing I did determine is that there isn't a lot of free time for one to enjoy the sights.

To start off, the first day of the convention was on Sunday. The first resolution on the table and I thought this would be a slam dunk; we would throw up our hands and vote and then move on to the next resolution. Well after a lot of political posturing by several parties, it was determined that there would be roll call instead of a show of hands. That meant that each delegate who could vote had to step up to the microphone and state how they would vote. Well being as there were over 1400 delegates (though not all could vote), by the time all was said and done, the day finally ended after 8 pm. That was just the first resolution.

Days 2, 3, 4, and 5 were "better" as a lot was accomplished. Resolutions were voted on, some again were debated for a extended time. I guess when you have such a diverse group of people, opinions will be different.

I'll say it was interesting to listen and talk to the brothers and sisters and other locals. One has to remember, the paper sector is a small part of the CEP now, especially with the downsizing and closing of mills. The energy and media sectors are now very strong. At the banquet on Wednesday night, I sat with a media table. They have some very interesting views.

Part of the convention discussion was about the pipelines that are being considered to take Alberta bitumen south to the states and west to Kitimat to be shipped out. I didn't realize this but they have the technology now to ship the raw oil sludge through piplines without it being refined. This would be thousands of jobs lost. For example, in the States, new refineries are being built while Canadian processing is being shut down.

Also on the Agenda was a speaker from Algeria talking about the oil industry in his part of the world.

Another interesting speaker was James Galbraith, son of famed economist John Kenneth Galbraith. He gave a very informative talk on the recession and the root causes of why it happened. He simply said that it was fraud in the market place. This fraud was committed by mortgage lenders who preyed on innocent people by lending money out to people with no income, no jobs, or assets.

Ken Georgetti also gave a good speech and after he was done, all of the delegates walked down to Bay street and rallied there.

It's unfortunate that Jack Layton could not make his Thursdays' appearance. Though I'm not a federal NDP'er, I think he is the best speaker and leader by far. This is a condensed version of what happened at the Convention. A lot did happen, but this would be about 15 pages longer. If anyone would like to hear more, just ask me and I will gladly tell you more.

Again, I would like to thank the membership for sending me. I think that between the three of us (thanks to Jim and Travis), we did Local 592 proud.

See you at the General meeting October 25 at 7 pm.

<p style="text-align: center;">Roger Haggerty Trustee/Guard/Privacy Officer</p>
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First I want to say I'm proud of our 592 membership. We stood up to Catalyst with resounding 98 % "NO". Thank you to all the members that came to vote. I feel though that Kevin Clarke, the Board of Directors and the 3rd Avenue Group will keep coming wanting us to give away wages and benefits to help line their pockets. With Local 76 in Powell River voting "yes", Catalyst will start there I'm sure. At least now we know where all of this started. Local 76 obviously has an agenda or vested interest in giving back what many CEP members fought hard for. In Alberni we get mixed messages as the new management group in Alberni is working with the Unions. They have been listening to our local issues and dealing with them thru talks instead of arbitrations. The Union has been working hard and getting positive results with grievances, manning, apprentice posting and new wording on the Gate Hire policy.

From the Editor

Adam Currey

It's been a busy time for the local this month.

First off, we had the meetings with Kevin Clarke, Brian Baarda and Brian Johnston. I was glad that the meetings were far more courteous on both sides than some that I've attended in the past. When the level of civility in a situation like that erodes so can the level of communication and I was at least interested in what our upper management had to say.

Some of the things that I took out of the meeting that I attended:

- Clarke is determined to merge the company with someone else.
- After saying earlier in the summer that Snowflake was losing 2 million a month, Clarke now says that it has miraculously turned itself around and is making a small profit.
- Our Pacificote paper is a success for the company and the mill.

Roger and I had an opportunity to talk with Brian Baarda for several minutes after the first meeting. I expressed to him my frustration with the financial numbers that the company uses when they tell us how the company is doing, I find them misleading and somewhat dishonest. I am especially frustrated with the \$70 number that Richard Garneau liked to use in the press when he told the public how much an hour the employees at Catalyst make. Brian had some interesting comments on that one...

The vote on whether to talk to the company about concessions went the way that most of us expected it to: the answer was a resounding "no". Looking at 4 of the 5 local's votes, I think the message is loud and clear, if you want a reduction in pay or benefits talk to us in 2012. As Jim has

said many times in the past the vote was not about going to the company to discuss concessions, it was about getting a mandate either way from the membership of this local. This local is run as a democracy and after the wage delegates said “no” to the company several times on our behalf it was time for us to have our say.

The wage delegates have been in discussions with the company to get a mutually beneficial understanding of some of the gate hire language in the A4 agreement. After having seen the proposal I am optimistic that, if voted in, it will alleviate some of the friction between us and the company and we can put a lot of our concerns to rest. The executive should have a recommendation on this at the next general meeting.

The steam plant shut down seemed to go well for our crews in the mill. I'd like to thank all of the guys in the mill that cleaned up the steam plant, did firewatch, tankwatch, cleaned up the extra messy lunchrooms and came from other departments to do the maintenance. At the shut I got an opportunity to talk to some of the gate hires that used to work at Elk Falls. I was happy to hear that all of the guys from Elk that I went to trade school with have moved on to good jobs in other places.

I have been watching with great interest the sudden rise in the value of Catalyst stock in the last week, and with it the notice to Catalyst employees that there is a trading blackout. Although the email explains that the blackout is routine I cannot recall a notice like this in the past. It seems that some experts are curious as to why the stock has gone up as well; here is a link to an article on jump in stock and some speculation:

<http://ca.hotstocked.com/article/3034/catalyst-paper-corp-tse-ctl-pink-ctluf-stock.html>

Finally, I am happy to see the company move in a positive direction on hiring in the mill. As of Monday the company has hired a new millwright and there is an opening for an electrician. Although these new positions are to replace workers that are leaving the mill it is better than not replacing them at all as per past practice. The company seems serious about having some new apprenticeships in the mill. The two postings in

the steam plant are an acknowledgement that we need to deal with the impending labour shortage that is about to happen in that department. Although there are some details to be ironed out as far as how the positions will be filled, I am confident it will be worked out shortly.

I hope to see you at the meeting on the 25th.



The 2010 Local 592 Executive



COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA

LOCAL 592 PORT ALBERNI, B.C.

June 21st, 2010

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. 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

EXECUTIVE RECOMMENDATIONS
RECOMMENDATIONS ON GREIVANCES
09 BH 04
MOTIONS FROM THE FLOOR
GOOD OF THE UNION

ADJOURN 9:00 PM

GENERAL MEETING October 25th AT 7:00 P.M.