



LOCAL 592

PORT ALBERNI, B.C.

**F
FORWARD
L
LOOK**

October 2011

**Next General Meeting
October 17th, 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
October 17th, 2011
7pm**

Editors Notes:

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Communications

Jim VanDusen
President

The Wage Delegates have been extremely busy this past month. We spent a considerable amount of time preparing our presentation to Caucus and I am thrilled to announce that it went extremely well and was accepted by an overwhelming majority. With that result we will now begin preparing for our Pre- Wage Caucus Meeting. Our first step will be to send out questionnaires asking for your opinion on what items our local should be submitting for the up-coming agenda for the 2012 Bargain. A full report of our Wage Caucus meeting will be given at the General Meeting on Monday night.

The Wage Delegates were approached by the company and asked if we would consider opening our Apprenticeships to Local 686. As all our members have been working full hours for the past few months and with the Company saying that they believe that there is more work than people, we came to an understanding. We agreed to open our Apprenticeships, and leave them open, as long as the Company continues to provide all our current members with an average of 40 hours per week per month. The first month in which all our members do not receive their full hours we will again close them off to Local 686.

In addition the company is looking to hire a couple of labourers into our local and wants an understanding regarding new hires and how their hours will impact our decision to allow 686 to apply for our Apprenticeships. We came to a tentative understanding on this and will be bringing it to the membership for ratification Monday night.

I believe that our Apprenticeship Program is better off with Local 686 being included and I am pleased with this agreement. It is my hope that the company continues to provide work for all our members and Local 686

continues to be part of our Apprenticeship Program.

There are postings up for one Millwright and at least one Instrument Mechanic Apprentice. This is a great opportunity; if you are interested please contact Mary Ruel.

As I said, your Wage Delegates have been extremely busy. We were also called to a meeting to discuss the company's desire to add additional Maintenance Lead hands. The catch is that before they add anymore Maintenance Lead hands they want to have an agreement on their duties. They want the Lead hand to also fill in if the Supervisor is away. Believe me when I say that this was not an easy topic to discuss. We agonized over it for quite some time but in the end we thought we owed it to our members to at least sit down and try to come up with something we could present to our local. We had a couple of meetings but at this time the company is still reviewing it so we don't have anything to present. I was hoping to have something for this month's meeting but it doesn't look that that will happen. When we get it we will post it so you all can see it prior to voting on it. How much of our proposal they agree to will determine what our recommendation will be.

Doug, Adam and I attended the Western Region Conference last week. As always there were many good speakers and very good conversations with delegates from all three sectors. They changed the education format this year and instead of breakout groups discussing their own individual topics they had the entire group discussing the same topic. Following presentations on the history of unions, where we are now and the future of our union, we broke into small groups with representatives from each sector to answer questions. I thought the new format was a much better way to promote discussion and get the input they required. Again I thank the membership for allowing us to send three members to this Conference. It is crucial we get our new Executive members exposure to these types of things. As this was Adam and Doug's first Conference I will leave it to them to report in greater detail.

The last thing I want to comment on is the Steam Plant shutdown coming up in about a month. They are putting on extra people in some areas, extra shifts in others and of course our maintenance and Steam Plant

people will be crazy busy. In addition to the many Maintenance contractors in our mill they are also contracting out the Tank watch and Fire watch this time. I just want to stress to everyone, work safely. With the demanding workload, long hours, the congested areas and the great number of contractors unfamiliar with our mill the possibility of an injury is huge. Take extra care so no one gets hurt and everyone goes home to their families unharmed.

There are many things going on right now. There is important information you need to hear and issues you need to be voting on. We not only have issues in our mill that need our attention but with negotiations comingling up a few months it is imperative that everyone be fully informed on what is going on. We can make use of our blog, the Forward Look or the email list but none of those give us what we need, your input, your feedback. These are good tools to get information to you but that is a one way street. We need to hear from you. Not second hand in the control rooms and lunch rooms, we need you at our meetings. We need you to be involved.

Nominations for the Executive will be held next month, if you are interested in running for a position please come to the meeting and let your name stand. Next month I will be putting in a detailed description of each position to better help with your decision to run.

As I am going on vacation for 3 weeks I will not be at this month's General Meeting. I am going for a well-deserved rest (my opinion only) and I will be leaving you in the very capable hands of Doug Chisholm who will be acting President in my absence.

General Meeting Monday October 17th. Your involvement is essential.

Doug Chisholm Vice President, Operations

First of all, I would like to thank the membership for their continued support in my role as vice president. It is sometimes a thankless job and has many trying days. Being a “guardian” of the collective agreement and advocate for the members I serve is always a challenge when dealing with a company that seems to want to fight us every chance they get. Poor economic times seems to have given them the impetus to try and flex their muscle and show who is in charge, as if that will make us more productive and therefore turn this poor performing company around. I am proud of the work our members do despite our small numbers and increased workload. Many of our members put in long hours to try and get the mill running and keep it running and at the end of the day we have paper heading out the back of the door. It will be interesting to see come negotiations for our next contract how well our efforts are rewarded. The writing is already on the wall. Andrew Sum, an economics professor and director of the Center for Labor Market Studies at Northeastern University in Boston stated that he realized that the carnage that occurred in the workplace was out of proportion to the economic hit that corporations were taking. While no one questions the severity of the downturn — the worst of the entire post-World War II period — the economic data show that workers to a great extent were shamefully exploited. The two tier wage structure is on the horizon, in fact a sister CEP local in the east, signed a deal where new members would receive 70% of base rate for 2 years. Our CEO has hinted that this is a good thing. Why does a janitor make \$26 an hour? Because this is Canada and employers in the past saw to it to have their employees, their most valuable assets, treated with respect and given the ability to earn a living wage that they could raise their families on. That’s why! Publicly traded corporations are shareholder driven enterprises, whose primary responsibility is to minimize costs. Translation: pay your employees as little as possible while working them to death. Voluntarily increasing wages so that people earn a living wage for their efforts (that’s a novel idea) runs the risk of “offending” shareholders, who only care about one thing: the size of

their quarterly dividend cheques. That is my rant for now. We will have to wait to see what is on the horizon for us.

I was given the chance to attend the CEP Western Region Conference in Vancouver at the beginning of the month. Although Brother Haggerty was elected to go he was unable to attend due to other commitments and I went in his place. I want to thank the membership for allowing our delegates to attend this event.

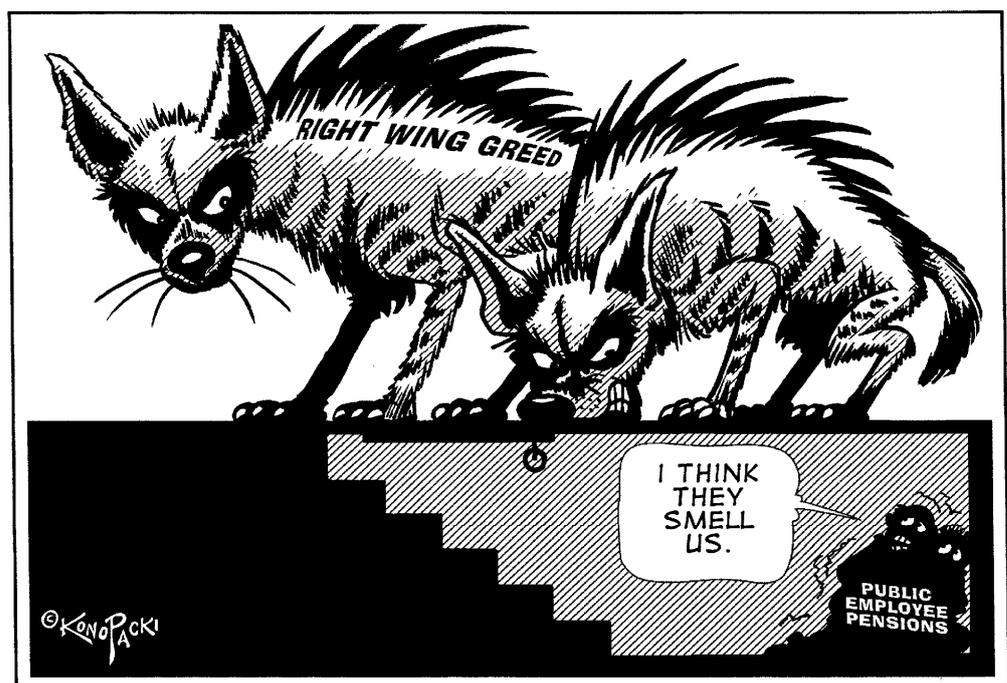
There were many speakers at this event and approximately 200 union brothers and sisters from all over the west and representing many different industries. The theme of the conference was definitely, in my opinion, about what can we do, as union members, to bring equality to all working people. How can we get the message out about what being in a union is all about? What are the challenges facing unions today? How can we learn from our past? What mistakes have we made and what can we do to make sure we don't make them again? What can we do to make sure our young workers are protected? We have challenges ahead and it is not going to be easy. We need to do what we can to not get pushed back into the dark ages of the labour movement. We have many tools available to us to reach the youth. Social Media is a vast reaching resource that would enable organized labour to get the message out. Our youth is our future. They need to be educated and organized if fairness and equality in the workplace is to survive.

The conference was also a place for our ideas to be heard. Tuesday was "World Café", a day of roundtable discussions with different groups of people trying to answer questions dealing with labour's past, present and future. Speakers included Joey Hartman, president of Vancouver & District Labour Council, Napoleon Gomez, president of the 250,000 member strong "Los Mineros" union in Latin America and currently living in Canada under exile by the Mexican government. Other speakers were Murray Dobbin who is a Vancouver based journalist, broadcaster, author and social activist for over 30 years. Marjorie Griffin Cohen, PhD is an author that has written extensively in the areas of public policy and political economy. All very good speakers...some had good opinions of where we are headed...some not so much.

There are many issues surrounding our natural resources. Keystone Pipe-

line, which the Federal Conservatives are hell bent on pushing through, will cost Canadians 300,000 long term jobs. This figure is unchallenged. These are natural resources that belong to Canadians and are being given to our neighbors to the south because Canada, as an "ultimate friend to the United States," is a reliable energy supplier because it doesn't "use oil or energy projects as strategic resources to achieve... foreign policy or political ends." Whatever, Stephen.

Well...that's enough from me for now. I hope to see you all at the meeting on the 17th. I will be running for re-election as vice president and am asking for your support in this vote. I hope there is a vote...step up to the plate and let your name stand for a position within the local.



Safety Report

**Dan Rogers
2011 Safety Officer/
Trustee**

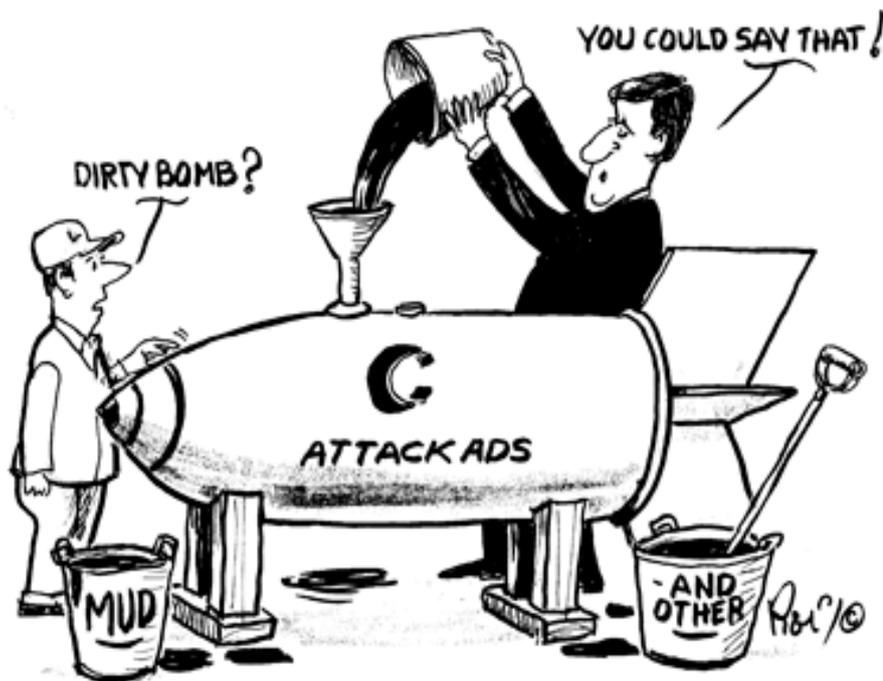
On behalf of our Safety Committee, I would like to welcome Heather Tomlynsen as our new Safety Manager. Heather's background in safety will only enhance our present Safety program. She brings her Safety Management skills from a cement plant in Alberta and I'm sure she will be a great asset to our program.

During the last week of August we handed out job hazard assessment cards during our gate promo. As a committee, we feel that using these cards to identify certain risks is a good way to help reduce the amount of injuries in the mill. After the new assessment cards are passed by the mills Policy Committee, Marc Bodin will be instructing your boss to make sure you've filled yours out. After an accident has happened and the accident investigation has been filled out it's good to see that any recommendations are complete.

On September 24, I had the privilege of being involved in a safety audit in the wood room yard due to an incident involving a front end loader. New sandwich boards were made to make truck drivers aware when the loader is hauling chips. Proper painted lines and arrows now direct the traffic and guide lines around the fire hydrant will provide better visibil-

ity. Thank you, Brian Chipman, for completing these recommendations. On July 7th a smouldering fire in the empty lot behind “E” warehouse of mill stores was reported. It was assumed that this fire started from a cigarette butt from someone outside our mill. The area has recently been cleaned of all brush to prevent any outsiders from hiding in this area. On August 11, I attended a maintenance safety meeting which Adam chaired. During this meeting the condition of our cranes and elevators was brought up. As a result we have a new engineer, Keith Elwood. Keith has been with us for only one week. However, his responsibilities may include elevator & crane maintenance. I will keep you posted.

Stay safe!



From the Editor

Adam Currey

First off, Jim, Brent and I attended the wage caucus meetings in Vancouver on September 30 and October 1st. The first order of business for the caucus was for Local 592 to make a presentation to be in the group that will negotiate the 2012 collective agreement. We had arguments in a Power Point presentation and Jim made a very strong case for us to be in the group. After a tabling of the motion until the following day and some very good questions, the group overwhelmingly voted for us to be in. I think the whole exercise, as well as giving the group an education on ins and outs of the A4, went a long way to repairing some relationships in the room. So the next step in the process is to prepare for pre-wage in February. In the next couple of months we will be getting the members of the local a survey so we can find out what is important to you in the next round of negotiations. Personally, I will be doing a lot of research on contract negotiations and rereading the contract book with a fine tooth comb.

On the 3rd, 4th and 5th, Jim, Doug and I attended the Western Region Conference. I would like to thank the membership for voting for me to attend. Some of the highlights:

- The Western Region is attended by members from all CEP locals, not just pulp and paper. We separated into discussion groups and I had the opportunity to discuss with them the issues their industries are facing. The discussion groups also discussed a set of questions on the past, present and future of the organized labour movement. The answers were compiled in a survey that was given out at the end of the conference. Anyone interested in the results can contact me if you would like to see them.
- There were a number of speakers at the conference, among them NDP leader Adrian Dix, BC Federation of Labour leader Jim Sinclair and CEP leader Dave Coles. My favourite speaker was a Mexican

labour leader named Napoleon Gómez Urrutia. He has spent the last six years in exile in Canada while leading his labour group Los Mineros despite bribe attempts, death threats and charges of fraud from the Mexican government that were deemed false by both international auditors and the federal courts. Listening to his story reminded me how far the labour movement has come in this country.

- There was a lot of talk about what must be the two most important issues currently facing the labour movement. The first is the Keystone pipeline that would, if completed, bitumen from Alberta to the US for it to be refined there. With the exception of some temporary construction jobs, I can see no benefit for Canada for this project. All this does is pipe good, high paying union jobs down to the states to profit international corporations. The fact that this is going on with very little media attentions is shocking. The other issue is the Conservative government's increasing assault on our right to strike. The government is not only legislating public employees back to work, like it did with postal workers by sending them back for LESS than Canada Post was offering. It is now willing to send private employees back to work as well as it has threatened to do with Air Canada flight attendants. The reason: a strike would hurt the economy. One of the most important rights in a first world country, along with freedom of speech, freedom of assembly and the right to vote, is the right to strike. We have three and a half more years of this government; they will certainly be a pivotal time for unions.

Overall, going to the Western Region convention was a valuable learning experience that I am glad that I was able to attend.

See you at the next meeting...

Laughtivism

Yes Magazine/CALM

HUMOUR IS a powerful tool for change. People have used parody, satire, pranks and hoaxes for centuries to humble the bad guys and inspire the good ones.

In 1967, Abbie Hoffman—a political and social activist who co-founded the Youth International Party or Yippies)—incited a money grab at the New York Stock Exchange. Hoffman and other Yippies, threw 300 one-dollar bills from the stock exchange balcony onto the trading floor. As the brokers grabbed for the cash, trading ground to a halt. The stunt mocked the unregulated greed that continues to reign on Wall Street.

The early 16th century was an era of religious persecution in England. In 1702, Daniel Defoe—journalist and author of *Robinson Crusoe*—published a fake political pamphlet “The Shortest Way with the Dissenters.” In it he proposed that, rather than barring non-Anglicans from political office, it would be faster and easier to exterminate them. The ruling class of Anglicans were so humiliated that they had Defoe briefly imprisoned, during which time he produced some of his most wonderful writing.

In November 1943, a fake issue of the Belgian newspaper *Le Soir* was published by the Front de l'Indépendance, a Belgian resistance organization. The paper looked real, but a closer read revealed biting satire about the Nazi occupation. Some of the publishers were sent to concentration camps, but their brazen humour gave many Belgians the courage to resist the Nazis.

In 2008, U.S. climate activist Tim DeChristopher, a student at the University of Utah, went to protest a federal auction selling rights to drill for oil and gas in the Utah wilderness. DeChristopher attended the auction and when a door attendant confronted him asked him if he was a bidder, he said yes. He was given an auction paddle, bid, and won 14 parcels of land. When the auction house finally caught on, DeChristopher was arrested, fined \$10,000 and sentenced to two years in prison.

The Yes Men, Andy Bichlbaum and Mike Bonanno are famous for hacking corporate websites and impersonating corporate hacks and fooling the mainstream media.

In 2004, the BBC fell for a phoney website the two had constructed to mimic Dow Chemical's website. The website included an explanation of why Dow and its subsidiary, Union Carbide, hadn't taken responsibility for the 1984 Bhopal

disaster. The BBC booked a Dow Chemical spokesperson named Jude Finisterra, who turned out to be Andy Bichlbaum, to comment on the anniversary of Bhopal.

During the interview, Finisterra (Bichlbaum) announced that Dow was planning to spend billions of dollars to clean up Bhopal. Major news wires picked up the story, and within 23 minutes, Dow's stock price fell by 4.2 per cent—a \$2 billion loss.

- www.yeslab.org and www.yesmagazine.org



"Toxic to workers and the public?... Your health and safety report is toxic to the company stock price!"

Vacation time stats

UFCW/CALM

THIRTY DAYS – the number of statutory holidays workers in Finland, Brazil and France enjoy every year

10 days – the number of statutory holidays that Canadians are entitled to each year—lowest of 40 countries in an international survey on vacation time
two weeks – the number of paid vacation weeks most workers in Canada are entitled to after being on the job for more than a year

47 per cent of Canadian workers report they need a vacation more today than they've needed one in four years

54 per cent of Canadians report they used all their vacation days—they also report feeling better about their jobs when they return

22 per cent of Canadians report cancelling vacation plans because of work

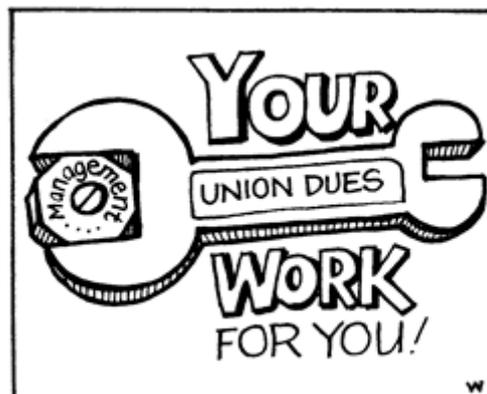
24 per cent of Canadians prefer to stay at home during vacation—a “staycation”

59 per cent of Canadians have vacationed in their home province

14 per cent of Canadians report feeling guilty about taking vacation

49 per cent of Canadian employers report that they expect workers to check in periodically while on vacation

Source: Canadian Centre for Policy Alternatives (CCPA) Mercer survey – Employee statutory and public holiday entitlements



CPP protects workers from market meltdown

by Ken Georgetti/CLC/CALM

when you thought the 2008 global financial crisis was an ugly memory, the stock market roller-coaster is back with a vengeance, and we're along for the wild ride. Across the world, investor fears over sovereign debt and sluggish growth have ignited a loss of confidence and a flight from risk.

Workers trying to save for retirement are watching in frustration and disbelief. In the space of one week in August, Canadians with equity mutual funds watched 10 per cent of their retirement savings evaporate.

Defined benefit pension plans also lost money during the summer's carnage in equity markets, but only about four per cent of total assets.

The gyrations come less than three short years after the last gut-wrenching plunge in equity markets. In between, indexes like the Toronto Stock exchange did not even manage to return to their previous highs—which is why many RRSP portfolios have failed to recover from devastating market losses three years ago.

Mutual fund investors in Canada have, in the meantime, been charged management fees that are among the highest in the world. Whether you win or lose at the blackjack table, it seems, the dealer takes a cut.

To be sure, all of this turbulence is good for hedge funds and speculators, who rely on market volatility for outsized returns. But is this any kind of sane way to ensure that retired workers have decent incomes in old age?

The current market swings are a reminder of just how costly and irrational the shift from defined benefit to individual savings plans really is. Think about two individuals retiring this week from a lifetime of work—Steve and Ted.

Steve is a member of a large defined-benefit pension plan, and knows exactly what his retirement benefit will be. That's because pension plans, which pool risk across generations and spread it over many years, can roll with the market punches and recover from temporary losses far better than individual portfolios.

The Canada Pension Plan is a perfect example. Canadians retiring this week with a CPP pension will get the full amount to which they are entitled, as will those retiring next year and beyond. Large funds like the CPP have professional investment managers who typically secure higher returns than small fry investors, who lack the knowledge and access that institutional investors enjoy.

As a member of a defined-benefit pension plan, Steve can proceed with his retirement plans despite the market turbulence, confident in the knowledge that his retirement benefit is secure, protected against inflation, and provided for life. Imagine Ted, on the other hand, with a Registered Retirement Savings Plan (RRSP). Unlike many of his friends, Ted has been lucky to have an employer who chose to offer a group RRSP at work, even if Ted's boss opted not to pay into his RRSP.

Ted has dutifully contributed a portion of every pay cheque for years, in anticipation of his retirement date. But for Ted, as with other individuals with retirement savings in private individual accounts, everything depends on market conditions.

The drop in the value of Ted's retirement portfolio on the eve of his retirement means that he will either have to put up with a permanent loss of retirement income, or postpone retirement until he can recoup his losses—with no guarantee that markets will rebound even three years from now.

Make no mistake, defined-benefit pension plans lost money in equity markets during the summer, but only about four per cent of total assets—far less than the haircut small investors received. But most importantly, time is on the side of pen-

sion plan members. This is not so for retail investors with individual retirement savings accounts.

Three years ago, the prime minister reassured us that a tumbling stock market signaled new buying opportunities. Great advice for high rollers, but not so good for Canadians trying to plan for retirement. Amidst persistent market turmoil, it's clear that we need the stability and protection of Canada's secure and enduring national pension plan more than ever. It's time to expand the Canada Pension Plan.

- *Ken Georgetti is president of the Canadian Labour Congress.*

