



LOCAL 592

PORT ALBERNI, B.C.

# FORWARD LOOK

**Next General Meeting  
September 13th, 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  
September 13th, 2010  
After the 7pm Special Meeting**

**Editors Note:**  
**PERSONAL ARTICLES PRINTED**  
**IN THE FORWARD LOOK MAY**  
**NOT BE THE OPINIONS OF THE**  
**EDITOR, EXECUTIVE OR THE**  
**CEP**

## **CHANGE OF MEETING DATES** **FOR SEPTEMBER**

**We are holding 2 Special Meetings on September 13<sup>th</sup> at 2pm and 7pm. These meetings will be to provide information and conduct a vote to find out if the membership of Local 592 wants the Wage Delegates to negotiate a new Collective Agreement.**

**We will be moving the September 20<sup>th</sup> General Meeting to September 13<sup>th</sup>, immediately following the 7 pm Special Meeting**

# Communications

**Jim VanDusen**  
**President**

**Well I guess everyone is aware that the company has approached us again regarding a new concessionary Collective Agreement.**

**At our August 23<sup>rd</sup> Presidents Council meeting our new CEO, Kevin Clarke, and our CFO, Brian Baarda, gave an update of Catalyst's financial status, a brief competitor's and industry review and a detailed review of their action plan to return the company to financial stability.**

**He explained that a critical element of this action plan will be establishing a new Labour Agreement. We were provided with a presentation of what that new Labour Agreement would look like and without going into detail, they are looking for an overall reduction of 21%. Kevin Clarke said that he strongly believes we have until the end of the month to get a new Collective Agreement in place.**

**There was no discussion or debate with the company during this presentation and the only questions were questions of clarification.**

**Kevin Clarke and Brian Baarda will be conducting meetings in each of the affected communities September 7- 10. This will ensure that everyone hears the information first hand from senior representatives of the company and be able to ask questions directly to them. Our meetings will be held in our Training Center on September 7<sup>th</sup> at 8:30 am and 1:00 pm. We encourage all our members to attend one of these meetings.**

From our first meeting, well over a over a year ago, it has been the position of your Wage Delegates that we have already given this company enough with our A-4 Agreement and that Local 592 is not in favour of giving up further concessions. We have absolutely no reason to think that this position is not accurate, however, with the company again talking CCAA, we feel that it is time our membership had the opportunity to speak for themselves.

Initially it was my understanding that all the Catalyst locals were going to go to their memberships for a vote on this. I am now getting conflicting reports and at this time I am not sure if votes will be conducted in the other locals. Regardless of their intentions, I still feel that the members of Local 592 have a right to be heard this time

We are holding 2 Special Meetings on September 13<sup>th</sup> at 2pm and 7pm. These meetings will be to provide information, express your opinions and conduct a vote to find out if the membership of Local 592 wants the Wage Delegates to negotiate a new Collective Agreement.

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Just a reminder that anyone that wishes to include their address on the list please send me an email and simply write something like "add me to the Local 592 email list." My address is [ivan-dusen592@gmail.com](mailto:ivan-dusen592@gmail.com) there is also a link to my address on our blog site. I would appreciate it if you send me personal email addresses, as I prefer not to use the company email system if at all possible.

Brent Hamelin  
Vice President

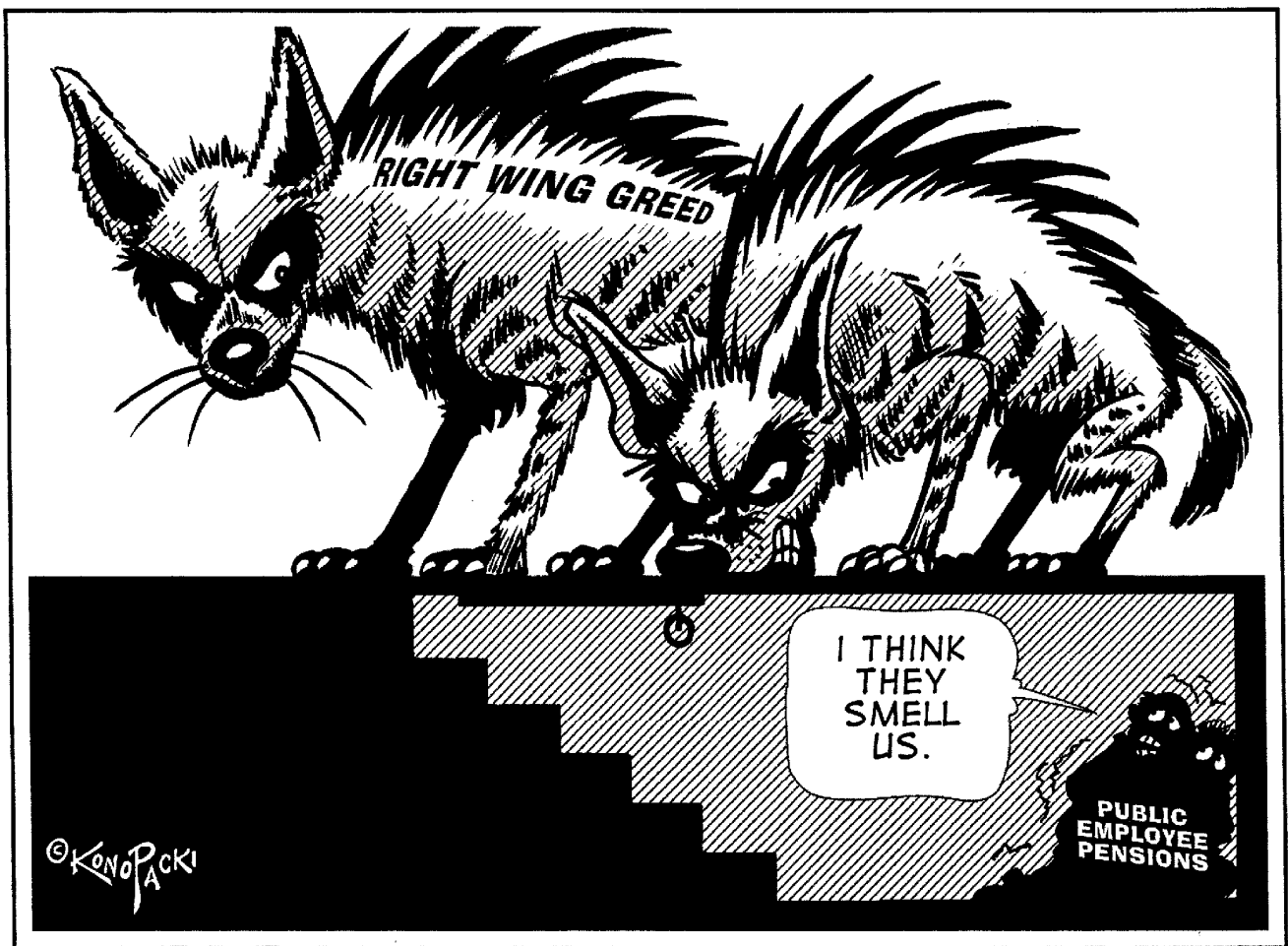
The big issue on everybody's brain this month is the request from the company that we open our collective agreement and hand over concessions amounting to more than 20%. I don't want to spend a lot of time talking about the details of how or why we are voting, but I would just like to say the important thing that comes out of this exercise is the fact that the entire membership will be making the decision whether or not we open our collective agreement.

In the past month postings have gone up in different areas of the mill, a vibration job and two 686 postings were filled. Other postings in the steam plant still need be decided, and we have concerns regarding seniority and testing. Seniority and testing will become even greater concerns as more people retire and jobs become available to our membership. I hope we can find some common ground with the company so that this process is fair to everyone applying for the jobs.

Our wage caucus committee has been working on gate hire temp trade language and should have something to report on by next month.

See you at the meeting September 13<sup>th</sup>.





### 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)

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| <b>Travis Goodyear</b><br><b>Vice President</b> |
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Hi everyone.

I hope you had a good summer. I would like to start by saying that in all honesty the mill management and our local seem to be working better together these days. For how long is anyone's guess, but I'm hoping it will continue.

We have recently come to an agreement on the interpretation of the gate hire policy; we will be asking you how best to improve the language on this issue in the coming months. So far, we haven't heard what the company is going to do about the floater grievance and its interpretation in our mill, but we are standing by the judgement of the arbitrator and will continue the fight this one. The MacMillian Bloedel benefit arbitration is coming up soon and I'm hoping for a good outcome there also. Our free stores arbitration is scheduled for late January.

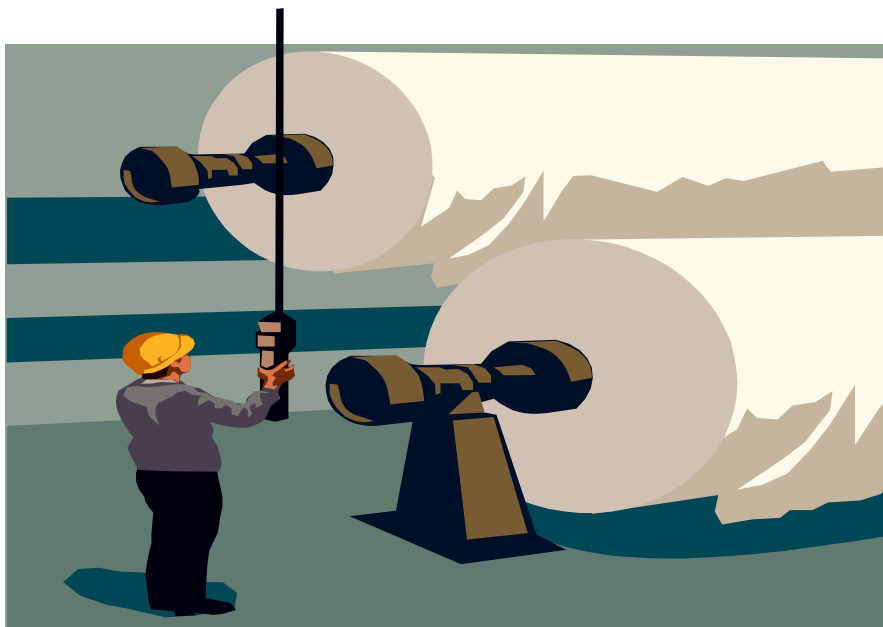
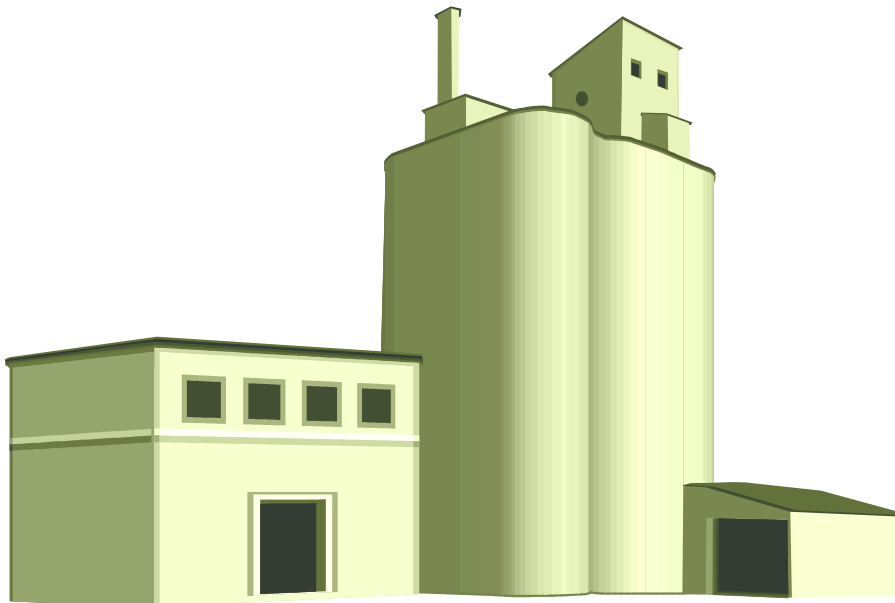
Now, as all of you are probably aware, the company is taking another run at us. Kevin Clarke will be addressing our membership in the next week or so to explain the company's position. I urge you all to attend one of the two meetings and ask your questions at the end of his presentation. 21% is a lot to ask for with no clear way out of our debt situation, although it would make us easier to sell. The big question is: do you want to work for 21% less? We will be having two special meetings on September 13<sup>th</sup>, you will get your say on whether or not you want your wage delegates to negotiate a new 5 year deal that will put us out of caucus and, if the pension adjustment goes through, we would be out the pension plan too. My personnel opinion is that we have a contract that is valid until 2012. This company doesn't seem to know what a long term contract looks like. 5 years, we can't go 5 months without threats and the crap that goes along with it. My opinion is that we should wait until 2012 and only give them a 2 year



deal then.

2012 is just around the corner, and who knows what else is in store for us. I urge you to start saving for a work stoppage, lockout or layoff. It's not that far away.

That's all I have to say this month. Please show Mr. Clarke that we are good workers and we want our jobs, but not at all costs.



## **John Egresits Safety Officer**

One can tell a well run company by the efforts it puts into safety. The effort this company puts into safety speaks volumes to way this company is being run. There are more injuries throughout the company and they are of a more serious nature. Our sister mill at Powell River has experienced this first hand. Our mill to date has been fortunate in that we haven't experienced these types of injuries. Yet in the last two months we have experienced a lost time incident. A worker injured his knee when stepping off a boat onto a boat ramp. Yes, we have been fortunate, but I believe that there is still a lot of potential for serious injury is out there.

Let's be honest for a moment. These last two years of downsizing have put our members at more risk to injuries. When older workers are over stressed and over extended in their workplace duties we see more injuries.

Not much has changed in the way management goes about safety in our mill. This is why I want to ask our members to not take chances with their own safety. Be proactive and look at risks involved in their job tasks.

In today's ( Sept. 5th) Province News paper there is a good article on Asbestos in the workplace. I'll see if I can get that article out. This concludes my report.

**Randy Teichman**  
**Trustee**

**It's hard to believe that summer is almost over. The nights are colder and the showers have returned. This seems to somewhat reflect the mood in the Mill. Some had that warm and fuzzy feeling that with new a CEO things would improve. I actually thought that maybe this man would direct his energy into making paper and improving mill production. I guess I was wrong. The agenda seems to be again an attack on labour. Labour seems to be singled out for causing Catalyst all it's misfortune.**

**In recent years, this local has given up a lot so the company could run this mill more cost efficiently. We enabled them to start up #4 paper machine, the best in the company. How much more can we give?**

**If you have any questions, the CEO, Kevin Clarke, will be in the Mill for two meetings on Tuesday Sept. 7. Whether one attends is his or her own prerogative. My thoughts are that maybe he should stay in Richmond and save the expense of coming here.**

**Just a reminder, the General meeting has been moved up one week to Sept. 13. The two special meetings will also be held that day. See you then.**

# From the Editor

Adam Currey

It has been a couple of months since the last Forward Look, and overall it was an uneventful summer on the union front. That is, until the company came looking for new concessions.

In that time, the Richard Garneau era ended at our company. Garneau will be remembered for his fierce resolve to cut labour costs and property taxes. He will not, however, be remembered for his communication or negotiating skills. According to the Vancouver Sun, Garneau received \$ 346,000 in pension money in 2008 on top of his salary. In 2009, that more than doubled to \$722,000. That was the same year that many in management at our mill had their pensions slashed, many with decades of contributions. That's lousy leadership for a CEO that was asking for sacrifices from his employees. This is the same guy asking for over 40% from the guys at Elk.

Seeing company pensions slashed like that is as good an argument as you will see to never, never tie your pension to a company. Luckily for us, the union brothers and sisters in the western caucus that set up our pension had the foresight to take that money out of the companies' hands. This made it impossible for them to borrow against it or for it to go to creditors if a company went bankrupt.

The locals that belonged to AbitibiBowater weren't so lucky. By the time the company went into bankruptcy protection the company had seriously underfunded their contribution. This led to the difficult decision by the members to cut wages and benefits by

over 20% to make up the difference.

Now our new CEO Kevin Clarke has said he is asking for the same cuts as Abitibi, even though we don't have a pension shortfall to make up (he also slipped in a few other things like a cap on holidays at 5 weeks. Very sneaky.) In my opinion, the company should spend its time dealing with other issues, like what to do with two permanently shutdown facilities and Snowflake, which is losing 2 million a month.

I had the opportunity to meet Clarke when he first took the job, and compared to the heavy hand of Garneau I am cautiously optimistic. To his credit, he has a tough job ahead of him. The company is extremely top heavy in debt. As opposed to Garneau, he had the uprightness to officially shut down Elk Falls, not leave the employees hanging onto a mill that he never intended to reopen in order to starve a better deal out of them.

On a good note, I am happy to see that relations with the company inside the mill have improved as well. Our list of ongoing grievances at the hall has gotten smaller in the last couple of months. Management has become more cooperative and that has led to quicker resolutions to problems that should have to be grieved in the first place. This is good for the local and the company. I am glad to see it and I hope it continues.

Finally, the executive spent some time over the summer taking a look at the local's bylaw book, which has not been updated in a number of years. Some of the bylaws are quite outdated, some are redundant and some bylaws even contradict others. In the next couple of months we will be going to the membership with several notices of motion that, if voted in, will steam line the book and

make things less confusing when looking up the rules. It will make the meeting a little more tedious as I read out all of the potential changes, but it is long overdue.

I hope you all had a good summer. See you at the next meeting.

## Forestry worker abuse connected to cutbacks

NUPGE/CALM

OFFICE CLOSURES and staff layoffs dating back to 2003 in the B.C. forest and range ministry have steadily reduced the ability to monitor private operators contracted by the province.

After reports of severe abuse, the B.C. government suspended a \$280,000 contract with Khaira Enterprises Ltd., which had a contract to clear brush in the area.

Twenty-five workers, many of them recent African immigrants, were found living in squalor without proper accommodation, drinking water or bathing facilities.

The B.C. Federation of Labour investigated the Khaira situation and produced a report that itemized the abuse:

- no safe drinking water at camp; workers told to drink from a nearby creek
- no toilet facilities at the camp
- daily shortage of food and malnourished workers; breakfast consisted of bread, jam and peanut butter; no lunch provided
- improper food handling; unrefrigerated chicken served most nights
- unsafe transportation of workers in overloaded and unsafe vehicles
- underpayment and non-payment of wages including cheques

returned by banks due to insufficient funds

- employment standards violations, including misrepresentation of hours worked
- physical and verbal abuse of workers
- workplace racism
- death threats to workers
- refusal of adequate medical treatment for injured workers
- failure to report workplace injuries to the Workers' Compensation Board.

The B.C. Government and Service Employees Union says the situation is connected directly to sweeping cuts that date back to the first term of office for the Liberal government of Gordon Campbell.

The union says district offices were closed and staff responsible for contract monitoring were laid off. The contracts contain standard language requiring minimum living conditions for camp workers. "It's not rocket science. If we have fewer bodies on the ground and virtually no presence in communities where the work is being done, we won't have reliable monitoring and enforcement," says Byron Goerz, chair of the union's environmental, technical and operational component.

Since forming government in 2001, the Liberals have eliminated more than 1,100 jobs in the ministry of forests and range. This year, 204 more ministry jobs are being axed—62 per cent from compliance and enforcement and field operations. Another 42 positions are being eliminated this year.



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

23 Letters and circulars received and filed.  
1 Marked for discussion

### UNFINISHED BUSINESS

**Notive of Motion:** If a laid off member does not work 80 hours in a pay period they will not be required to pay the assessment for Elk Falls support.

### NEW BUSINESS

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

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| <b>GENERAL MEETING September 13th AT 7:00 P.M.</b> |
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