



LOCAL 298 NEWSLETTER

"What We Desire for Ourselves, We Wish for All"

Issue #3 Volume #10

cep298@monarch.net

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April 2006



April 28th The Day of Mourning

Published by CEP Local 298
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Executive Officers For 2006

		<u>Tel #</u>	<u>Work Local</u>	<u>Job Title</u>
President	Don Klie	632-1352	2367	Pipefitter
1st Vice President	May Murphy	632-5201	3451 or 2568	First Aid/Stores
2nd Vice President	Paul Wilson	632-5622		Millwright
Financial Secretary	Jonathon Gardiner	638-0088	3513	Steam Plant
Recording Secretary	Dave Burrows	632-5045	3510	Pulpmill
Inside Guard	Dino Stamatakis	632-7199		Shiploader
Outside Guard	Bill McEwan	632-3183		Lagger
Trustees	Dave Andrews 3yr	632-2932		Instrument Mechanic
Trustees	Derek Smith 2yr	639-3022		Millwright
Trustees	Gary Drake 1yr	632-2905		Lubrication Mechanic
Chief Shop Steward	Steve Dudra	632-3850		Tool Crib

Committees

Standing Committee: Mary Murphy, Paul Wilson,
Steve Dudra, Dan Belleville
Ed Da Costa

Wage Delegates: Frank Verde, Jack McCamy,
Dennis Urbanowski, Don Klie, Mary
Murphy

Job Evaluation:Kevin Read, Ralph Johnston,
Arnie Carrita

Rehabilitation & Reintegration: Mary Murphy 1yr, Pat Williams 3yr
Steve Dudra 2yr

Employee\ Family Assistance: Mary Murphy, Gary Ewanski,
Peter King, Ilona Kenny

Pensions:Gary Drake, Don Klie, Gary
Ewanski

Sunshine Committee: Dorothy Birkett

Contracting Out:.....Derek Smith, John Miller, Dino
Stamatakis, Kevin Gentile

Central Safety:.....Mary Murphy, Dan Belleville,
Alfie Poellot, Jon Gardiner

Apprenticeship:John Burget, Paul Wilson, Rick
Wittmann

Women's Committee: Kelly Ruff, Mary Murphy,
Brenda Tewnion

Chief Shop Steward	Steve Dudra
Yard & Stores	Mary Murphy
Janitorial	
Raw Materials	Mike Holland Arnie Carrita
Steam Plant and Pulp Mill	Andy Sanwald Richard Crockart Lucky Bhullar Dave Burrows Kevin Read Jim Harrison Cary Manahan Arnie Lepisto
Shiploaders	Dino Stamatakis
Warehouse\Dock	Jason Smith
Maint. Pipefitter	Al Hummel Dan Belleville Kristen Eck
Electrical	Rick Wittmann Wayne Villemere Elvis Resendes
Inst. Mech.	Pablito Mendoza
Millwrights/Oilers	Steve Dudra
Millwrights	Derek Smith Paul Wilson

Is there a mistake in this list of shop stewards or committees? If so, please let the office secretary know and we will correct it.

Newsletter Editor: Don Klie donklie@telus.net

WARNING!!!

THIS NEWSLETTER IS RATED:

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FOR UNION!

This newsletter is solely for the entertainment and information of the members of CEP Local 298. The Newsletter is available on the internet at the Local 298 web page or by sending your email address and making a request to the editor.

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Editor: Don Klie

UNION NEWSLETTERS DON'T WRITE THEMSELVES!

I'M NOTHING WITHOUT INPUT!

ME NEITHER

SEND US YOUR NEWS & VIEWS!

**Deadline for submissions
For May 2006 Newsletter
May 18, 2006**



President's Report

Depressing Times

By Don Klie

Around 1995 a report prepared for the Pulp and Paper Industry described the industry in Canada as a marginal industry. By that it meant that our industry's main consumer was the Americans and as such we supplied the markets that the Americans themselves could not meet; our industry existed on the margins of the market. The report explained that during normal economic times the American industry wasn't able to meet the need in their own country and the Canadian companies filled that void. However, during downturns in the economy there was usually a glut of product on the market with the American companies fully capable of filling the demand. This intern required the Canadian companies to reduce the price for their products, find other customers or reduce their output, or a combination of any of the three.

One of Canada's key advantages over the last several years has been the low value of the Canadian dollar as compared with the American dollar. The advantage is becoming much less these days. While a higher Canadian dollar makes it cheaper to pay for imported goods it raises the price of our products to our international customers (70 to 80% of everything Canada produces goes to the United States).

A couple of other things have been occurring in Canada: many of our pulp and paper companies are being taken over by international companies (while our dollar was low – undervalued?) and there appears to have been a moratorium (or strike) on investment capital into upgrading the mills from these companies over the last 20 years.

Many mills back East have been shutdown completely or partially. Many of those mills were older and smaller. In the West we have seen a large reduction in the forest industry as a whole since the 1980's. Over the last ten years or so the pulp and paper industry has not only reduced their manning in the mills, the mills themselves are now starting to close.

The pulp mill in Gold River was the first modern mill (?) to completely shutdown (Ocean Falls closed for good in the '80's). Prior to that there had been mills that were struggling to stay afloat and managed to do so by closing parts of their operations (as an example, Local 76 at Powell River at one time had the largest membership, over 1200, of any of the pulp and paper wage caucus locals; today it only has around 370).

The mill in Prince Rupert has been closed for sometime and is unlikely to reopen. The Port Alice mill has just reopened after being mostly closed for



the past few years. Last October the industry was shocked by the news that Weyerhaeuser was closing its profitable mill in Prince Albert, Saskatchewan. Last Christmas, Woodfibre in Squamish announced that it would be closing in March 2006. The Port Alberni mill shutdown one of its paper machines last year. The Domtar paper mill on Annacis Island in the lower mainland announced during the strike in 2003-2004 that it was shutting down one of its paper machines and late last fall announced that the mill was for sale (and there is speculation that the mill could be closed if no buyer could be found). Our own sister mill in Hinton has recently announced that it was shutting down one of its pulp machines. In Prince George, Canfor has announced that it is creating a stand alone income trust consisting of the assets of the Northwood, Intercon and PG Specialty Papers mills (companies like MacMillan Bloedel and Fletcher Challenge also separated their forest handling operations from their pulp and paper mills, and we've seen what happened to those companies – they got out of the business altogether).

There are other changes occurring in the industry. This edition of the **Newsletter** contains a number of articles from other publications and sources that hopefully will help to better inform you as to what is going on and what the union's response to those changes are.

Start Saving Now For the Strike

Negotiations are just two years away. Economically, it doesn't look like we will be in a very good negotiating position. However, West Fraser has continued to be one of the top performers in the forest

industry. Changes are occurring and the best ways for us to deal with the changes are through the union.

I believe some of the issues that are going to be front and centre on the Union's agenda, at least locally, will be some issues unresolved from 2003. Benefits for retirees such as full medical, extended health (including vision and travel) and dental coverage all paid for by the Company.

These benefits, if past on to the current retirees, would address some of the issues that bothered many union members when we agreed to go to a contributory pension plan and decided to end the retroactive increases to those already retired. There is also a large degree of self interest to those of us still working, with such a large number of us retiring over the next 10 years.

The blue card for directly paying for items covered by our extended health plan is an item that resonates with many members. Especially considering that the main reason the Company doesn't want to provide this benefit is that it would make it easier for individuals to receive the benefit (by not having to mail in receipts for rebates) and thus making the Company pay the full amount of its commitment.

The 10-hour shift for day (maintenance) workers. Prior to the last set of negotiations the Company stated they were not interested in the compressed workweek for day workers because of all the unscheduled production interruptions caused by mechanical failures and other operational problems. Since February 2004 our mill has been improving production at record breaking heights. Improved production reliability from reduced mechanical failures has been accomplished.

Last year the Company told the Union it still wasn't interested in the compressed workweek for day workers because they were concerned, should there be a mechanical failure, about their ability to get a response from its maintenance workforce over the long weekends. One possible solution to that issue, having a two shift schedule, Monday to Thursday, Tuesday to Friday, didn't interest the Company.

Recent attempts by the maintenance department to get maintenance crews to work 10-hour days on the digester overhaul seems to suggest that the maintenance management might be changing their view on the 10-hour shift. However, the proposed shift was an attempt to avoid allowing the maintenance crews to earn banked time. While the overtime premium is a nice incentive to work overtime, it really isn't as nice as being able to earn banked time. A four-day, 10-hour shift just might address some of the Company's concerns about banked time. The Company was willing to incur the overtime costs, just not the extra burden of covering

for the additional time off. There certainly appears to be a possible opening here.

I'm sure there are other issues out there (my personal favourites are the definition of union dues and the granting of time off) and I would encourage people to start thinking about them and promoting them among other members so you have the support necessary to get it on the wage agenda and to give them some teeth at the negotiation table.

Also, as others before me have encouraged, be prepared for a possible strike in 2008 by putting some savings aside; the best place to start is the Union's Futura 298 account at Envision Credit Union. Each month you put in \$50 and union puts in \$8; and it also had a preferred interest rates and conditions.

Congratulations Alex Kotai on your Retirement

(picture and article copied from Reel News.)



After 33 years of dedicated service, Alex Kotai, Mill Stores Counterperson, will be retiring on August 1st, 2006. Alex's last day worked at Eurocan was Friday, March 10th. He plans to use up his outstanding vacation, etc. prior to his official retirement date. Alex joined Eurocan on September 21st, 1973 as a Lagger in the Pulp Mill Maintenance Department. Alex was awarded a Pipefitter/Steamfitter apprenticeship on May 12th, 1974 and successfully completed same on September 12th, 1977. Alex transferred to Mill Stores on August 24th, 1992 into the position of Stores Counterperson, a position he has held until his upcoming retirement.

1st Vice President's Report***Union Counsel*****By Mary Murphy**

(Mary Murphy, Ilona Kenny and Peter King recently attended a Union Counsel training course at the CLC's Winter School at Harrison Hot Springs. Below is Mary's report with some help from a fellow student. Editor.)

Facilitated by Ilene Brady from CUPW, and Pam Anderson from United Way.

Pam – a highly energetic, knowledgeable, and a breath of fresh air.

Ilene – kept the program on the line.

Main components of the course, to listen, refer, and to follow up.

Workshops around centred acquiring learning skills and applying them to different areas where help may be required, whether help is requested, or recognized.

Also, addressed attitudes around alcoholism.....
– lying is a prostitution of the mind...

Attending the course, Ilona Kenny, Peter King, and Mary Murphy. Certification received were Level I, Ilona Kenny and Mary Murphy; Level II, Peter King

Union Councilor Level 1

The effects of a stressful worksite must be addressed at the grievance level, but they extend beyond this. Even if an issue is resolved, our members continue to experience the negative effects of stress: they range from irritability, anxiety, depression, substance abuse and a sense of hopelessness. The effects don't just end at the end of the workday -- brothers and sisters take the stress home, impacting their families.

Whether the source of stress begins at work or at home, members need the skills in order to deal more effectively with mental and emotional difficulties. Union counseling is not about providing therapy but it is about recognizing that these stressors exist and communicating to members that help is out there. It offers a very human face to the union -- it offers the message that the union cares at all levels.

A union counselor is there for the member, who may need some direction at a time of confusion and decreased concentration. Union counselors meet with the member with the strictest confidence. We are equipped with awareness of the signs of stress and some of the common and harmful ways of dealing with stress. With good listening skills, a caring, non-judgmental attitude, all within a safe environment, we allow and encourage the member to begin to talk. Being heard and understood is



therapeutic in and of itself. Union counselors also know the resources that exist in order for the member to get further help. And if we don't know the resources, we'll try to find them.

It takes courage and strength for a member to getting to address his or her issues. They may feel they are at the bottom of a valley. Our purpose is not to carry them out: they have to do the work. But we can act as initial guides -- perhaps pointing in a direction that increases the chances of finding the right path out of their time of suffering.

Union counseling is about awareness and a recognition that stress, anxiety and depression exist at too many of our worksites. So let's get behind the service and support it.

So there it is! Thanks again everyone for your insights and wisdom. I hope we stay in touch. (And stay in touch we have).

As submitted by my friend, Steve who attended the union councilor level one course along with many other friends I met during that week.

I thank you, the membership, for the privilege of attending this course.

**In solidarity,
Mary Murphy**

Confusing times

NDP/CALM

If they [The Conservatives] get elected, they are going to begin a massive review of programs and a massive set of cuts to government programs." *David Emerson, MP Vancouver-Kingsway warning voters how bad it would be if they had a Conservative Member of Parliament. Emerson was elected as a Liberal, then decided to be a Conservative minister.*

JOHS Report

Follow up and Vigilance

By Dan Belleville

(The following is Dan's report for the February 2006 JOHS meeting. following this article is Dan's report for the March 2006 JOHS meeting. Editor.)

Incident Investigations

This month there were sixteen investigations with their follow ups. If all the recommendations were done and followed we should never see, or nearly never see, any incidents on any of these issues again. Some of these incidents needed to have JOB SAFETY PROCEDURES written up to have them completed. After all this time there should not be a job at Eurocan that does not have a SSP on it unless it's a new piece of equipment. But many, many, many times when an incident occurs one of the recommendations is that a SSP has to be written.

House keeping was the cause or one of the factors in a few of these incidents and another was caused by improper lifting procedures being used.

Remember if you take a few minutes to stop and check things out before proceeding, maybe an incident can be avoided. Also, don't let someone rush you to the point where you can get hurt; you have the right to tell him, politely, back off.

Just a short time ago one of our Pipefitters felt very uncomfortable on doing a job he felt was unsafe. He asked questions about how the job should be done and what procedures were to be used. A special meeting was called and every one involved in the job attended. Maintenance and Pulpmill Supervisors, some Management and hourly from both production and maintenance attended. Together everyone came up with the best and safest way to do this job. The safety procedures should be in place before the job is handed out and if there isn't one, let's all do the same and take this example and get one done before we start the jobs. This may be time consuming at first but, as all the SSP's get done, the jobs will move along quicker and safer.

The GFI's are in and people should be checking at the tool crib or with Chris Howe to get theirs to use on the job and keep with them.

Review Minutes from last Meeting

06-005 Platforms Grating broke away---This was concerning the chip pile blow line platforms and ladders to access them. Chris was to talk to Frank Parlee about an audit of all the platforms, stairs and ladders in the mill or on site. Frank told him that he only takes care of inside building and Chris would have to check further on whose job this would be.

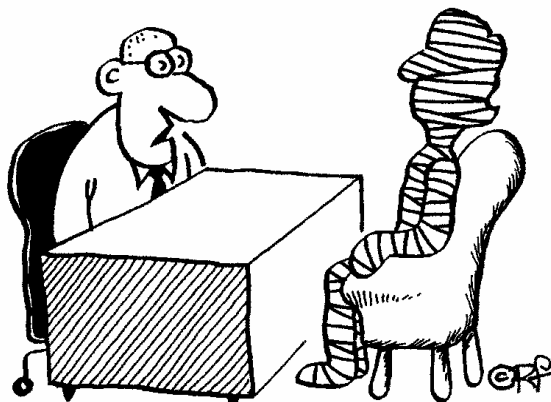
Craig Sears said that Steve Welsh did an audit on the outside area and \$150,000 was set aside for this project. JUST IN TIME wouldn't you say! Mike Rekedal said we should have a system in place to inspect these items on a specific time frame. I agree with him, so, why don't the Company and their planners get off the pot and develop a plan; after all, it's their responsibility to provide a safe mill to work in.

06-008---M&D Refiner Gasket Incident---How long has this piece of equipment been here? And, here we are waiting for another SSP to be developed.

05-062 Fall from Ladder---This month had ladders safety as the main topic at Crew safety meetings, so, the safety steps for the use of ladders was reinforced. M Maag said she had seen at Canadian Tire that the ladders their employees use had the safety procedures attached to them as reminders. Jack will check to see if we can do this to.

05-066 Fall on stairs in Stores---We are still waiting for the follow up in order to complete this.

05-039 Roll fell off product truck---Craig Sears was to check with the drivers and vehicle maintenance to see if the design to the Magnum Trailers would work. But, to our dismay no one from the Dock or Raw Materials was present at the meeting, again, to answer the questions. Therefore, we will have to further delay on this and hope nothing happens in the meantime. The Company's delays are inexcusable.



"We'll wait until someone else gets hurt, then we'll fix the machine."

04-043 Papermill Shoulder Injury---Mike Rekedal was to talk to Mike Martins about building a platform over the pipes where this incident occurred. Mike was also not able to make this meeting to inform us what is happening.

04-091 Chemical Burn--- This is the deflection hood that is to be installed during the spring shut down. Glen Lawrence reassured us that it's on the list and will be done.

Training regarding Alarms & Lights---Jack said this item didn't make it again onto the list of

projects that the Company was going to do this year. I don't know if it's West Fraser or our Wade Committee that decides what projects get done or not. Jack said we can do one of two things: we can wait and see if Eurocan will do this next year or put this on our list of safety project to do with our Safety Fund money. I told him we can also do one other thing instead off waiting around for someone to get hurt like we did with the heated eyewash stations – let's talk to WCB and see what obligations the Company must meet to be in compliance to this issue. Jack said I guess that is another option we have and he would contact them to see.

MSI Shoulder Injuries---Dave Coates is working with the S&R Spoutmen and anyone else that has a concern about MSI Injuries. If you have a concern regarding MSI issues, contact Jack Patrick and he can set you up with Dave Coates to address your concerns.

Safety Management System---Committee members were supposed to rank their top five safety concerns and hand them into Patricia and we would rank them as a Committee. I wasn't one of them but enough people sent their Ideas in so Patricia will make up a package for us to look at and decide what to do next meeting.

Safety Improvement Fund Preferred Projects---Many of the Projects have been scored or ranked and a special meeting on March 3/06 will be held to score the rest. Hopefully, we can start to decide what projects to do this year so we can get an early start. The earlier the better just incase we can't do one and then we still have time to move to another.

Lockout Committee Meeting---Jack has scheduled one for March 15/06 from 1PM to 3PM. We need this meeting to iron out some problems that have developed and re-enforce others.

Protruding Cores---We learned that the Company has an ISO standard and think that should be good enough to prevent the roles from falling. They even wanted the workers in the Two Day Warehouse to root the cores out if they thought the roles created a problem. The Committee told the Papermill workers that they can't dump this safety issue onto any one else. It's their responsibility to make a product that is safe to handle and ship. The Saga Continues!

First Responders---This is an on going issue and will be up dated by Jack if and when it is able to happen.

Statistical Data---Mike said we should be reviewing the statistical data from our packages and re-enforce them. We didn't and I feel it would be hard to do this correctly when the workers are not reporting all injuries.

Joint Safety Conference in Vancouver---Jon Gardiner and Jack cornered Kerry Douglas and asked him if he would attend the Conference in May.

He said he would; that sends a message that he is willing to hear our safety concerns. Safety is one of the big issues that we went on strike for in 2003, if not the biggest. If upper management hears all the safety concerns first hand, that is a bit step because we don't have to explain to them over and over again.

Safety Conference in Quesnel for the West Frasier Mills---Jon gave a brief report about the Conference and the Companies ideas. I won't go into detail because Jon will be writing up a report of his own.

New Items on the Agenda

Freight Elevator---Personally I think the Company should invest in a new one because it seems to brake down when we need it the most and wastes time and money . My concern in this case was the elevator brought us down to the basement in an area where the H2S alarms where on. I was wondering if something could be done to prevent this from happening if we had a real big leak. Can you see what would happen if you were in the elevator when this happened and you were going for parts or lunch? Yes, I'm afraid you wouldn't get you parts or eat your lunch because you would be dead.

Contact Incident--- I asked if we could get the incident investigations from the Contractors to view when they are required to do because of injuries or near misses occurring while working at Eurocan. I said it doesn't seem right that we hear that someone was almost killed at Eurocan and we know nothing about it. How can we learn if the Contractors are working safely or how we can avoid the same thing happening to our workers if we are kept in the dark? The Company Rep's said they don't see a problem with us getting them as long as it's for information only and to see if they are done correctly.

Procedures and Use of the Haul Road---I first asked if incident investigations are done on accidents that occur on the Haul Road. I was told if the RCMP got involved then no investigations are done except by the Police. I still think if our vehicles are involved in an incident, an investigation should be done to check out the problem if there is one. Also, the Dock Superintendent was suppose to bring information for using the Haul Road (rules, procedures) so everyone is aware of them. But, as I said earlier, no one from that area came to the meeting.

Chip Building and Sawdust Roofs---There seems to be a big build up of sawdust and chips on the long belt roof and a danger of the roof caving-in can exist. Also, the sawdust building roof and the conveyor roof has far too much material on them, and the grating on the swing stations and other platforms are another danger of some one getting hurt or killed. I asked Jack to check into this issue because of the great hazard that was building up each day the roofs

which weren't being cleaned. Jack said he talked to Bob who said he was putting a schedule together to have these roofs cleaned. Here we go again, another solution just in time after all these year. If I recall right, I can remember Mary bringing up this same subject many times and telling the Company they were trying to kill someone out there. I sure hope we are not still waiting for the same schedule.

Hazard Reports---This was a subject that we talked about at the Guest House during our meeting to set our goals for this year. Who hasn't got a story to tell about a Hazard they put in and no one knows where it went? Well now the Maintenance DAPC has developed a system that we think can track them from the time they are started to the time they are completed. As soon as they have all the kinks ironed out they can then post the procedure. Basically, all the hazards will end up at the DAPC from the time they are filed until they are completed. Then they are sent to the proper people and files can be kept to see if there are constant hazard that keep arising.



"We edited your report on corporate health and safety violations."

Well that's my report for this month and remember, if you see anything unsafe, big or small, please report it as soon as you can. The sooner the problem is reported, the sooner the hazard can be removed.

Thank You
Dan Belleville

PS: I have to admit over the last three years our safety and production records have both improved greatly. So if someone asks you, remember, they are not injured workers that may have been lost time

workers in the past; they are now known as the walking wounded that sometime wear casts as part of their costumes. Also, I've been told we don't make any cull here, out back it's known as recycle paper. We are improving.

(The following is Dan's March 2006 JOHS Report. Editor.)

Mike Rekedal gave a brief report on what happened to the young worker that was injured at work in the Paper mill. He lost part of two fingers and is a little upset but is doing OK. I only talked to a few people about how the job was done and I don't blame the worker for being upset. With cranes available and SSP's and Job observations these kinds of accidents should never have happened, and this should be noted after the incident investigation is completed. Also, the Union is upset that the other worker was asked 20 hours later if he would take a blood test. This is one of the reasons why the Union is not agreeing with the Company's Drug and Alcohol Policy. We know in the past the Company fights all lost time accidents and we feel this is just another way to screw the average worker out of something he is entitled to if he/she gets injured at work.

Incident Investigations---This month there were six incident investigations to review. All but one had a follow up with them.

The Yard had the Locomotive come off the track because a connecting rod came apart at one of the switches. Also, a chip car separated from the coupler and the loader ended up on the ground between the train and the ramp. Luckily no one was hurt!!! The Company insists that their rail yard crew, along with some trained Shiploaders, is doing maintenance on the rail yard. I believe the Company has cut back far too deep and there is not enough yard crew to keep up with the demands for clean-up and many of the jobs needed to be done to keep the mill running safely. This could be said about all of the departments, not enough workers to give proper training to do the jobs safely.

MSI injury to our Painter was another incident that could have been prevented if the Company would provide the proper equipment. This is now under review to see what can be done to get an area and the equipment to do the job safer.

Another injury was caused by using an old broken down wheel barrel. If inspections and job observation were being done this piece of equipment would have been scrapped before someone got hurt.

Scrubber area (dust collector)---This is the same area that a worker was burned badly and is lucky to be alive today. This is a piece of equipment that was replaced and a HASOP was done on it. Yet we have another near miss because the hot line mud

is dumped on the floor and someone was working where he wasn't noticed. We were told that the department is hoping to upgrade this whole system and scrap the current equipment. But, until this happens we are adding more safe guards and hoping no one gets hurt while we wait.

REVIEW LAST MONTHS MINUTES

05-002 Left shoulder Injury---Waiting to see if an audit can be done on all doorways where ice can build up.

05-011 Laceration to Forehead---Jack reported that the WCB said you could wear your hard hat backwards as long as the liner was in the correct position.

06-006 Raw Material SO2 Loading Station---Just waiting for follow up.

06-008 Pulp mill Refiner Gasket Incident (M&D)---Kerry said he has a SSP made up to solve this problem. But a new incident happened and the SSP may not address this. He will bring a copy of the SSP to the next meeting. What the other incident involves we haven't been told yet.

05-066---Stores Fall on Stairs---Waiting for follow up.

05-039---C. Sears said there will be nothing done to the Product Trucks to prevent the rolls from falling off the trucks. We been waiting for a long, long time for him to have something done but all he says now is we are going to have to watch what we put on the trucks. Since the JOHS Committee can't do anything more, we asked the Committee to send a letter to the Company asking why they have decided to not do the necessary repairs to make to loads secure. C. Sears is drafting up a letter to send to the Company and they have 21 days to answer. Then we may ask the WCB for their ideas to solve the problem.

Safety Management System---P. Urbanowski will put together the five most important issues and we will decide next month how to handle them.

Update Health and Safety Manual---This is going along good and will be ready to present at the JOHS Meeting soon.

Safety Captain/Supervisor Training---Wayne Merkley will give the training. This training will be using our incident investigation and our Health and Safety Manual.

Lockout Committee---We met March 15/06 and many concerns were addressed and we set our goals and purposes. We will have another meeting before the shut down and make some improvement and set training dates for lockout reviews and what else needs to be done. Jack will write up the minutes so we all can see the changes that need to be done and where we are heading. The Committee

will try to meet every three months and before Shut downs.

Protruding Cores---This is one of the reasons the rolls can fall off the truck. Local 298 would like to see zero tolerance on protruding cores and dishing of rolls. The Papermakers said this is almost impossible and could be very costly because of the time it takes to correct. Mike Rekedal must remember what the Manager said about making sure that everything is done to insure we are all safe. It would be a shame to tell someone's wife that we could have prevented this or that if only it didn't take so long.

MSI Program---Training sessions for general awareness is planned and could be done at Safety Meeting.

First Responders---The training package has been developed and the ERT team will be giving the training.

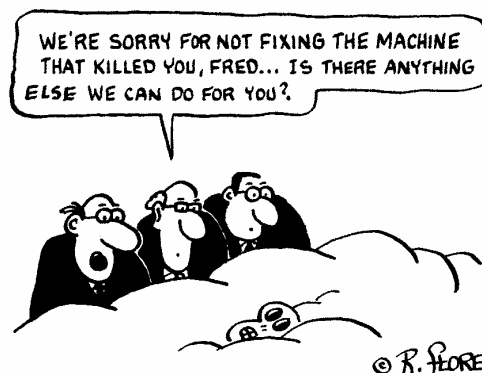
Safety Conference in Vancouver---We have asked the Company to send their Safety Manager for West Fraser, and he has agreed to go. I'm very sad and disappointed that at our last Union Meeting we decided not to send anyone. We went on strike in 2003 and one of the main reasons WAS SAFETY! This is a Conference that we get a lot of information at and get to talk to the other CEP Locals and find out their issues. This year there is a big push to get upper management and owners to attend this Conference so we can get on the same page and make the changes to improve safety through out BC.

There were no new issues brought forward this month but we had a few lost time accidents. The Paper Mill went over three years without a reported lost time accident and the whole mill went the most days ever without a recorded lost time.

It's time to start over and now we have a target to aim for and know we can do it. But, remember to report those minor injuries because knowing about them can help prevent a more serious accident.

I'll be on holidays for the next month and a half so everyone stay safe and watch out for each other. I want to see each of you safe and in one piece when I get back.

**Country Boy says read and enjoy
Dan Belleville**





To the members of CEP Local 298 and 1127:

We just wanted to take this opportunity to thank you all for the financial assistance we received from you, at the time of our father, Erkki Uuraslahti's passing. This gift was both unexpected and extremely thoughtful. You all made a very difficult time a little easier.

Thank you for your kindness and support.

Saara and Juho Uuraslahti

To CEP Local 298:

Thank you so much for the beautiful flowers and fruit basket while I was home recovering from my surgery. Your caring and thoughtfulness means very much.

Doreen Stuebing

Dear Brothers & Sisters:

Thank you for all your kind wishes and I wish you all the best in the coming years.

Thank you for the photo album which Don presented to me at my retirement party.

Regards
Alex Kotai

To CEP Local 298:

Knowing how busy your own life is makes your thoughtfulness even more special. Many thanks for the flowers & fruit

Anna Wilson

Dear CEP Local 298:

Thank you for your generous donation for scholarships.

Sincerely
Kitimat Scholarship Association

To CEP Local 298:

On behalf of the Kitimat Snow Valley Skating Club, I would like to thank you for your kindness and generosity when you sponsored our skaters in January to attend the Cariboo North Central Regional Championships and Pacific Skate Provincial Qualifiers in Fort St. John.

Our skaters did an excellent job in representing Kitimat. The Senior Synchro team placed first in the competition and the skaters did well in their individual competitions. We are proud to have had 7 skaters move onto compete at Pacific Skate Provincials in Vernon.

Once again thank you for supporting the Snow Valley Skating Club.

Sincerely
Linda Brousseau, Competition Chairperson
On behalf of the SVSC

To the members of Local 298:

Thanks very much for the fruit basket while I was recovering from knee surgery.

In solidarity
Kulwant Aujla

Belleville's Views

Having your Day in Court

(This letter was submitted shortly after news of the award in Dave Rodger's lawsuit against the Company was handed down but prior to written copies of the award being available and distributed. Editor.)

Yes it's true, Dave Rogers won his court case against the Company. I was told that he will get two years severance pay and Full Pension to age 55. Dave received a ten page letter from the Judge on his ruling. It states that the Judge didn't believe a word the Company's key witness said. It goes to show use that sometimes truth pays and the Court will find out when the truth is less than forth coming. Dave has other options and if he wasn't too stressed out he may further pursue them. Whatever he decides there are many people wishing him the best. I also noticed that even though people have disagreed with Dave at work on issues, they sure were on his side because of the great injustice that was being done to him. In my opinion this was an unjust and unnecessary move by the Company and served no purpose but hurt their image once more. Everyone will be watching to see who if anyone will move into Dave's old job. I know now that every time the Company has an item they want to bring up we will be asking or at least wondering is it truth or fiction.

I noted a few years ago that the Company removed the word FAMILY from the sign and replaced it with the word Division. They changed it back the next day once it was brought to their attention and said it was someone else that changed it and they are no longer here. There are many people here that need to learn how to treat Family members. It is not doing what they did to Dave, or even how they treat many of the staff and for sure Mandatory Drug Testing isn't one of them. I heard Dave may put something in our letter about how he did and we would be looking forward to hear what he had to say. Well, if he doesn't I felt that something had to be said so I said it.

Thank You

Daniel Belleville

(In Rodgers v. West Fraser Mills LTD., Judge J. Pitfield awarded Dave Rodgers 18 months severance pay. Yet to be decided were the issues of lost pension entitlement and the issue of costs.

In the judge's opinion none of the circumstances surrounding Rodgers's dismissal warranted punitive damages or an extension of the notice period because of bad faith or insensitive dealing. The judge noted that the problem in the case arose when Rodgers told the vehicle maintenance supervisor [Tom Blake] that he wanted gear oil for Dave Maloney's boat engine leg [a comment that Rodgers said he made to "yank {Blake's} chain"]. The judge thought that the employer acted with care and caution when investigating whether or not there was substance to the claim and that Rodgers was afforded opportunities, on 3 separate occasions, to explain. The judge wrote that Rodgers did not take the Company's concerns with the seriousness they deserved, that Rodgers was very critical of Blake and critical of the Company's investigation and that he, Rodgers, did not respond appropriately to the employer's inquiries. The judge also chastised Rodgers [in my opinion] with making inappropriate and improper comments in relation to the personality and abilities of the Blake and spoke critically of conduct attributed to another employee, a topic which bore no relation whatever to the Employer's concerns or subject matter of the investigation. The judge appeared to lay the blame on Rodgers for the way the Company treated him when he, the judge, wrote that the manner in which Rodgers responded to the investigation and surrounding circumstances caused Eurocan to conclude that he intended to take company property for personal use.

At the beginning of the award the judge set out the principles that apply in a case such as this. In the ordinary course, a contract of employment must be terminated on reasonable notice to the employee, or immediately on payment in lieu of reasonable

notice. Employment may be terminated for just cause without notice or payment in lieu of reasonable notice. Dishonesty or deceitful conduct may provide just cause. An employer that alleges just cause for that reason bears the onus of proving the employee's dishonest or deceitful conduct on the balance of probabilities and the onus of proving that the nature and degree of the dishonesty warranted dismissal.

The general rule on the notice period for a long-time employee with management responsibilities such as Rodgers usually ranges from 18 to 24 months.

The judge noted that the Company had not proved their case that Rodgers had intended to steal the oil and therefore the dismissal without notice was wrongful and that Rodgers was entitled to damages of 18 months severance pay.

While waiting for the award to be published there had been lots of talk around the mill about all of the lying and doctoring of documents that had been exposed on the witness stand. Judges [and arbitrators] do not usually identify lies or liars; they make rulings based on the probability and preponderance of evidence. To prove that a person is lying requires that you prove there is intent to deceive, which in most cases is very difficult to do.

There are some very important lessons for all of us here; judges [and arbitrators] afford companies and employers a great deal of rights. Most of us believe there were other motives at play in this affair but those other motives were not exposed or sufficiently proven.

Also, the Company can terminate any one of its staff at anytime, for any reason, as long as it gives proper notice. If there is just cause, the individual can be terminated forthwith with no severance pay. Union members have a bit more protection in that if the Company wants to lay us off they have to follow the principle of seniority when doing so [also, the Company can't reduce the workforce through the use of contract firms]. However, just cause is just cause; cross that line and you might be gone with no recourse. Editor.)

On Being Your Best—A Daily Challenge

By Deo Araujo

Quite often it is necessary to embark upon a course of action which may be disagreeable, annoying, and just plain difficult. Our present-day, highly competitive society demands the best that we can offer. Anything less than our best leaves the door wide open to the other fellow. Whether or not one agrees with the old philosophy of "the survival of the fittest," it is obvious that those persons who best

prepare themselves to compete in today's world will be those who most successfully survive such a competitive generation. Those who lose out frequently find themselves in the frustrating and often humiliating position of living in mediocrity.

Only by being at your very best can you ever experience that sense of personal satisfaction and happiness that results from a job well done. Nothing is more disconcerting to the conscientious person than to fail in some important undertaking. Nothing contributes more to failure in life than lack of adequate preparation for life. A large proportion of our disappointments and unattained goals follows directly on the heels of some decision in life that has prevented us from being our best.

Perhaps a decision to drop out of athletic activities or to take an easier job, or to wait for a better-paying position to come along is all it takes to make a second-rate member of society. No one has ever made a better person of himself by dodging hard work and responsibility or by accepting second-best; for the best is readily available to those who want it and are willing to put forth just a little more honest effort in order to attain it.

There is no easy and simple formula for attaining the good life. Facing the complexities of our modern world without adequate preparation is very much like going into battle without weapons or ammunition. The person who is ill-prepared will most certainly stumble and fall over the hurdles of adversity, frustration, and despair. Charles Kingsley, in his *Town and Country Sermons*, admonished his readers to

Thank God every morning when you get up that you have something to do that day which must be done, whether you like it or not. Being forced to work, and forced to do your best, will breed in you temperance and self-control, diligence and strength of will, cheerfulness and content, and a hundred virtues which the idle never know.

Be your very best each day, but be your best for a purpose. The good life is yours for the taking.

Eurocan's Early Days

By Ted Metz

I started with Eurocan November 9, 1970. The first few days I worked in the yard, garbage detail and clean up.

The second week I started in the 2-Day Warehouse, strapping units of pulp by hand. 8 bundles of 500 pounds, each, to each unit. The Unitizer wasn't installed yet. We couldn't get the straps tight enough. The bundles would fall out when loaded on the ships. Number 1 Paper machine was running brown pulp at the time, and Number 2 wasn't completed yet.

Being November it was starting to get cold. The sprinkler system froze up and broke. The floor ended up being covered in water, oil and pulp. Some of the pulp was loaded in boxcars, 5 high, for shipping to markets in the United States.

The product truck would back into the railroad bay to be loaded there. With the heavy snowfalls the clamp trucks, with solid rubber tires, couldn't go outside at all. To fuel the clamp trucks up (propane) we would remove the propane tanks, pull or push them through the snow to the large tank and push or pull them back to the machine.

I saw the first roll of paper come off Number 2 machine; it rolled on its bilge (*the bulging part of a cask or barrel*) on the floor into the water, oil, etc. It wasn't a pretty sight.

As time went on we started to produce more tonnage each month. For breaking a record one month the supervisor came around with a package of cigarettes for us.

After about one year I moved up the progression line and worked at the Terminal unloading the pulp and lumber. I spent a lot of time in the lumber yard.

The work schedule was called the 28-day tour; 7 days on night shift, 2 days off (Tuesday and Wednesday), 7 afternoons, 1 day off (Thursday), 7 days shifts, 4 days off (Friday, Saturday, Sunday and Monday). On your 4 days off you would be asked to work overtime. Other than working there wasn't much else to do.

When the ships would come in we would haul the product (pulp, paper or lumber) to the ship's hook. The rate of pay was paid according to the Long Shoremen rate; time and a half after 4:00 pm regardless of regular shift or not. The money was pretty good.

One cold winter day loading ships someone had only lifted the warehouse door about three quarters of the way up. I came through with my first load to the ship and took out the bottom two panels of the door. It was Bay 5 (beside the main office) and with all of the noise Sam Simpson nearly fell out of his window trying to see what had happened. That wasn't the only time that would happen; now there are no doors there. I wonder why?!

During the summer we always had the crab traps out and would boiled what we caught and eat them right there.

We played tricks on one another, especially the new drivers. We had an artificial roll made out of metal straps and lath sticks wrapped in brown paper; nothing inside. We would get this roll in the pile and have the new driver pick it up with the clamp truck. He would go to squeeze it. Well, the rolls would collapse and we'd all have a good laugh.

In the Summer of '72 the hockey series, Canada versus Russia was on. The last game we would take turns working and the rest of the crew would watch

the game on a small television (rabbit ears) that someone brought from home.

There is only one brother still on the payroll that I worked with back then, Dan Hartnell, who currently works in the 2-Day Warehouse.

The Union Local's name has changed over the years but the number 298 has stayed the same. The first one was the Pulp and Sulphite Workers (the full name was the *International Brotherhood of the Pulp, Sulphite and Paper Mill Workers – IBPSPMW*), then the Canadian Paperworkers Union – CPU (*actually, the Pulp and Sulphite Workers joined with the United Papermakers and Paperworkers in 1972 to form the United Paper Workers International Union – UPIU, and then in 1974 the Canadian arm of the union broke away and formed the CPU*), and then finally the CEP (*in 1992*).

Over the years I've been through a few strikes in my time. The worst one was in '75. We were out for about three months. By the time we went back to work things were real grim.

On the other hand I met my wife and changed my life. We have been married almost 27 years now. Thanks for being there Leslie.

In November of '72 I started my apprenticeship and that is another story. Wait for it in the next month's paper.

**In solidarity,
Ted Metz**

To the Eurocan Social Club:

Thanks to Faye Roberts, Doreen Stuebing, Connie Daum and others of the Social Club for organizing the great ski trip to Shames Mountain.

Marja and Don Klie

(“Experts” in the picture are (L-R) Darlene Richdale, Marja Klie and Sandy Maag.)



25.03.2006

Grievance Report

Over the past few months the union Standing Committee has met several times in order to review, research and prepare for meeting with the Company. There have also been extra meetings arranged with the Company in order to handle all of the issues. The Standing Committee is also having special area meetings again with the Company in an effort to continue improving relationships, safety performance and production.

Some of the issues discussed at the regular Standing Committee meetings were:

1) **People being called to work while on vacation** – It has come to the Union's attention that the Company called in, on overtime, an individual who was on vacation. Not only wasn't the Union contacted on this issue prior to, but the Company didn't even follow the proper call-in procedures. It is a violation of the contract and the union bylaws for an individual to work overtime while on vacation without first seeking union permission. The Union's Unity Committee is currently investigating a complaint regarding this issue and a grievance has been filed.

2) **12-hour floater entitlement** – The **Labour Agreement** contains a formula for day workers who provide tour relief for earning 12-hour floaters. But, when it comes time to taking the floaters there is a bit of glitch when the individual providing the relief is an 8-hour day worker. Normally, when a day worker takes a floater day off the individual would receive 8 hours of floater pay. However, if the individual has earned a 12-hour floater, then he/she will receive 12 hours pay for the day. One of the issues in this scenario is the fact that floater hours are counted as hours worked when calculating overtime. If the individual takes one 12-hour floater off during a regular week he/she will be paid overtime for the last four regular hours worked. However (again), the individual has the option of working overtime or not; if he/she chooses not to work the overtime, then the individual could actually have a day and a half off. Another scenario would see the person taking a day off while providing tour relief, thus working a 12-hour day and being paid for the actual hours being taken off. However (again), the person providing relief could encounter difficulty taking the time off because of the precise reason they are working the tour – they are there providing relief.

Another problem that has cropped up is the way the Company proposes to award the earned 12-hour floaters. If an individual uses all of their 8-hour floaters early in the year prior to earning any 12-hour floaters, it is the Company's intention to retroactively pay the 8-hour floaters as 12 hour floaters. There

would also be a calculation done to account for the hours that would have to be paid as overtime hours. If the Company were to pay the 12-hour floaters retroactively it would deny the person the right not to work the overtime. The Union has proposed that if the individual has no 8-hour floaters left in which to convert to 12-hour floaters then the 12-hour floaters should be applied to the next year's floaters. This way the person could take full advantage of the floater.

The Union's proposal would raise one issue very similar to individuals who change status from tour worker to day worker. As many of the apprentices have found out, when coming from production departments on tour to day shift, their remaining 12-hour floaters become 8-hour floaters (thus losing 4 hours of pay per floater). A day shift person who had earned 12-hour floaters, if they were to become permanent tour workers prior to May 1, and they had 12-hour floaters waiting to be used, they could conceivably not benefit from the earned 12-hour floater formula.

The issue is still being discussed at Standing Committee.

3) **Going out of town on Company business** – As noted recently in the **Local 298 Newsletter**, individuals are required to get Union executive clearance when participating in a company sponsor project or program. Quite often such participation requires the individual to travel out of town. It is the Company's policy not to pay individuals who are required to travel on their time off. An example of this recently was an individual who was required to fly to Vancouver after having worked their 8-hour shift, attend an 8-hour training session the next day, fly home early the next morning and then report for work after lunch – all with no extra pay. Once an individual agrees to these working arrangements it is difficult to reverse. The Union would advise anyone prior to agreeing to travel out of town on Company business that they contact a member of the executive first.

Listed below are the grievances currently being processed and their status. If you would like to know more about a particular grievance or if your grievance isn't listed please contact the Chief Shop Steward, Steve Dudra or one of the other Standing Committee members.

At Arbitration

CEP 298 Contracting Out Committee – case #04-001-014 – Contracting out of Stores Stock items which used to be made and/or repaired in the Eurocan Shops. **Hearing dates March 9 and 10, 2006.**

CEP 298 – Nov 12/03 – case #03-21 – Annual notification of Equipment leased or rented coming with operators.

CEP 298 – Nov 10/03 – case #03-23 – Raincoast Cranes- failure to notify.

CEP 298 – case #04-56 – Contracting out violation. Contracted out 'emergency' 1700 loads of gravel' replacing the workforce.

Contracting Out Committee – 2003 to 2004 – case #04-57 – Failure to notify. Heat exchanger tube plug.

John Miller/Contracting Out – Sept 10/04 – case #04-59 – Letter from Company re: Contracting out notification of change of practice in Stores on the purchase of manufactured shafts.

Contracting Out Committee – Feb 16/04 – case #04-60 – Failure to notify. Contracting out shaft to 101 Industries.

Contracting Out Committee – Aug 9/04 – case #04-61 – Contracting out violation. Failure to notify. Morse taper shaft contracted out to 101 Industries.

Contracting Out Committee – Aug 20/04 – case #04-62 – Contracting out violation. Failure to notify re: stuffing box contracted out to Zanron.

Contracting Out Committee – July 5/04 – case #04-63 – Contracting Out violation. Failure to notify re: drive shaft contracted out to Zanron.

Contracting Out Committee – April 15/04 – case #04-64 – Contracting Out Violation. Failure to notify re: repulper stub shaft assembly. Contracted to Lakelse machine shop.

Contracting Out Committee – Dec 8/03 – case #04-65 – Contracting Out Violation. Failure to notify re: repulper stub assembly. Contracted to Lakelse machine shop.

Contracting Out Committee – June 17/04 – case #04-66 – Contracting Out Violation. Failure to notify re: shaft contracted out to Zanron.

Contracting Out Committee – Sept 20/04 – case #04-67 – Contracting Out Violation. Failure to notify re: shaft to 101 Industries.

Dino Stamatakis – Mar 4/05 – case #05-18 – failure to accommodate.

Claus Rosner – Apr 8/05 – case #05-26 – unjust discipline.

Warren Berndt – May 10/05 – case #05-37 – unjust discipline.

Contracting Out Committee – Jun 14/05 – case #05-34 – failure to properly notify; TL&T - lighting on the chip piles.

Don Kelly – Sept 16/05 – case #05-41 – improper cancellation of floater.

At Standing Committee

Mark Schumann – Feb 1/05 – case #05-07 – Not replacing a replaceable position.

Contracting Out Committee – Jan 13/05 – case #05-09 – failure to notify. On hold pending grievance 04-001 outcome.

Contracting Out Committee – Dec 6/04 – case #05-10 – failure to notify. On hold pending grievance 04-001 outcome.

Contracting Out Committee – Dec 9/04 – case #05-11 – failure to notify. On hold pending grievance 04-001 outcome.

Contracting Out Committee – Oct 14/04 – case #05-12 – failure to notify. On hold pending grievance 04-001 outcome.

Contracting Out Committee – Dec 28/04 – case #05-13 – failure to notify. On hold pending grievance 04-001 outcome.

Contracting Out Committee – Mar 2/05 – case #05-23 – failure to notify. On hold pending the outcome of annual notification grievance.

Contracting Out Committee – Mar 2/05 – case #05-24 – failure to notify. On hold pending outcome of annual notification grievance.

Ken Fleming – Mar 11/05 – case #05-30 – company not providing training.

Contracting Out Committee – Sept – Oct /05 – case #05-45 – failure to properly notify – ceramic tiles for floor in Engineering.

Contracting Out Committee – Oct 21/05 – case #05-48 – failure to properly notify – #7 digester major maintenance - NDT.

Contracting Out Committee – Oct 20 & 21/05 – case #05-49 – failure to properly notify – #7 digester major maintenance – liquor nozzles and sandblasting screens.

Contracting Out Committee – Oct 20 & 21/05 – case #05-50 – failure to properly notify – #7 digester scaffolding.

Contracting Out Committee – Oct 20 & 21/05 – case #05-51 – failure to properly notify – #7 digester major maintenance – hole watch.

CEP Local 298 – Nov 15/05 – case #05-56 – improper shift change – Jim Harrison.

Jurgen Schiemann – Nov 9/05 – case #05-59 – Duty to Accommodate.

Gary Drake – Nov 24/05 – case #05-60 – Harassment.

Mary Murphy – Nov 16/05 – case #05-62 – lost wages for attending JOHS conference.

Dan Belleville – Nov 16/05 – case #05-63 – lost wages for attending JOHS conference.

Contracting Out Committee – Sept to Dec /05 – case #05-65 – failure to notify re stocking of janitorial supplies around the mill.

Gary Araujo – Nov 30/05 – case #05-67 – improper shift change.

Derek Smith – Nov 30/05 – case #05-68 – improper shift change.

Contracting Out Committee – May 10/05 – case #05-69 – failure to notify – dry end pulper shaft. On hold pending the outcome of the arbitration regarding Stores Stock grievance.

Contracting Out Committee – May 16/05 – case #05-70 – failure to notify – Joy precipitator rapper shaft. On hold pending the outcome of the arbitration regarding Stores Stock grievance.

Contracting Out Committee – Jul 25/05 – case #05-71 – failure to notify – 3196XL Pump Shaft. On hold pending the outcome of the arbitration regarding Stores Stock grievance.

Contracting Out Committee – Aug 25/05 – case #05-72 – failure to notify – A151 4140 - HT/250-300 Pump Shaft. On hold pending the outcome of the arbitration regarding Stores Stock grievance.

Contracting Out Committee – Sept 30/05 – case #05-73 – failure to notify – Stuffing Box, M&D Reactor. On hold pending the outcome of the arbitration regarding Stores Stock grievance.

Contracting Out Committee – Oct 20/05 – case #05-74 – failure to notify – DWG F-910432-10 Drive SHAFT. On hold pending the outcome of the arbitration regarding Stores Stock grievance.

Contracting Out Committee – Jul 22/05 – case #05-75 – failure to notify – Plates for Papermill Rolls. On hold pending the outcome of the arbitration regarding Stores Stock grievance.

Contracting Out Committee – Aug 29/05 – case #05-76 – failure to notify – Bushing, Nut, Gland, Shaft. On hold pending the outcome of the arbitration regarding Stores Stock grievance.

Contracting Out Committee – Sept 19/05 – case #05-77 – failure to notify – Shaft & Nut, Sleeve. On hold pending the outcome of the arbitration regarding Stores Stock grievance.

Contracting Out Committee – Sept 19/05 – case #05-78 – failure to notify – Plates custom cut for 423 Fork truck. On hold pending the outcome of the arbitration regarding Stores Stock grievance.

Contracting Out Committee – Nov to Dec/05 – case #05-79 – failure to notify – Fabrication of top cyclone wear plates. On hold pending the outcome of the arbitration regarding Stores Stock grievance.

Contracting Out Committee – Nov 7/05 – case #05-80 – failure to notify – Side Plate B-11777 Bingham pump. On hold pending the outcome of the arbitration regarding Stores Stock grievance.

Contracting Out Committee – Nov 10/05 – case #05-81 – failure to notify – Pump Shaft PSE - 300, Thrust Ring PSE - 300. On hold pending the outcome of the arbitration regarding Stores Stock grievance.

Contracting Out Committee – Nov 17/05 – case #05-82 – failure to notify – Wearing ring Pump Z-R500, Shaft 341848. On hold pending the outcome of the arbitration regarding Stores Stock grievance.

Peter King – Dec 2/05 – case #05-84 – not following proper procedures – using non-ticketed individual.

CEP Local 298 – Dec 20/05 – case #05-85 – overtime violation.

Kari Juustila – Dec 14/05 – case #05-87 – seniority – not providing proper training.

Contracting Out Committee – Nov 5/05 – case #06-01 – failure to notify – Fabrication of valve test bench.

Contracting Out Committee – Aug 2005 until present – case #06-02 – failure to notify – Jose pressing sludge at lagoons.

Contracting Out Committee – Nov 14 - 25/05 – case #06-03 – failure to notify – Jose doing excavator work on landfill.

Contracting Out Committee – Dec 28 - 30/05 – case #06-05 – failure to notify – Jose hauling sludge from south side of crane shed.

Contracting Out Committee – Jan 4/06 – case #06-06 – failure to notify – Jose hauling sludge from south side of crane shed.

Jason Smith – Oct 4 – Nov 7/05 – case #06-07 – failure to pay travel expenses for attending first aid course.

Contracting Out Committee – Jan 5/06 – case #06-08 – failure to notify – Jose hauling oversize chips.

Wayne Fulljames – Nov 16/05 – case #06-09 – Seniority violation – rate of pay.

Dino Stamatakis – Jan 14/06 – case #06-10 – Article I and others.

Contracting Out Committee – Nov 25/05 – case #06-11 – failure to notify – Assembly of a Vacuum Head including the Micarta.

Grievances at Fact Finding

Contracting Out Committee – Dec 12 - 14/05 – case #06-04 – failure to notify – Jose pulling loader out of dirt.

Contracting Out Committee – January 5th, 2006 – case #06-12 – failure to notify – Jose excavator work on landfill.

Contracting Out Committee – January 11th, 2006 – case #06-13 – failure to notify – Jose at old wood mill site.

Contracting Out Committee – January 10th & 11th, 2006 – case #06-14 – failure to notify – Jose on landfill.

Contracting Out Committee – January 12th, 2006 – case #06-15 – failure to notify – R.S.K. at wood mill site.

Contracting Out Committee – January 18th, 2006 – case #06-16 – failure to notify – 2 Rain Coast Cranes on site.

Contracting Out Committee – January 18th & 19th, 2006 – case #06-17 – failure to notify – Jose excavator on land fill.

Contracting Out Committee – January 19th, 2006 – case #06-18 – Rain Coast crane at toxic pond.

Contracting Out Committee – January 19th, 2006 – case #06-19 – Chinook Scaffold clearing snow on site.

Contracting Out Committee – Dec 2005 to Jan 2006 – case #06-20 – failure to notify – Jose clearing and sorting old wood mill demo area.

Contracting Out Committee – Dec 2005 to Jan 2006 – case #06-21 – failure to notify – TL&T running heat tracing at wood mill demo site.

Case #06-22 Steve Dudra – January 20th, 2006 – Article 1 and others, not paid for additional medical info.

Case #06-23 Wayne Villemere – December 9th, & 10th, 2005 – Over charged for OT when NA.

Case #06-24 Wayne Villemere – On Going – Not being paid to take his Upgrading for 4th & 3rd Class Power Engineer.

Case #06-25 Elvis Resendes – February 7th, 2006 – Failure to pay apprentices with Journeyman Qualifications the Journeyman rate.

Case #06-26 A.J. Nijjer – February 9th, 2006 – Unjust discipline & suspension.

Case #06-27 Contracting Out Committee – February 17th, 2006 - Failure to notify sub contractor. D&J Trucking hauling asbestos from roll shop. Eurocan offered \$500.00 to settle. COC accepts & declines pursuing grievance.

Case #06-28 Contracting Out Committee – February 17th, 2006 - Failure to notify. Tree clearing around power lines.

Case #06-29 Contracting Out Committee – February 16th, 2006 - Failure to notify. Viking, civil work ESP pumping upgrade.

Case #06-30 Contracting Out Committee – February 17th, 2006 - Failure to properly notify. Kermod Fuel pumping water out of fuel tank outside of maintenance shop. Also working on fuel station at terminal.

Case #06-31 Contracting Out Committee – February 17th, 2006 - Failure to properly notify. Hydro Mechanical doing pressure cleaning on kiln scrubber & vacuuming kiln pit. This was a planned shut down.

Case #06-32 Contracting Out Committee – February 17th, 2006 - Failure to notify. TL&T doing electrical work on ESP pumping upgrade.

Case #06-33 Lucky Bhullar – March 4th, 2006 – OT distribution not followed.

Case #06-34 Contracting Out Committee – March 3rd, 2006 – Failure to notify. Jose at land fill.

Case #06-35 Contracting Out Committee – March 3rd, 2006 – Failure to notify. Jose at land fill.

Case #06-36 Contracting Out Committee – March 3rd, 2006 – Failure to notify. Jose at land fill.

Case #06-37 Anthony Botrokoff – March 3rd, 2006 – Vacation violation

Case #06-38 Daniel Belleville – March 14th, 2006 – Stat holiday pay violation

Case #06-39 Local 298 – March 3rd, 2006 – Ship loaders Bereavement Leave rate of pay.

Case #06-40 Darcy Dawson – March 18th, 2006 – Not Working to Expectations.

Case #06-41 Mike Holland – March 18th, 2006 – Not Working to Expectations.

Completed Grievances

Jurgen Schiemann – Mar 15/05 – case #05-29 – unjust discipline. Withdrawn without precedence or prejudice.

Miles Lacey – Jun 15/05 – case #05-38 – unjust discipline. Withdrawn without precedence or prejudice.

Contracting Out Committee – Sept 8/05 – case #05-39 – overtime and contracting out violation. Company and Union had agreed to contract out job on digesters only until 4:00 pm when the mill crews could take the job over; however, mill crews were not asked to work over on job. Withdrawn without precedence or prejudice.

John Miller – Sept 6/05 – case #05-40 – overtime violation. The Union accepted the offer of 4 hours in-kind. The Union also made it clear to the Company that it expected the Company to respect the Union's by-laws and that if the Company had any difficulty doing so then we needed to know what their issues were so that further disputes could be avoided.

Contracting Out Committee – Oct 5 to 19/05 – case #05-46 – failure to notify – scaffolding at main gate. The Union accepted Company offer of \$500.

Contracting Out Committee – Oct /05 – case #05-47 – failure to notify – fabrication of new adapter bolts given to Sunrise Engineering. Withdrawn without precedence or prejudice.

Contracting Out Committee – Oct 25/05 – case #05-52 – failure to notify - D&J Container removing

asbestos material and disposing off site. The Union accepted Company offer of \$500.

Steve Dudra – Nov 4/05 – case #05-55 – unjust discipline. Withdrawn without precedence or prejudice.

Steve Dudra – Nov 24/05 – case #05-57 – Harassment. Withdrawn without precedence or prejudice.

Lou Cabral – Nov 21/05 – case #05-58 – Seniority violation. Withdrawn without precedence or prejudice.

Tom Gibaldi – Nov 21/05 – case #05-61 – seniority violation. Withdrawn without precedence or prejudice.

Contracting Out Committee – May to Oct /05 – case #05-64 - #8 digester repairs. Withdrawn without precedence or prejudice.

Contracting Out Committee – Nov 25/05 – case #05-83 – failure to notify – Scaffolding on Chip Tipper. Withdrawn without precedence or prejudice.

Steve Krevenchuk – Nov 12/05 – case #05-86 – overtime violation – clearing snow. Withdrawn without precedence or prejudice.

Day of mourning

InsideOut/CUPW Edmonton

Another year has come and gone,

We mourn still with poem and song

Sisters and brothers injured and some are gone

Why does this inhumane suffering still go on?

Dad, why can't you carry me? my little boy asked

Now that I'm injured it's an impossible task.

Mommy, let's play, my little girl said.

Tears filled my eyes as I lay on the bed.

There is no excuse for this to take place!

Not one worker should be injured in the workplace.

The laws must be tougher for this is a disgrace.

Work should not take one member of the human race.

Like you I grow tired, angry, frustrated and weary,

My heart filled with despair, and my eyes always teary.

We must get together across this great land

Every nation of workers, united we must stand.

Let us make a promise you and I

Work will not cause one more sister or brother to be injured or to die.

• *M.J. Tarnawski, an injured worker*



In 1969 Eurocan started production, first in the Woodmill then later, in October 1970, in the pulp and paper mill. Since 1969 there have been 11 fatalities of employees while at work at the mill site, and one in the logging division in the Kitimat area.

The following information was obtained from a variety of sources including long service employees and back issues of *The Northern Sentinel* stored on microfiche film at the Kitimat Library.

1. Jim Johnson - 1970 - crushed when a load of lumber fell after he had removed the tie down straps from the load in the Eurocan Log Yard.
2. Duril Guthrie - crushed by dry-kiln door February 16, 1972. He was a kiln helper in the Woodmill. He had been working at Eurocan for 18 months. He was survived by his wife and 3 children aged 6, 4 and 2. He was 35 years old. (February 23, 1972 Northern Sentinel)
3. Kevin Nagel - construction worker who fell to his death on the Steam Plant roof on September 4, 1973. He was working for Bobsien Construction out of Terrace. He fell 80 - 100 feet from a scaffold that had given away. Evidence given at the inquest stated that another worker had warned Nagel to get off the unsecured scaffold but Nagel fell before he could get off the scaffold. The rope used for the fall restraint device was rated only for 1500 pounds; regulations state that it should have been rated for 5,400 pounds and limited the fall to 4 feet.
4. Joao (John) Luis Lima - crushed by rail car door at Purchase Chip on September 17, 1974. He

was survived by his wife and two children. He was 37 years old and had worked for Eurocan for 2 years.

5. Manuel Fernandes - on March 14, 1975 a Shiploader was impaled with a piece of 2x6 lumber that he was using in conjunction with a clamp truck to realign some dunnage that rolls of paper were sitting on.
6. Harry Roseberger - summer student - died July 13, 1977 when he fell into the water off the Terminal dock.
7. Bill McQuade - a 29 year old Eurocan logging employee received 3rd degree burns to 85% of his body when he involved in an accident while burning slash in the forest September 23, 1977. He died from his injuries on October 10, 1977
8. Gian Bhatti - Terminal Warehouse worker killed November 24, 1977 at the age of 39 when he was pinned under clamp truck.
9. Zsig Muszka - 18-year-old Woodmill employee got caught at the tail drum of the hog conveyor belt on January 6, 1978 and died two days later on January 8. The inquest recommended that all employees receive adequate on the job training; that the WCB do a review of the whole work area; and that the Kitimat hospital purchase a renal dialysis unit (the doctor had noted that without the renal dialysis unit there was little hope of saving the young man).
10. Ray Thiffault - terminal warehouse - June 20, 1978, 52 years old and a 6 year employee. He was hit and crushed by a powerlift clamp truck. After this incident visi-vests became mandatory for employees working in the Terminal and 2-day Warehouses and in the outside areas. Testimony at the inquest noted that there was alcohol at the accident site and the victim had a blood/alcohol level of .04.
11. Billy Virk - Shiploader - died December 6, 1989 when he fell off a stack of lumber on a ship. He was 40 years old.

12. *George Weatherly* - Contract worker at Eurocan, employed by Prince George Hydro-Mechanical. Born: April 21, 1953, Prince George, B.C. Died: May 12, 2005, Kitimat, B.C. when struck and injured by a high pressure water hose. Survived by: Loving wife - Brenda; Daughters - Carmen and Channan; Son - Cheyne; Parents - Viola and Norman; Sister - Carol; Brothers - Larry, Ray and Dan; and numerous other relatives and many friends.

National Day of Mourning

April 28 Remembering the dead and improving safety for the living

(The following article was copied from the web page of the Canadian Centre for Occupational Health and Safety. Editor.)

The numbers are staggering. In Canada, some 835* employees die from accidents at work each year, averaging more than 2 deaths every day. From 1993 to 2004, more than 10,026 people lost their lives due to workplace accidents. Another 900,000** per year are injured.

Making workplaces safer is, or should be, a daily effort. But April 28 has been singled out to offer employees and employers the opportunity to remember the dead, injured and ill as well as publicly renew their commitment to improve health and safety in the workplace.

The National Day of Mourning, held annually on April 28, was officially recognized by the federal government in 1991, eight years after the day of remembrance was launched by the Canadian Labour Congress. The Day of Mourning has since spread to about 80 countries around the world and has been adopted by the AFL-CIO and the International Confederation of Free Trade.

The Canadian flag on Parliament Hill will fly at half-mast. Workers will light candles, don ribbons and black armbands and observe moments of silence. Businesses are asked to participate by declaring April 28 a Day of Mourning and to strive to prevent workplace deaths, illnesses and injuries.

CCOHS hopes that the annual observance of this day will strengthen the resolve to establish safe conditions in the workplace for all. It is as much a day to remember the dead as it is a call to protect the living.

For more information on workplace hazards, contact CCOHS' Inquiries Service at 1-800-263-8466; by fax (905) 572-4500; or submit an inquiry form on the internet at:
http://www.ccohs.ca/ccohs/inquiries/inquiries_form.html

Work Law

Taking attendance

By Alison Warran/CALM

Few people seriously dispute the proposition that employers are entitled to expect workers to show up for work regularly.

After all, absences could cause some inconvenience for employers. Schedules have to be altered, certain areas within a workplace could be left shorthanded and so on. As a result, some employers use management programs aimed promoting regular attendance.

It is important for unions to look critically at attendance management programs. Such programs may be challenged at arbitration under certain circumstances. Generally, arbitrators have held that employers are permitted to develop and implement attendance management programs, but cannot use the programs to try to get around their obligations under collective agreements and labour and human rights laws.

Attendance management programs take many forms but often involve reviewing, monitoring and investigating absences. This may involve interviewing workers, requiring medical certificates, or other measures requiring workers to prove they were ill. Workers who can show they were ill might be counselled, while workers who don't submit proof might be disciplined.

Although it is generally permissible for employers to expect regular attendance, attendance management programs do not—and cannot—circumvent employers' duties under human rights legislation to accommodate workers with disabilities. The duty to accommodate generally prevents employers from simply applying one standard of attendance to an entire workplace.

For example, an employer cannot say that it is unable or unwilling to allow a worker to take more than a certain number of days off work due to illness. Whether a certain number of days off work will create undue hardship for an employer is a question to be considered in the context of each individual workplace.

It is critical that attendance management programs not result in discipline or penalties for workers with disabilities that require accommodation. When counselling workers with disabilities, employers must be careful not to cross the line into discipline. Equally, if employers attempt to reward workers with positive attendance records, the program might amount to bargaining with workers outside the collective agreement and therefore interfere with the union's exclusive role as bargaining agent.

• *Alison Warran practises labour law with Sack Goldblatt Mitchell in Toronto. For more information on labour law issues, visit SGM's website at www.sgmllaw.com.*

*Forest Industry Crisis**Wage Caucus Elects
Eight To Recommend
Action Plan*

(The following article was copied from the April 2006 edition of The Pulper, CEP Local 1129's newsletter. Editor.)

The CEP Western Region's Pulp and Paper Wage Caucus is ready to take a stab at designing an action plan to deal with the crisis in Canada's forest industry.

Caucus delegates, meeting in Vancouver March 27-29, elected eight of their members to a task force that will meet over coming months and bring back recommendations to the body, hopefully some time this summer.

Brother Gene McGuckin was one of the eight elected delegates. Brother McGuckin and Local President Joe Bell were delegated to attend the Wage Caucus meeting by a membership vote at the March 8 Local Meeting.

Western Region Vice President Dave Coles proposed the task force. He did this in recognition that the draft "CEP Western Region Forest Campaign 2005/06 Action Plan" was not getting a lot of support from CEP pulp and paper locals. Brother Coles himself has said the draft was "somewhat fluffy," but has challenged local leaders to put some steel into it.

Produced by the Western Region office last fall, that document outlined a proposal for the Western Region's part in a national CEP campaign to pressure federal and provincial governments for a national forest strategy.

Such a strategy is needed, the CEP believes, in the face of dozens of pulp, paper, and saw mills shutting down in whole or in part over the past year.

Thousands have been thrown out of work, and more thousands have been forced to accept concessions in wages, benefits, and working conditions to keep their mills running. Towns and even whole regions are facing economic crises as a result.

As caucus discussions proceeded, Weyerhaeuser began final shutdown procedures for the Prince Albert pulp mill in northern Saskatchewan, throwing 650 members out of work. Delegates also sadly received a report from Local 789 that their Domtar Vancouver Mill on Annacis Island will be shutting down June 16 if no buyer is found for it in the meantime. A closure will mean the loss of 242 members' jobs.

Behind these developments, CEP officials have stated, are not only the rising Canadian dollar and skyrocketing energy costs. Forest industry employers in Canada, more and more of them foreign-based multinationals, have been on a capital strike for at least two decades. They have not invested in upgrading old mills or building new ones, nor have they spent money on research and development.

But last fall's Western Region "action plan" document, and the whole CEP national campaign, were conceived prior to the January federal election and the replacement of the Liberals by the Conservatives.

There had been high hopes at CEP headquarters in Ottawa last year that the Liberals were on the verge of agreeing to work with unions and other stakeholders on a national forest strategy to revitalize the industry.

So, the major focus of the national campaign and of the Western Region document was to mobilize members and communities to pressure corporations and governments through lobbying and media campaigns.

Even under the Paul Martin Liberals this was a focus that was unlikely to lead to success. If they ever really were, federal liberals long ago gave up championing the cause of working people over profit-seeking corporations.

But also, forest management lies primarily in provincial jurisdictions, and most provincial governments are no great friends of working people either.

Since the election of Stephen Harper's Conservatives, hopes for a worker-oriented forest strategy have become even more unrealistic.

At the Wage Caucus meeting there was some reluctance among delegates to set up the proposed task force and try to take on the huge scope of the forest industry crisis. Some felt that the Union leadership should design an effective campaign and give us our marching orders.

Others, however, grasped at the possibility that the caucus could come up with *something* more-action oriented, more militant, and more productive than the tired old tactics of lobbying, letter-writing, small protest demonstrations, and trying to elect the NDP.

Brother Coles told delegates that the Wage Caucus is unique in Canada. Nowhere else, he said, do pulp and paper locals meet as a body on a regular basis and make decisions as a group. (Of course, this points up one of the big problems facing the task force: how to come up with strategies and tactics that can be implemented nationally.)

Brother Coles also said the CEP has a raft of documents that could be useful to the task force in its deliberations.

"A lot of work has been done on strategies, tactics, and analysis" by our union and others, he said. He estimated that these documents could be pulled together within a month and then the task force could hold its first meeting.

Delegates agreed that the costs of the task force would be borne by the entire caucus, pro-rated on a per capita basis across all the participating locals. Task force members will meet for 4-6 days over the coming three months.

This would mean each local would contribute roughly \$3-7 per member (guesstimate by your editor). We are awaiting a requested guesstimate from the CEP Western Region office. Each local's members will vote on whether they are willing to pay this.

Besides Brother McGuckin, other elected members of the task force are:
Pat Crook Local 402 Mackenzie,
Greg Derouin Local 630 Campbell River,
Scott Doherty Local 1123 Campbell River,
Wally Ewanek Local 855 Hinton,
Rene Pellerin Local 10-B Kamloops,
Allen Reid Local 1119 Port Mellon,
Mike Verdiel Local 76 Powell River.

Wage Caucus Delegates Irate

Bro. Coles Raked Over CEP's 'Sub-CLAC' Contractors

(The following article was copied from the April 2006 edition of The Pulper, CEP Local 1129's newsletter. Editor.)

Delegates from CEP Locals representing members at Catalyst Paper mills spearheaded an irate denunciation of CEP Western Region Vice President Dave Coles at a March 27-29 CEP Pulp and Paper Wage Caucus meeting in Vancouver.

Their anger, and the anger of other delegates, was sparked by a recent Collective Agreement reached between an outside contractor named JV Driver and CEP Local 470. Brother Coles helped negotiate the agreement.

According to some delegates he was also instrumental in introducing Catalyst management to JV Driver management.

The discussion occupied an hour or more on each of the meeting's first two days.

Local 470 is 18 months old and is related to the Construction, Maintenance and Allied Workers (CMAW). CMAW is the name taken by Canadian members of the carpenters' union who broke away

from their US-based international in 2004 and affiliated with the CEP.

Several wage and benefit provisions in the Contract between Local 470 and JV Driver mean the contractor's employees are working under a "sub-CLAC agreement," in the words of one delegate. (The Christian Labour Association of Canada is a "rat union" which the legitimate Union movement in western Canada has been fighting against for over 10 years.)

As of early this year, JV Driver is now the "preferred contractor" at Catalyst mills in Campbell River, Crofton, Port Alberni, and Powell River, all of which have CEP represented workforces. The "preferred" designation means Catalyst will contract virtually all of its outside contracting work to JV Driver, which will either do the work with its own crews or sub-contract to other contractors.

One brother from Port Alberni reported that his members were even being told that mill tradesmen might have to work under the direction of JV Driver foremen and might have to submit to taking competency tests required by the contractor.

JV Driver has also done work at the Weyerhaeuser mill in Kamloops, and several brothers expressed fears that the contractor will now be seeking work at other CEP-represented mills in the province. "Coming to a mill near you," quipped one.

Delegates from the four Catalyst mills cited wage levels in the JV Driver contract which are significantly below those paid to members of the mill locals. A labourer, for instance, makes only \$15 per hour. But there are similar gaps for apprentices, truck drivers, and other categories of workers.

"So, why should Catalyst hire people into the bargaining unit," said one delegate, "when they can pay a lot less by having JV Driver hire them?"

To make matters worse the JV Driver contract has what is known as an "enabling clause." This race-to-the-bottom clause states, "The wage rates and other provisions set out may be amended by mutual agreement for specific projects in order to enable the employer to compete with non-union or other competition..."

Most of the delegates' ire centred around two aspects of this development.

First, they are "pissed off" that these negotiations were carried out without anyone talking to the CEP locals in the affected mills.

Second, they are livid that the CEP 470 deal undercuts the protections most CEP Contracts contain around the use of low-wage-low-benefit contractors whose members are non-union or members of rat unions.

Our Code of Ethics forces non-union and rat union contractors to pay their tradesmen at least the journeyman's rate in our Contract and the rest of their workers at least the base rate paid to mill workers.

But the Code of Ethics does not cover contractors whose employees are represented by a union like the CEP.

In his defense, Brother Coles argued that the JV Driver Contract wasn't really that bad. In this he was supported by at least one CEP National Rep.

"We're not seeing Catalyst contract out more work," said Brother Coles. "Just the opposite: they're contracting in work that would have been contracted out."

He maintained that the JV Driver trades rates were "higher than the mill's." Many of the wage and benefit figures in the JV Driver contract (although not the labourer's wage) were similar to those in many construction union collective agreements, said the VP.

Brother Coles also said he did not interpret the language cited above as an "enabling clause."

Brother Bob Hughf, the national rep, pointed out that the Code of Ethics sets minimum wage rates, but does not provide for any minimum health and welfare benefits. Non-union workers coming into mills under the code have to pay their own premiums in most cases, he said, whereas the Local 470 contract provides benefits as part of the compensation package.

Brother Hughf recounted the developments leading up to the JV Driver contract. When Catalyst chose the company as its "preferred contractor," he said, this set off a lot of fears:

- that the mill workforce would be reduced to skeleton crews,
- that Catalyst would save work for shutdowns and contract out as much as possible,
- that there would be roving contractor crews moving from mill to mill,
- that a non-union JV Driver would take work from "legitimate unions," and
- that use of the contractor would encourage blurring the demarcation lines between different trades.

CEP has received assurances from CMAW President Len Embury as well as from JV Driver President Bill Elkington, said Brother Hughf, that neither aims to take work away from CEP mill crews. Catalyst management has also said similar things, he reported.

Furthermore, the contract provides for JV Driver hiring permanently laid off mill workers who are CEP members, said Brother Hughf.

But delegates were not calmed by the remarks of Brothers Coles and Hughf.

On the specific question of JV Driver's trades rates being higher than mill rates, delegates pointed out that this was only when safety incentive "awards" were taken into account.

The CEP 470 Contract provides 50-cent pay boosts following every eight-week period in which an individual has no lost time accidents or medical aid visits. A further 50 cents is paid to an individual if his crew has had no lost time accidents or medical aid visits.

By the time the discussion was over (or at least on pause for the time being), delegates had passed two motions.

The first instructed CEP staff that they were not to meet with employer representatives without Local representatives present.

The second demanded that the Wage Caucus be provided with a detailed breakdown on the costs related to CEP's association with CMAW—including legal fees, time spent by staff, lost time wages, etc.—and information on what CEP funds these expenditures were allocated from.

COMMUNICATIONS

By Jim Van Dusen

(The following article was copied from the Forward Look, the newsletter for Port Alberni CEP Local 592 and was written by the Local President. Editor.)

The biggest news in the last month or so without a doubt is Catalyst's decision to go with JVDI (JV Driver Industry) as their preferred contractor, and of course their subsequent certification to the CEP. Ever since JVDI showed up on site I have been inundated with questions and concerns.

The reason Catalyst gave for their decision to go to one Contractor rather than deal with the number of contractors they traditionally used is cost savings. They feel that they can substantially reduce costs by going to a single contractor of choice.

An immediate concern is their ability to provide us with contractors for our up coming Total Outage in May. A preliminary meeting was held last week and they notified the company to remain status quo on a few of their traditional contractors and there is another meeting on Friday March 17 to finalize the numbers they will be able to provide in the other trades.

I realize JVDI is just ramping up, but I can't help but think that there is a very good possibility that they will not be able to supply the manpower needed to perform all the work in the future. Catalyst has chosen to put all their eggs in one basket and I hope that other contractors are still available when needed.

We are being strongly encouraged to support their decision to go with JVDI as their contractor of choice. I am not exactly sure what there is to support. The company has the right to hire any contractor they choose and I certainly have nothing against JVDI doing our contract work.

Despite the fact that they are CEP they will be treated the same as any other contractor. We are not approaching it any differently than we did when there were multiple contractors. If anything our committee will need to scrutinize even closer. With a full time JVDI rep at their beck and call it will be much easier for them to simply hand the work off to be contracted out. I am extremely confident that our Contracting Out Committee will continue doing an exemplary job of enforcing the contracting language in our Collective Agreement.

I am defiantly apprehensive about this arrangement but I do want it to work. We cannot afford to have it fail. I feel that in order for this to succeed it is vital that Catalyst implements a thorough audit process on JVDI's ability to deliver on their promises regarding supply of manning, safety, costs and quality of work. In addition to this they must have a cancellation clause in their agreement if JVDI does not deliver.

As far as them being certified CEP, I have no problems with that either. However, I am deeply troubled by the manner in which it was done. It is not my intent to air CEP's dirty laundry in the **Forward Look**, however I cannot sit back and say nothing. I have taken some heat from some of our members asking why they are hearing about this for the first time. How could they not have known this was going on, they had a right to be informed about this long before they showed up on our work site.

I can't agree with them more. As I explained to them I could not inform them about something I knew absolutely nothing about. They had been on site for a couple of days before we were told anything at all. No one was informed about any of this. We had no idea that our CEP Western Region Vice President had meetings with CMAW, Driver and Catalyst.

We are slowly beginning to piece together the sequence of events leading up to this point and we are finding out that despite his continuous denial Dave Coles has been meeting with CMAW behind our backs for years. He was the person that introduced Driver to Catalyst, again without any conversations with our Caucus or the Catalyst Wage Delegates. He had an obligation to inform us of conversations, agreements and promises made to these parties long before they began work in our mill. I am appalled that in a time of such instability in our industry we would be shut out on issues as important to us as these.

I am not debating the merits of the final outcome. My point is that right or wrong; this was far too serious of a decision to be made single-handedly with out informing any of the members of this union. This type of behavior from our union leader is totally unacceptable.

Other Wage Caucus Business

(The following article was copied from the April 2006 edition of The Pulper, CEP Local 1129's newsletter. Editor.)

Following are other items of business dealt with by the CEP Pulp and Paper Wage Caucus at its March 27-29 meeting in Vancouver (besides matters covered in articles "Bro. Coles Raked Over CEP's 'Sub-CLAC' Contractors" and "Wage Caucus Elects Eight To Recommend Action Plan").

- Local 514 from Port Alice was unable to attend the Caucus meeting due to continuing efforts to finalize a new collective agreement. After years of downtime and financial crisis, their mill started up last month under new owners. Members heard a letter read out from Local President Don Vye listing multiple problems they are having with the new owner, including his unwillingness to actually sign the Contract agreed upon last December.

With regrets, the delegates voted to reduce Local 514 to observer status within the caucus. Mostly this was done as a signal to industry employers that the caucus does not sanction sub-standard concessionary agreements like the one Local 514 was forced to sign to get their mill re-started.

- Delegates approved the new governance structure for the Pulp and Paper Industry Pension Plan. The amended structure allows for integrating other CEP groups into the plan in a new "diversified division."

- Delegates received a final audit report on the strike support donated to Local 1129 in 2004-2005. Surplus monies were distributed on a per capita basis by cheque to the member locals.

- CEP Western Region gave delegates a heads-up on the annual request expected again this fall from the Forest Industry Health Research Project. The nonprofit society, dedicated to investigating industry health problems and their solutions, will once again be asking for suggestions for research subjects.

- Delegates heard a disturbing report on efforts by our Union and others to reconstruct a viable apprenticeship training program in BC. Supposedly, the new program was to be based on a prototype industrial electrician apprenticeship the unions have been working on for a couple of years. However, it now appears that some employers in the solid wood sector are pursuing a parallel project, which could result in a significantly different kind of apprenticeship training program for some trades.

- Each attending Local gave a report on its own situation, outlining problems and successes over the past six months.

Canfor Board of Directors Spins off Pulp and Paper Assets into Income Trust

(The following article was copied from **News @Nine**, the newsletter of PPWC Local 9, Canfor, in Prince George. Editor.)

Canfor Board of Directors stunned those of us working in the pulp and paper mills here in Prince George with the announcement of the creation of a stand alone income trust comprised of the assets of Northwood, Intercon and PG Specialty Papers. The unheralded declaration of intent while long on the surprise factor, was very short on detail.

According to Jim Shepherd, Canfor CEO, the majority opinion of the Board held that the creation of the Trust will be a vehicle to return dividends to shareholders. Income trusts do not pay taxes, so any profit can and will be returned to shareholders, who will pay the tax. The Board will vote in June to finalize the proposal.

Paul Richards, Pulp VP, claims that the Trust is a good idea in terms of adding shareholder value. It appears that with the glut of beetle kill inspired chip supply, chip prices will remain low for the next 5 to 8 years. This puts our mills in a very competitive position and the mills will make good money until the supply runs down. He adds that a cushion or hold back has been put in place to ensure that before profit taking can occur, the mill's operating costs and a small surplus will be established. The only fear he has is that the investment community might not participate in providing capital for new projects. It will be a challenge moving forward and ultimately the performance (profits) of the Trust will determine investor interest.

Local representatives met with Misters Shepherd and Richards on the morning of February 17th to get the news first hand. We used the meeting as an opportunity to ask questions and express our fears. We expressed our belief that this arrangement did not make a lot of sense to us, as we have listened to company executives tell us for years that the only true strength Canfor has had in the investment world was the fact they were an integrated forest company.

In our mind's eye, spinning us off from the solid wood side and the eventual withdrawal at Canfor support is a recipe for disaster. When you think back to the many Facts are Friendly meetings we have attended over the years, listening to countless company rep's tell us how we don't make money and investors won't flock to the door unless they are guaranteed a 18% return on investment it is apparent that unless something significant has happened in the last couple of months, the notion of an Income Trust is short sighted. We were asked by Canfor

exec's to not make harsh judgments until we see the yearly report to investors due out in June. They gave indication that the pulp and paper figures will support their belief that we can be successful in a stand alone position.

At the end of the meeting Jim Shepherd threw out a challenge to all in attendance that we could go away and put what ever kind of spin on the deal as we see fit, because the Trust will eventually go ahead and that the Board truly believes they have all our best interests at heart.

It's safe to say that the events of the last couple of weeks dearly points out how little control we have as workers in determining our fates when working for someone other than ourselves. Events happen quickly, change happens overnight. Comfort zones are totally dismantled with the stroke of a pen.

The most positive thing we can hang our hats on in all of this is the fact they didn't make an announcement of mill closure in a month like so many other mills have experienced in the last year. If in fact the worst case scenario does unfold and the 3 mills have a limited shelf life we have had prior warning that 8 to 10 years out from now could be problematic for people employed at these sites.

We urge our members to start taking control of their futures today. We humbly ask that if educational upgrading is necessary, do it. Make plans now for a future that might not involve retiring out of the pulp and paper industry with 30 or more years of seniority.

Super size my pay

LabourStart/CALM

Minimum wage fast food workers in New Zealand are taking on some of the world's largest fast food brands as a part of their supersizemypay.com campaign and they're winning the fight.

On March 27, Unite union in New Zealand got a historic new deal for workers at Starbucks, KFC and Pizza Hut. Unite members in Auckland campaigned for five months and finally won a union contract.

The new agreement includes a minimum of 7.9 per cent increase in wage rates for KFC and Pizza Hut store workers and 75 cents an hour for Starbuck rates with another increase next March. Youth rates will be phased out. As a first step, all under-18-year-olds will get a wage increase to 90 per cent of the adult rate. Supervisors and team trainers will receive another 50 cents per hour on top of their 7.9 per cent increase. And tea breaks will be increased from 10 minutes to 15 minutes.

Unite is also taking McDonald's to court for unlawfully undermining bargaining and discrimination against union members.

McDonald's, represented by Teesdale Associates, successfully busted the fast food unions in the 1990s. Teesdale undermined bargaining from day one in an attempt to break the small community union. The company threatened to give a pay rise only to non-union members before backing down after legal charges were filed against them.

Yes, they owe us jobs!

BY KEN FOWLER EDITOR

(The following two articles were copied from **The Leaflet**, the newsletter of the PPWC. Editor.)

THE DEFINITION of a healthy forest industry in BC should mean more than fewer forest companies making more money. A healthy forest industry should mean more people should be making a living from the harvest of our publicly-owned resource.

What caused BC's largest industry to end up in the trouble that it finds itself in? A large part of the problem has been caused by mismanagement.

The large forest companies, the ones who make the really big profits, are downloading costs onto contractors, who further download costs onto workers.

Companies like Brascan, Canfor, TimberWest, and Western Forest Products used to harvest, mill and sell lumber, but now they have contractors undercutting each other in order to make a few bucks cutting trees.

These contractors then underpay employees and ignore safety rules. They have truckers hauling farther and for a smaller profit margin, so they drive faster and put in more hours than they ought to. The companies create new "mega" mills far away from where the trees are cut, which reduces the number of good paying mill jobs. These companies export unprocessed lumber, which reduces the amount of chips available to pulp mills and causes more job losses.

The big players think they are making shrewd business decisions when they find ways to reduce the number of people working in the BC's forest industry. They tend to forget that corporate profits are only part of the deal. The primary reason they are allowed to harvest our resource is to create jobs for ordinary British Columbians. I think they are mismanaging the trust the public has given them.

Those whose duty it is to safeguard the public trust seem to have forgotten who they represent. The removal of appurtenancy clauses from the BC Forest Act has to be one of the worst decisions any government in BC has ever made. Removing the requirement that timber be processed near where it is cut and allowing the export of raw logs does little for BC's economy. The BC Liberals, by allowing the big companies to have control of our forests without creating jobs for residents, have also mismanaged the public trust.

One indication of how little this government knows about the state of the industry is highlighted in the winter 2006 edition of *Truck Logger* magazine.

On page 27 is an article entitled "Champions of Forestry", written by none other than Premier Gordon Campbell. The Premier shows how out of touch he is when he pens comments like: "many forestry towns are seeing a new confidence in the future of their communities because they have a renewed confidence in the future of forestry" and "Today, the industry is gaining strength. Jobs are being created and a future is being created for a new generation of forest workers in the communities you helped build."

If one would like a more realistic picture, on page 31 is an article entitled "Forging Ahead with New Initiatives", written by Forests and Range Minister Richard Coleman. In his piece, Coleman acknowledges that all is not rosy in the forest industry.

He writes: "We recognize that the coast is continuing to struggle, even with the benefits realized from the move to market-based pricing. Market prices for coastal timber continue to slide, keeping pressure on the margins."

Apparently Campbell and Coleman don't talk to each other.

What neither questions is whether the raw logs which are being exported and milled elsewhere by cheap labour are undercutting our BC product.

Four hundred and fifty PPWC members lost their jobs in December. I would like to know whether mismanagement by the companies, the government or both is responsible.

Island Phoenix mill is gone

ON MARCH 3/06, when the Island Phoenix sawmill in Nanaimo closes for good, 170 people will be out of work. Cascadia will sell all its Weyerhaeuser assets, including the mill, to Western Forest Products.

PPWC Local 8 vice-president Arnold Bercov says the union will fight provincial policies that allow such closures. "We're not going to sit here and say we're okay with it, because we're not! My intention is to try and get some political involvement in what's going on here. We represent other sawmills, plywood plants and a lot of pulp mills."

Bercov said the province should not have scrapped legislation, in existence since the mid-1900s, tying local jobs to cutting Crown timber. He plans to push government to take a hard look at the social costs of scrapping that legislation. "Most of the people in this province understand if you don't process wood in this province, you're going to suffer."

While changing the law is unlikely, Bercov said the industry should adopt world-class certification standards. That would require forest companies to ensure local communities benefit where the wood is harvested.

The mill is housed in a building and property leased from Cascadia, so closure will save Western Forest Products the leasing costs, also improving its bottom line. The mill would likely be dismantled and sold. Cascadia would not say what they would use the property for. Rumours speculate the site will be used to hold raw logs before they are exported.



Pictured in the photographs is the CEP Local 298 Executive for 2006. Above, standing from left to right – Steve Dudra, Bill McEwan, Derek Smith, Gary Drake, Dino Stamatakis, and Dave Burrows; seated left to right – Mary Murphy, Don Klie and Paul Wilson. In the photos to the left are Jon Gardiner and Dave Andrews on the right.

President	Don Klie	632-1352	2367	Pipefitter
1st Vice President	May Murphy	632-5201	3451 or 2568	First Aid/Stores
2nd Vice President	Paul Wilson	632-5622		Millwright
Financial Secretary	Jonathon Gardiner	638-0088	3513	Steam Plant
Recording Secretary	Dave Burrows	632-5045	3510	Pulpmill
Inside Guard	Dino Stamatakis	632-7199		Shiploader
Outside Guard	Bill McEwan	632-3183		Lagger
Trustees	Dave Andrews 3yr	632-2932		Instrument Mechanic
Trustees	Derek Smith 2yr	639-3022		Millwright
Trustees	Gary Drake 1yr	632-2905		Lubrication Mechanic
Chief Shop Steward	Steve Dudra	632-3850		Tool Crib

Welcome to New Members

As new members hire on to our mill there is a requirement for them to be initiated into the Union in order for them to become members in good standing. Both Locals 298 and 1127 require this. Listed below are the new Local 298 members:

<u>Member</u>	<u>Department</u>	<u>Initiated</u>
Kevin Hamilton	Raw Materials	----
Colin Taylor	Steam Plant	----
Mika Vossi	Steam Plant	----
Stephen Stone	Electrical	----
Teresa L. Nyce	First Aid/Stores	----
Scott MacGregor	Terminal Warehouse	----
Steven Boudreau	Pulpmill	----
Chris Campbell	Raw Materials	----
Kenneth Bradley	Janitorial	Yes

The next General Membership Meeting is at 4:30 pm, Wednesday, May 10, 2006 at the Union Hall, 623 Enterprise Avenue. General Membership Meetings are held on the second Wednesday of every month unless otherwise notified.

New members should also be aware of our strike defense fund, also known as The Futura 298 Account. To sign up for this fund members have to open an account at Envision, Snow Valley Credit Union in Kitimat. Once a month, a member has to deposit at least \$50 into the account. Local 298 will add \$8 per month to the account. Once you accumulate \$1000 it gets rolled into a term deposit of your choice with the maturity date no earlier than the end of the contract. You can access the money and interest collected only during the first month after the contract expires, for a month after the start of a strike, a lockout or acceptance of the contract, or if you quit or retire from Eurocan. Otherwise, withdrawing the money prematurely will forfeit all interest earned. For more information on the account please visit the Kitimat Credit Union.

Also, anytime a member, or retired member of Local 298 or 1127 pass away both Locals take up a collection of one hour's card and pay this tribute to the deceased member's spouse or closest relative. This money is intended to assist the surviving family members with funeral arrangements and any other incidentals.

The above benefits are explained in our bylaws booklet.

Notice

For people wanting assistance with their WCB claims, Pat Williams will be providing assistance and can be reached at the Terminal Warehouse First Aid office at (639)-3506 or on his cell at 632-1267.

Employee and Family Assistance Program - EFAP

The services of professional counselors are available to all employees of Eurocan through the **EFAP**. Anyone needing psychological or psychiatric counseling, financial counseling or help in any matter can contact the offices of Wilson Banwell in Vancouver, toll free at **1-800-663-1142**.

The Kitimat office is located in Century House at #330 370 City Centre and the phone number is **250-632-5564**.

There is no charge for these services and all sessions are strictly confidential.

If you want advice about these services you can contact them directly or talk to one of our **EFAP** union representatives: Gary Ewanski, Mary Murphy or Peter G. King (pipefitter).

For more information about this product, visit www.ucllick.com



Puzzle date: Monday, April 24, 2006

ACROSS

- 1) Alack partner
- 5) Isaac's mother
- 10) Skirt insert
- 14) Sanctuary
- 15) Minoan's island
- 16) Dueler's choice
- 17) Restaurant employee, perhaps
- 19) Actress Patricia
- 20) Last qtr. kickoff
- 21) Melville work
- 22) "Cabbages and Kings" author
- 24) Horned zoo beast, informally
- 26) Break in two
- 28) Extreme foolishness
- 30) Brother of Moses
- 34) Perfume sample
- 37) It's at the top of a column
- 39) Fink
- 40) Collar
- 42) Tiny of literature
- 43) Ayres in "Holiday"
- 44) Aloft, e.g.
- 47) City or classic TV show
- 49) Wild West shelter
- 50) Fold, as paper
- 52) Pop art icon
- 54) Puccini opera
- 58) Superficial behavior
- 61) Sweater's outlet?
- 63) John and Bobby's brother
- 64) Not quite shut
- 65) Pit viper
- 68) Sally with a fan
- 69) Staggering
- 70) Corner of a diamond
- 71) Some alimony collectors
- 72) Stylish Ellis
- 73) Baltic Sea feeder



PUT OUR HEADS TOGETHER

By Kelly Johnson
 Edited by Timothy Parker

DOWN

- 1) Feel more than disdain
- 2) Bloodsucker
- 3) Violinist's heirloom
- 4) Disconsolate
- 5) Phony deal
- 6) Melodic composition
- 7) Remove red eye, e.g.
- 8) Gobbled
- 9) Judean king, 37-4 B.C.
- 10) War planner
- 11) Store sign
- 12) Keister
- 13) Slippery and slithery
- 18) Pinocchio has one
- 23) Boarding school biggie
- 25) Something to pick?
- 27) No, to Lenin
- 29) "Dies ____"
- 31) Moon valley
- 32) High draft rating
- 33) It's sometimes breaking
- 34) Workout gait, often
- 35) Roof projection
- 36) Dance school lesson
- 38) Role for Callas
- 41) "Mass in B Minor" composer
- 45) Pays off
- 46) Word with eye or name
- 48) The lion in summer
- 51) Amorous runaway
- 53) Highlights summary
- 55) Home follower
- 56) Come to a halt
- 57) Hognose snake
- 58) Token, at times
- 59) Warrior of legend
- 60) Sugar source
- 62) Depend (on)
- 66) Tram filler
- 67) One place to watch movies

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