



LOCAL 298 NEWSLETTER

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

Issue #1 Volume #12

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LABOR HISTORY #15



CEP WAGE CAUCUS WORKING ON 2008 WAGE AGENDA

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Executive Officers For 2008

		<u>Tel #</u>	<u>Work Local</u>	<u>Job Title</u>
President	Mary Murphy	632-5201	3451, cell 632-1352	First Aid/Stores
1st Vice President	Randy Dobson	632-7222	3513	Steam Plant
2nd Vice President	Don Klie	632-7571	2367	Pipefitter
Financial Secretary	Rick Wittmann	632-7623	3466 or 3472	Electrician
Recording Secretary	Bill McEwan	632-3183		Lagger
Inside Guard	Dan Bellville	632-5935		Pipefitter
Outside Guard	Cade Gardiner	632-3870	3510	Pulpmill
Trustees	Pat Williams 3yr	632-1267	3506	First Aid/Checker
Trustees	Paul Jeffery 2yr	639-0139	3510	Steam Plant
Trustees	Dave Andrews 1yr	632-2932		Instrument Mechanic
Chief Shop Steward	Steve Dudra	632-3850	2375	Tool Crib Attendant

Committees

Standing:.....Randy Dobson, Don Klie
Committee Steve Dudra, Dan Belleville
 Paul Wilson

Wage:.....Mary Murphy, Randy Dobson
Delegates Dan Belleville, Rick Wittmann

Job Evaluation.....Kevin Read, Ralph Johnston,
 Steve Richdale

Rehabilitation &:..Paul Jeffery 2yr, Pat Williams 1yr
Reintegration

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

Pensions:Don Klie, Gary Ewanski

Sunshine Committee:...Debbie Newlove, (Dorothy
 Birkett is currently off work and
 on LTD)

Contracting Out:.....John Miller, Don Klie, Rick Wittmann
 Paul O'Driscoll

Central Safety: Paul Jeffery, Paul Wilson, Russell
 Ruff, Laura Prinz

Apprenticeship: Paul Wilson, Rick Wittmann, Kevin
 Gentile, Paul O'Driscoll

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

Chief Shop Steward	Steve Dudra
Yard & Stores	Ilona Kenny
First Aid/Stores	Len Hanson
Janitorial	
Raw Materials	Mike Holland Taylor Cross
General Equipment	Steve Krevenchuk
Operators	
Steam Plant	Jim Harrison Arnie Lepisto Lucky Bhullar
Pulp Mill	Kevin Read Debbie Newlove James Scrivens Cade Gardiner
Shiploaders	
Warehouse\Dock	
Maint. Pipefitter	Al Hummel Dan Belleville
Electrical	Rick Wittmann
Inst. Mech.	Pablito Mendoza
Millwrights/Oilers	Gary Drake
Millwrights	Derek Smith Paul Wilson Paul O'Driscoll

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 February 2008 Newsletter
February 22, 2008**



President's Report

WAGE CAUCUS WORKS HARD IN TOUGH TIMES

By Mary Murphy

January 23, 2008

Thanks for your support in re-electing me for this very important negotiating year. We certainly have a great quantity work ahead of us. I look forward to working with the new Executive and committee members. Already the strong dedication is obvious within the wage delegates with January being a very busy month.

On January 21, Locals 1127 and 298 Presidents, along with the Western Region representative, met with the Company to discuss some common issues. Dennis Clare joined the group, discussing issues around costs, failures, and successes, along with predictions for Eurocan. According to Dennis, the Company is reviewing failures which resulted in lost revenue and cost the company big dollars, making prevention priority. Example: the gear box in the Papermill...it's imperative that Eurocan have the proper parts in place to eliminate some of the down time, and added costs. Dennis conveyed projected problems with fibre and hog supply. Investigations to use the Reliability Department to the fullest; utilizing the CMP more efficiently, which drops our cost of fibre, and the newly implemented plan to reuse the bugs at the lagoons and re-circulate them, which is apparently working very well. Dennis also discussed our product, the quality and demand for our product, our healthy stand with our customers, and projected customers. All and all, Dennis was as usual very positive looking at Eurocan's future. West Fraser is very aggressive, so I anticipate that Eurocan will be very profitable, even when it states otherwise.

In preparation for the Western Region Wage Caucus, from January 7 to 9th the wages delegates, Mary Murphy, Randy Dobson, Danny Belleville and Rick Wittmann reviewed all negotiation recommendations from the membership and prepared Local 298's agenda. The agenda was passed at the January 9th General Meeting and sent to the Western Region office on January 10th to meet the deadline. On January 10th and 11th the delegates prepared the Local's agenda items. This will be passed at the next membership meeting, February 13, 2008.

The Western Wage Caucus delegates spent January 15th to 19th dealing with The Main Wage



Agenda, which will be finalized sometime in March, and the final decision of the target mill. The delegates spent long days dealing with all Locals' agenda items and reviewing them. Time, calculating and recalculating, reviewing costs, and prioritizing the agenda items. Some Locals placed motions on the floor to remove their own agenda items before the motion was defeated by the Caucus. This was the process for getting down to the bread and butter of upcoming negotiations, making the decision of what was a strike item and what could be accomplished at home. With difficulty some of the Locals themselves moved some of their Local items off the Main Wage Agenda. In the end, the agenda was still not completed, but I commend the caucus for the dedication, solidarity and the amount of hard work which was accomplished.

Information regarding the CEP Wage Policy Conference to be held in Montreal February 18 – 20, 2008 was circulated throughout the mill and the motion to participate in the Eastern Western Conference was passed. The conference will deal with strategies to address the state of the industry, looking at all avenues, including nation-wide bargaining. The Western Region Caucus will be attending in solidarity. The Western Region is apprehensive about the eastern bargaining strategies bringing the Western Region to a substandard level for negotiations. And the Eastern Region is apprehensive realizing the western caucus is solid and has an agenda. I am focused on the communication for incentives to promote industries, and keep our mills open, enough of shutting down

complete towns, and putting members out of work. Hopefully, the conference will build objectives for putting pressure on Governments and industries, which wait patiently as one mill after another goes down; playing one mill against the other and demanding concessions in order to survive, waiting patiently for the rest to eat what is left.

"We" have the "me, me, me mentality", as long as I am getting a cheque every two weeks; my mill is doing well, so what about Mackenzie? And others. On the other hand we accuse CEP of standing down. Not looking after these areas, well, we are the CEP, and I look forward to the caucus in Montreal. I know it's not going to be easy; but at the end of the day, the Western Region Caucus jointly can walk away.

Some of the comparison and projected expenses for the upcoming negotiations:

Negotiation Costs for previous two negotiations:

2003 - \$ 87,293.34;

1997 - \$129,553.23

Projected costs for 2008:

Preparing agenda and \$ 4000.00

Vancouver wage caucus: \$ 8000.00 (4 delegates)

Eastern/Western conference: \$15000.00 (4 delegates)

March finalization of agenda \$ 8000.00(4 delegates)

Vancouver Wage caucus: \$ 8000.00 (4 delegates)

Local issues negotiations Projected for two weeks:
\$ 16000.00 (4 delegates)

Projected main wage negotiation, Vancouver
\$ 20000.00 (1 delegate)

Total projected: \$79,000.00

If all goes well...if not, that will increase our costs.

Several items not completed from last year which the Executive focuses on:

All Standing Committee documentation in a hard copy for each committee member. This will facilitate pre Standing Committee meetings and better comprehension of the grievances before dealing with the Company. The Chief Shop Steward spent one day putting the items together. Wednesday, hard copies and files were made for each Standing Committee member. The next goal will be correspondences belonging to Union business to the union hall. Some information still sits with the Presidents, and some information has already been lost due to fires, and past resignations. I would appreciate if anyone has notes, emails, documents,

etc, pertaining to union business to drop it off to an Executive member, or email it to the union office. We do have the grievances and pertinent information on a disk, and hard copies available at the union hall. Hopefully by the end of the year, whoever takes over will have all pertinent information readily assessable. This month we released the Chief Shop Steward. Next we will release the previous President to get the President's union information organized and to the union hall.

Rick will once again be involved with trying to get the dues deduction issue completed with the Company, same as Local 1127, and this would be a huge help to the Local.

Debbie Newlove has taken on the task of Sunshine Committee until Dorothy returns to work, and is supportive of the new direction of delivering fruit baskets to our members when they are off sick. Please contact Debbie or the union hall if one of our members is off sick, so arrangements can be made. Please don't forget to keep in touch with Dorothy, who is still dedicated to be part of the Sunshine Committee. Thanks Deb for taking on this important project, and we offer our support to Deb when she needs support in deliveries.

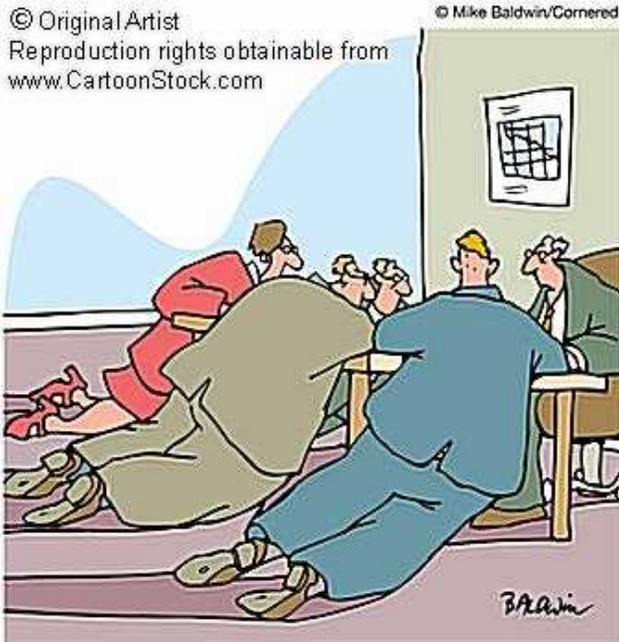
Job evaluations were completed this week for different areas in the mill, and the process proved to be very frustrating for some areas. When I met with the Western Region Representative, he agreed that anyone requesting an evaluation/audience with the board would be granted the meeting. Time was set aside to deal with the Traffic Department issues. Job Evaluations were completed for the Steam Plant, (not exactly what we were expecting), and Pulp mill areas. The process and the evaluation formula needs updating/reviewing. This has been discussed at the Western Region Caucus, with recommendations put forward. A request was made to the Board, the Union side, to address partial jobs/work loads which were taken on by some areas, although paperwork did not follow the work process. The way the evaluation steps are done, some get the pay for doing the workload, which the ones who coordinate/enter data do not, and vice versa; example is the Steam Plant Control Room Operator. I will be following up with this issue.

Trigger bonus, the Company will be placed on notice, follow the contract and deposit the trigger bonus monies into the possession of Local 298. This money will be used for the betterment/benefits of the Local's members. Local 1127 have already put the Company on notice.

Throughout the mill the Company is once again trying to be creative with the progression lines and seniority. The Traffic department was the last to be creative with the progression line, and Standing

Committee at that time was successful in putting a stop to the practice, along with a little help for the Company. The Company started paying everyone the top "rate", when everyone got use to the money, they started to pay, "only if you were doing the job". The biggest problem is our own members bastardizing the progression line. The Company creates opportunity for the members to "Voluntarily" violate the progression line, moving down the progression line and stating that there is nothing the Union can/nor should do. If we continue with this pattern we may as well negotiate seniority and progression lines out of the contract. The company is also choosing to leave areas not covered as they create the shortages.

This is also created by dragging-feet-effect, in regards to release time for successful applicants posting into their new department. This is causing a problem with manning, training and seniority. This issue will be reviewed at the next Standing Committee meeting.



"What we need is a decision, not more foot-dragging."

At the end of January, Crews without shop stewards will have one appointed. This will aid in having proper representation, communication and union promoting throughout the mill for our members. There will be a three day shop steward training session hopefully as soon as February, which Bob Hughf will be facilitating. Please step up to the plate, and the Chief Shop Steward or any Executive

member will assist you with any problems you may encounter.

There are two safety conferences this year, the Pulp and Paper joint Safety conference in Vancouver and the CEP Western Region Safety conference. We have a very financially supportive membership this year, already recommendation to send ALL is voiced. There are four safety members, and it would be great to send one set to the Western Region Safety Conference and the other two to the joint health and safety conference. This will also be dealt with at the next membership meeting.

With the cost of 2008 negotiations, shop steward training, WCB advocate training, Central Safety training, and regular releases throughout the year it's going to be a very expensive year for the Local. As much as possible the Executive will focus on ways to keep the costs down.

Attached is Local 298's December report to the Wage Caucus.

Thanks, again,
In solidarity,
Mary

Local 298 Pulp & Paper Wage Caucus Report

West Fraser is feeling the crunch of the almighty dollar and poor market conditions

November 26, 2007

Employer, Eurocan Pulp and Paper Co., Division of West Fraser – 127 Salaried Personnel, 97 CEP Local 1127 members and 346 Local 298 members; 146 CEP local 298 members in Trades; 200 CEP Local 298 members in Operations.

West Fraser is feeling the crunch of the almighty dollar and poor market conditions, as are all industries.

This is reflected in the announcements; closure of the Skeena Sawmill in the Terrace area, Houston Forest announcing a 5 week production curtailment, and indefinite production curtailment at the Hinton Mill.

We recently had our second "Commitment to Employment" meeting this year. The Committee was informed, that the funds utilized towards reducing contracting out will be cut in half next year. The funds allocated to the Central Safety committee already cut in half this year. Training and manning is still a huge problem with deficiencies recognized but the appropriate steps to address these deficiencies lack

a sense of urgency; the consequences: departments running on excessive overtime because of training issues. Eurocan experienced a Confidentiality Breach, where information sensitive to the people involved was posted on an electronic bulletin board for a period of approximately three weeks. With the help of the privacy commissioner, the Company has taken steps to address the issue and insure that this will not be repeated. Shiploading issues, we have once again placed the company on notice that our Shiploaders load and unload any ship or barge at our terminal operations. The company is working closely with the union to ensure this is done.

We have a healthy apprentice program, with:

- 3 electrical apprentices and one more position posted;
- 3 instrument mechanic apprentices with one more position posted
- 5 millwright apprentices with two more positions posted
- 3 pipefitter apprentices
- 1 machinist apprentice

We are looking closely at Eurocan's Drug and Alcohol policy. We need to work closely with the Company and to educate our members, recognizing that the condition is a disability. Therefore, while on any type of treatment program these members need to be on sick pay benefits, not creative suspensions, calling it part of the treatment program. Time off without pay, is a suspension.. ..no need to sugar coat it.

Several grievances going to arbitration: challenging the company's policy around the one year restriction limiting posting into positions.

There were a set of grievances settled at Standing Committee awaiting approval of the membership. The approval from the membership was not secured, and the issue taken back to Standing Committee. These grievances were clear "failure to notify". This was missed by the Committee, and steps to prevent repeat will be implemented. Hard copies of the grievances and information pertaining to the grievance will be reviewed by each Standing Committee member. This will prevent relying on the information shared at meetings read from the Chief Shop Steward's computer.

Family Responsibility Leave, although the Local was successful with this grievance, the Company has appealed the arbitrators' decision.

Lost a failure to accommodate grievance.

Learned from this arbitration: when an employee is removed from his job, a grievance should have been generated.

Safety: Lockout issues, two people to lock and two people to de-lock; this is an adopted procedure from the Lockout Committee. All members of the

Central Safety Committee agreed to adopted the recommendation and make this Mill Standard. Papermill management states that they will use one person to de-lock, and do a risk assessment to determine if two people are required. They informed Central Safety that the committee makes recommendations to management; they do not "make" the safety policies and procedures. They informed the Committee that they are not the "law makers". I can visualize that this will be an ongoing battle, and continue to be a pressing issue.. ..safety first? Or manning issues first?

WCB did two inspections at our mill recently. One inspection following a complaint regarding heat stress in the Papermill. And one to review and discuss air brake training for operators of the Ottawa Vehicle at our terminal operations. They also reviewed the requirement for air brake certification when operating the Ottawa Vehicle.

We are researching issues around changes to medical benefits coverage under the Extended Health Insurance. Our Mill, like many others changed to Pacific Blue Cross when MSA merged with CU&C and others to form Blue Cross.

Also seeking information from other Locals who have an ERT under the umbrella of the contract. Especially if it is a volunteer position, and the "team" consists of two Locals and staff personnel. Looking for information on jurisdiction issues, along with training, pay, insurance etc.

Negotiations issues: we are looking at last chance agreements and pattern bargaining is an obvious issue. Should the wage delegates look at a small agenda? Do we need to look at the options of continuing for another year and maintain what we have now, until we are in a better position for negotiations? Do we risk losing some of our good contract language/benefits because of the state of the industry? Wage increases and job recognition is imperative; reality is that if the state of the industry is suffering, then we need to also insure survival adequate for ourselves.

In Solidarity, Mary Murphy, President Local 298



(The following letter was sent to all CEP Pulp and Paper Locals by CEP National President, Dave Coles, December 14, 2007. Editor.)

URGENT CALL FOR NATIONAL WAGE CAUCUS

To all CEP Pulp and Paper Local Unions

Greetings,

These are exceptional times for CEP members in the pulp and paper industry. Thousands of our members have lost their jobs. Mill closures have affected every part of Canada. Employers have responded to this crisis by threatening local unions with job losses unless they give concessions. These exceptional circumstances demand that CEP take strong, dramatic action to defend our members and to ensure that we speak and act with one voice to address this crisis.

For these reasons, CEP is taking the extraordinary step of convening a Canada wide wage policy conference for February 18-20, 2008 at the Sheraton Centre, Montréal. This wage policy conference will have three major items to consider:

1. the recommendation of the AbitibiBowater caucus that Eastern Canadian pulp and paper pattern bargaining be advanced one year to address the industry crisis;
2. the CEP bargaining agenda for negotiations with the industry in both Eastern Canada and Western Canada;
3. bargaining strategy and coordination of the Eastern Canadian and Western Canadian bargaining groups. (The Western pattern agreement expires April 30, 2008).

I urge your local union to send a full delegation based on your entitlement to this important meeting. Local unions may send additional members of their bargaining committees or wage delegates who will be seated as alternates with voice. However, voting shall be on the basis of delegate entitlement to a CEP convention which is set out in the accompanying call.

Your delegates should come to this conference prepared to deal with each of the three key issues mentioned above, including your bargaining proposals in the event that the conference determines to proceed to early bargaining in Eastern Canada. Western Region delegates should come prepared to discuss bargaining proposals in the event that it is decided by both bargaining groups to coordinate bargaining on a country wide basis.

What are the reasons for this exceptional course of action?

This strategy was unanimously endorsed by the AbitibiBowater CEP caucus which met last week in Montréal. The AbitibiBowater caucus met only days after hearing of the closure of three CEP mills, in Shawinigan, Québec, Dalhousie, NB and Mackenzie BC. When we met with company management prior to the caucus meeting, the company indicated that it was prepared to negotiate on an industry basis provided that the union could come to the table. The majority of these 35 local unions reported that there were local negotiations underway which threaten the pattern, and they agreed that the best course of action was for CEP to act collectively on a national basis. An action plan was adopted by the AbitibiBowater caucus, which is attached for your reference. We are also aware of similar circumstances affecting CEP locals in every region, including in the West where the bargaining caucus was in session this last weekend to discuss local bargaining which has threatened the integrity of the Western pattern.

We are convening this wage policy conference to ensure that CEP solidarity and our pattern bargaining system remains strong in the face of the industry crisis.

It is my view and the view of all your elected officers that opening up our collective agreements to give concessions will not save jobs. Labour costs are not the source of the crisis, and rolling back decades of bargaining progress is not the solution.

Nevertheless, we recognize the economic realities facing the industry and we will confront urgent issues in negotiations with the industry. It is our view that it is strategically sound to bargain soon around short term measures that will protect our members until the industry returns to profitability.

We are also convinced that the most important issue for the industry is not labour costs, but productivity. We have told the industry that we are prepared to negotiate towards greater efficiency and productivity in our mills. This is the key to saving mills and ensuring that the Canadian industry can compete with a dollar at par.

In the coming weeks, myself and other forest sector officers will endeavour to meet with senior management of major companies. We will report to the caucus meeting on the responses we receive to our message.

Sisters and Brothers, I cannot emphasize enough how serious the current situation is for our industry and our union. We cannot sit on the sidelines and watch mill after mill face calamity, and local union after local union facing desperation bargaining which will undermine our pattern bargaining system. Now is the time to act — to act together as CEP.

I look forward to seeing you at the Wage Policy Conference February 18 in Montréal. In solidarity,

Dave Coles, President

Pension Report

Why Did Flat Rate Part of the Pension Get the Only Increase??

(The following letter was sent by Dave Schaub, CEP's National Representative and Chairperson of the Pulp and Paper Industry Pension to explain the recent improvements to our pension benefits. Editor.)

November 12, 2007

Regarding Recent Improvements to the Pulp and Paper Pension Plan

Greetings:

There has been a series of questions raised in regard to the recent Pulp & Paper Pension Plan improvements and how the Board of Trustees decided upon the improvements to be provided.

First of all, as has been indicated in the recent pension seminars and articles your pension plan continues to be in a sound financial position for the provision of the pension benefits. This is a result of the investment strategy followed by the Board of Trustees, which is responsible for overseeing the investment of plan assets, the governance of the plan and the provision of benefits to plan members.

The investment strategy and provision of benefits has been and will be determined after considering the advice of our plan professionals. This is the process that we have followed since the inception of the new plan in 1997.

The Board of Trustees have provided benefit improvements on an ad hoc basis, such as updates to the earnings related benefits and increases in the retiree benefits, when there are sufficient assets to not only grant the benefits at that time, but also ensure that similar benefits can be provided in the future for a lengthy period of time with a high degree of certainty. In addition, more general benefit improvements are made when the financial position of the plan permits. For example, these include increases to the accrual rate for the earnings related benefit and the recent improvement to the preretirement death benefits. The Board of Trustees has a duty to manage the Plan's finances and the provision of benefits in a responsible manner that does not jeopardize the plan's future.

It was through this process that the recent benefit improvements were granted. The Investment Committee reviewed the financial data provided by the plan professionals and debated the level of benefit improvements that might be provided,

including possibly increasing the earnings accrual rate from 1.55% to 1.6%.

It was determined from the discussions at the Committee level, discussions at the Union Trustees pre-meeting and at the Board meeting that the financial data did not justify an improvement to the earnings accrual rate because of the negative impact on the Plan's ability to continue to provide annual increases in the average earnings used to update the earnings related benefits.

It would also put at risk the Trustees' ability to grant further ad hoc increases to the flat benefit pensions accrued for service before January 1, 1997 and the ad hoc increases to retired members.

This decision was based on lengthy reviews and discussions about the financial data and consideration of the opinions of our plan professionals. The Trustees considered the uncertainty of future investment returns, the impact of changes in interest rates and the status of the industry in the future.

The discussion did conclude however, that there was sufficient surplus to grant a larger than normal improvement to the pension benefits for pre-January 1, 1997 service and this would not have a significant impact on the Trustees' ability to increase the earnings related benefit as a later date. It would also not jeopardize the Trustees' ability to continue with the various improvements granted on an ad hoc basis [i.e. earnings updates, pre January 1, 1991 pension benefit increases and retired member pension increases]. As a result, the Trustees agreed to increase the flat benefit to \$54.18 per month per year of service, rather than the regular increase which would have been to \$51.18 per month per year of service.

This decision was unanimously supported, after significant debate, by both unions in both our pre-meeting and at the Board of Trustees meeting.

This process has been followed by the Trustees to grant regular ad hoc improvements since its inception. In addition the Trustees have made other significant improvements to the plan benefits as the funding of the plan has permitted.

The Trustees have a responsibility to all Plan members, active, retired, and terminated vested, and the processes and policies adopted have resulted in a soundly financed plan providing excellent benefits to all classes of members.

I hope this will provide an explanation of how and why Trustees decided upon the plan improvements that will become effective on January 1, 2008. If you have any further questions please feel free to contact myself or one of the other Trustees.

**In Solidarity,
David Schaub, National Representative, Chairperson,
PPIPP**

Factors to Consider When Deciding Whether or Not to Transfer the Value of Your Pension Out of the Plan

(The following article was provided by the PPIPP trustees. Editor.)

The Trustees recommend that, before making your choice of whether or not to transfer the commuted value of your pension from the Plan, you consider obtaining independent legal and financial advice concerning your rights and the effect of your choice from an advisor familiar with all your personal circumstances that may affect your decision.

This notice outlines the terms of the Plan relevant to the choices available to a terminating participant. It is intended to inform you about the choice you must make about your pension and some features of the Plan that you should take into consideration in doing so. It is not a statement of your legal rights or obligations. Those are determined only by the provisions of the Plan.

The decision whether or not to transfer the value of your pension from the Plan to another locked-in pension arrangement, e.g. an RRSP, is an important one and should be thought through carefully. This decision does not need to be made immediately unless you are close to your 55th birthday. You may transfer the value of your pension from the Plan at any time before you reach age 55.

In simple terms, the transfer value is the value today of your pension at age 65. For example, if you are age 40 and have earned a monthly pension of \$500, the transfer value is the amount of money that you would need to invest for 25 years (between age 40 and age 65) to be able to provide you with a lifetime monthly pension at age 65 of \$500 per month. The calculation also factors in mortality (ie. the odds of you dying). The transfer value is highly sensitive to your age and to interest rates. The older you are, the larger the amount of money you would need to invest and the higher the interest rate, the lower the amount of money you would need to invest.

If you wish to obtain the highest value possible from the Plan it is very important to understand that an early retirement pension paid from the Plan has a much higher value than the transfer value of your pension at age 65. If you are in good health and are not concerned about dying prior to retirement, you may wish to leave your pension in the Plan and retire at the earliest possible age, at age 55, with an 18%

reduction. By doing so you do not lose the value of the early retirement factors which the Plan provides — the value of your pension at age 55 is much higher than the value of your pension at age 65. As mentioned above, the transfer value of your pension is calculated at age 65 and therefore does not include any provision for the Plan's early retirement rules.

Another factor you should consider is the prospect that you will return to work covered by the Plan in the future. If you leave your transfer value in the Plan and return to work covered by the Plan long enough to earn 2 years of credited service after your return, all of your service earned prior to January 1, 1997 will be "bumped up" to the current benefit level. For example, if you left work covered by the Plan when the flat benefit rate was \$25 per month per year of service but later returned to work under the Plan and earned 2 more years of credited service, your pension for all service would increase to the rate in effect at that time. This would only happen if you had not transferred the value of your pension out of the Plan. Once your transfer value has been paid out of the Plan, even if you returned to work covered by the Plan the next day, you would be treated as though you were a new employee with no prior service in the Plan.

There is one circumstance in which you will obtain a higher value from the Plan by transferring the value of your pension out of the Plan. If you have reason to believe that you will not survive to age 55, you may wish to elect to transfer the value of your pension out of the Plan. This is because the pre-retirement death benefit for a terminated member is based on your pension earned for service after July 1, 1992 — in other words, the pension earned prior to this date is not included.

If you presently expect to reach age 55 but later learn that you will not, you may then elect to transfer the value of your pension out of the Plan, as long as the transfer is made before your 55th birthday. If you expect to survive to age 55, but not to age 65, the value of your early retirement pension and the death benefit payable from the Plan will be greater than your transfer value. This is because, provided you have a valid Spouse and Beneficiary Designation form on file (available from the Plan Administrator), the death benefit when you are over age 55 is based on your full early retirement pension.

In summary, unless you do not expect to survive to age 55, you are probably better off leaving your pension in the Plan and retiring at age 55. If you learn that you are not likely to survive to age 55 you can transfer the value of your pension out of the Plan to another locked-in pension arrangement.

Belleville's Views

Fact or Fiction

By Dan Belleville

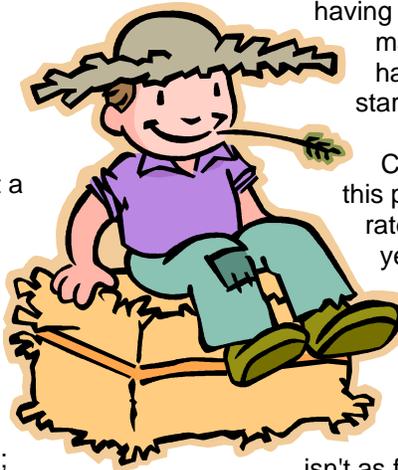
We were doing so well until we got a letter posted in the Real News telling us how good we were doing and that we had past even last year's record. It also told us that we had still another three days left this year and to feel free to add to this record. I don't remember if we even had time to read this information before everything seemed to go to hell. Gear boxes failed; pulper pit pumps failed; transformer failed; and a couple of fires happened. If I believed in that kind of stuff I would think we had been jinxed.

I heard the Company was patting themselves on the back for saving about \$44,000 on the cost of getting a new gear for #1 Paper Machine gear box. The story has it that this gear was ordered quite awhile ago but sat on someone's desk until the brake down because of the cost. I'm happy to see that they found a Company in B.C. to make this gear at a lot lower cost, but I would bet that the person that found this item at the lower cost wasn't the person that had it sitting on his desk. If I'm wrong, I'm sorry and will thank you in next month's Union newsletter if you read it. But let's look outside the box; we saved \$40,000 and we had to go down at least three times and it probably cost a million because we didn't have the gear on hand. This is the Company's idea of saving money?!!

The other day I heard the shift Millwright sing "where did all the oil go"; well maybe he wasn't singing. Well, he showed me the hot list for equipment he had to check and oil. Boy, I knew I should have invested in oil because just seeing what Eurocan goes through I'd be rich and could have retired years ago.

We heard Eurocan was looking for a Company to come in and find out where all the oil was going and try to recover it. Or, did I hear that the Company thinks that if they can get the oil back into the ground faster than they can take it out they would get it cheaper.

While the Millwrights were removing the gear from the gear box the operator showed me a leak, and asked if I could tighten it up to stop the leak. Well, the line had to be removed because it came apart at the fitting because it was rotten. Had the Machine not been down we would have lost more money because of down time and not having the adapters in Stores. I told Kerry Kendall about not



having the parts and he said we could get them made in Terrace and we could get it and have it installed before they were ready to start back up.

Continuing with the oil issue, it was the Company that added to the cost by making this position a Millwright position adding to the rate of pay. This worked fine for several years until most of the workers that were oilers before plus a couple other transferred back to their oilier positions. The last posting not a Millwright applied, but I did hear that a Pipefitter did and was denied; don't know exactly why. I guess the Company isn't as flexible in everything because this makes sense to have a fitter do the job because he could also do repair on the piping and you have someone that has applied for the job.

We have a Commitment to Employment Committee but it seems the Company has a second committee that is committed to contracting out and they seem to be the Company's preferred supplier. Even though you will read in the **Labour Agreement**, "*The Company's policy is to avoid, wherever possible, contracting out of work or repairs normally done by and within the capacity of the Maintenance crews*".

As everyone knows we bought an excavator to do the work on our Landfill using our own workers. But look up there now and you see the Company is quick to contract out to their buddies instead of getting our equipment up and running. They say the excavator is broken down. I wouldn't be surprised that they have had the parts in for weeks but don't have the time or manpower to keep up with repairs. Another department that wastes dollars on repairs of old equipment, repairs on a dump truck box, and can't plan regular maintenance on equipment because there are not enough pieces. Why should they try, because how can you man a department like the Yard and Equipment Department that has next to no workers.

Like I say, you can tell when a Company is doing real good: they hire Staff at \$200,000 a year to stand around and upset their union workers, instead of finding ways to help them do their jobs better and safer. These same high priced people contract out our work so that they have less work and responsibility, it's not to save money they told us so many times that we are cheaper.

So, if the Company can waste this kind of money and not blink an eye, just maybe we can get more settled at Standing Committee.

Keeping in mind the cost for labour is the least cost to the Company to Survive, maybe they should

concentrate on productivity and efficiencies. According to the Company we are far ahead in productivity so the only thing we can improve on is efficiencies until the dollar goes down and the USA recovers.

This seems to be where the Company fails because no matter how many planners, engineers or Managers they hire they can't stop wasting money except when it comes to coloured paper clips. Look at Stores' waste of money and how that is managed; no control on stock quantities; what to keep in Stores; when to delete it from inventory; wasted money on vending machines. I know this must be a hard department to keep up to date and cost a lot, but efficiency is not there, they are not even close though a few have tried and lost their jobs trying.

I urge the worker to keep doing their best and keep producing paper productively and SAFELY!!!

This is how I see things happening in the mill; so can you tell me what is FACT or FICTION when you see me in the mill. I'll take and report the information from both Hourly or Staff to see how my view compares.

COMPANY SEEMS INTENT ON SHOOTING THEMSELVES IN THE FOOT

At the last Standing Committee Meeting one of the issues the Union had was the lack of employees in Stores and how often they are having trouble covering the First Aid position. The Company seems to be short of First Aid Attendants because of the amount of holiday some have, the planning to renew their tickets and if someone gets sick or other emergencies occur. They used to be able to operate the Mill with nine First Aiders and now we have fourteen, so what's the problem; maybe we need to hire more planners.

They are so short in Stores that they leave positions empty and only one person at the counter to serve everyone. These positions left open cause delays and cause people to stand around waiting in turn costs down time and money.

The incident that happened before Christmas shows us that the Company will stop at nothing in order to upset our union Rep's. The Company had hired the College to train their Supervisors on site with level one first aid. Mary, on her days off was one of the trainers for the College and was set to

teach the next morning. She receives a call from one of the Supervisors that they couldn't get a First Aid person to cover the dayshift. Mary, being a dedicated employee, gave the Supervisor several options on how to try and fill the position because she was teaching the first aid course, to the Company's staff, that morning. Meanwhile, she calls another teacher to see if they could take her place, but they all had other obligations and couldn't. But the Supervisor wasn't successful in getting anyone to come in so he had to call Mary back. He told her he would have to cancel the course so that Mary would be able to cover the First Aid position. Well, Mary agreed to come in on overtime and work so the Mill could continue to operate.

Well, the next couple of days First Aid Attendants had to work sixteen and seventeen hour shifts along with using someone from Local 1127 as a backup in order to cover the Mill's operation.

Even though the Company was talking nice to our President (Mary) for helping out at this difficult time and doing a good job, the same people were



phoning the College and complaining that the College had failed to provide the training that Eurocan had contracted them to do, and may never get this contract in the future because their trainer never showed up. The College left messages on Mary's phone trying to find out what had happened, but she was working so much it was several days before she responded to the College. When Mary finally was able to get in contact with the College it soon became clear to her that the Company was trying to get her fired from the College. As can be expected, Mary was a little upset and when she first approached the Company they said to her "Mary you know this cost the Company a lot of money because of it being canceled. We had to have Supervisors work overtime and switch shifts. Then Mary explained to Doug that it was the Company that had canceled the course and had her report to work in order to keep the mill running. Eurocan is required to have a

certain number of First Aid Attendants on site because of the number of employees it has. She also told him that he was lucky that the training was being done for our Mill because if it had been for anyone else, she would have had to teach for the College and not been available to work at Eurocan. The last bit of information that she had to tell him was(!!!) that she was on days off and overtime is voluntarily. As Doug was doing the back stroke he said to Mary that this was all a misunderstanding and he was sorry that it had come to this. In my opinion, this was another opportunity the Company thought they had to get our Union Rep in trouble. This is the same reasoning they had when they hit our President with the most severe disciplinary action in the Computer breach incident.



Here again the Company has its priorities all screwed up. The world is falling apart all around them and they tunnel vision in on one subject...seatbelts. The Ambulance can't get into many areas if someone was hurt; workers are slipping and sliding getting to work and the Company doesn't seem to want to call people in the clear the snow. Don't get me wrong, wearing your seat-belt is very important and we should be reminded to wear them that is what job observations are for. The WCB probably enforces us to use seatbelts unless the Company has a variance. But, people do get upset when they have to struggle to get to work and they see major safety issues being ignored. Nevertheless, we have to watch how we speak to the Manager and we have to respect them in that position. Open door policy is closed or it only goes so far, so if you have to talk to upper management one of our executives has come up with a few phrases that one could use to keep us out of trouble. I think I saw Mary with some kind of list.

This year hasn't started very well for us, we lost a transformer, a gearbox on #1 Paper Machine, a pump on #2 Cooch Pit and a fire on #1 Paper Machine. People worked long hours on the holidays to help get the repairs done and I saw two machines making paper before I left work. I heard the gear for the gearbox was on order but someone in their wisdom canceled the order. I'm wondering if that is true and who gets the credit for that and can we get

one so we don't lose a lot of down time. Well, things do happen and hopefully we can get back on track fast. But remember, take the time to plan the job safely, we want our members to go home with all their parts.

That Country Boy
Dan Belleville

COWABUNGA

SOCIALISM: You have 2 cows, and you give one to your neighbour.

COMMUNISM: You have 2 cows. The State takes both and gives you some milk.

FASCISM: You have 2 cows. The State takes both and sells you some milk.

NAZISM: You have 2 cows. The State takes both and shoots you.

BUREAUCRATISM: You have 2 cows. The State takes both, shoots one, milks the other and then throws the milk away.

TRADITIONAL CAPITALISM: You have two cows. You sell one and buy a bull. Your herd multiplies, and the economy grows. You sell them and retire on the income.

SURREALISM: You have two giraffes. The government requires you to take harmonica lessons.

AN AMERICAN CORPORATION: You have two cows. You sell one, and force the other to produce the milk of four cows. Later, you hire a consultant to analyze why the cow has dropped dead.

ENRON VENTURE CAPITALISM: You have two cows. You sell three of them to your publicly listed company, using letters of credit opened by your brother-in-law at the bank, then execute a debt/equity swap with an associated general offer so that you get all four cows back, with a tax exemption for five cows. The milk rights of the six cows are transferred via an intermediary to a Cayman Island Company secretly owned by the majority shareholder who sells the rights to all seven cows back to your listed company. The annual report says the company owns eight cows, with an option on one more. Sell one cow to buy a new president of the United States, leaving you with nine cows. No balance sheet provided with the release. The public buys your bull.

FRENCH CORPORATION: You have two cows. You go on strike, organize a riot, and block the roads because you want three cows.

JAPANESE CORPORATION: You have two cows. You redesign them so they are one-tenth the size of an ordinary cow and produce twenty times the

milk. You then create a clever cow cartoon image called 'cowkimon' and market it worldwide.

GERMAN CORPORATION: You have two cows. You re-engineer them so they live for 100 years, eat once a month, and milk themselves.

ITALIAN CORPORATION: You have two cows, but you don't know where they are. You decide to have lunch.

RUSSIAN CORPORATION: You have two cows. You count them and learn you have five cows. You count them again and learn you have 42 cows. You count them again and learn you have 2 cows. You stop counting cows and open another bottle of vodka.

SWISS CORPORATION: You have 5000 cows. None of them belong to you. You charge the owners for storing them.

CHINESE CORPORATION: You have two cows. You have 300 people milking them. You claim that you have full employment, and high bovine productivity, and arrest the newsman who reported the real situation.

BRITISH CORPORATION: You have two cows. Both are mad.

IRAQI CORPORATION: Everyone thinks you have lots of cows. You tell them that you have none. No one believes you, so they bomb the **** out of you and invade your country. You still have no cows, but at least now you are part of a Democracy.

WELSH CORPORATION: You have two cows. The one on the left looks very attractive.

AUSTRALIAN CORPORATION: You have two cows. Business seems pretty good. You close the office and go for a few beers to celebrate.

COOL HAND LUKE

What happens when you put good people in an evil place? Does humanity win over evil, or does evil triumph? These are some of the questions posed in this dramatic simulation of prison life conducted in the summer of 1971 at Stanford University.

<http://www.prisonexp.org/>

They randomly selected students half as prisoners and half as guards. The study was canceled after only 6 days because of what the guards were doing to the prisoners and how the prisoners were reacting.

This study and others have shown us that if you put people in authority over others some of them believe their job is to oppress them and start to behave that way. And the people under them act just as they are treated. Treat them like prisoners and they will act like prisoners.

This is how Hitler, Stalin, Saddam Hussein, and George W. Bush end up behaving as they do. This is to lesser degrees other people as well.

Treat them like prisoners and they will act like prisoners.

Treat them like terrorists and they will act like terrorists.

Treat them like children and they will act like children.

Luckily the inverse is true as well. Many great leaders follow the writings in the Chinese book "The Art of War" by Sun Tzu.

Where do we see the down side of the abuse of power in our country?

The RCMP taser incident at the Vancouver airport. It took the RCMP 23 seconds to taser a lost passenger to death.

Prime Minister Harper who believes his job is to become another George W. Bush

Primer Campbell who believes his job is to give everything to the corporations and take away any social program in the province.

There is a saying "If we do not learn from the past then we are doomed to relive it."

What do we learn from the past, is that we do not learn from the past.

Peter G. King

(Interestingly, CBC's morning show, The Current, aired an interview they did with Dr. Phil Zimbardo, the Stanford researcher, on its Thursday, January 24, 2008 show. Zimbardo became especially interested in the abuse that took place in Abu Ghraib, the U.S. military-run prison in Iraq. He believes that the abuses occurred when there was improper supervision of the guards. It was noted that the abuses at Abu Ghraib, at least the abuses that we've been told of, and the guards who were charged, all occurred on the night shift when senior officers were not on duty. The guards were encouraged to "soften" up the prisoners so that the interrogations would be more fruitful. In fact, Former Abu Ghraib commander, Janis Karpinski, claimed that US Defense Secretary Donald Rumsfeld personally ordered "making prisoners stand for long periods, sleep deprivation ... playing music at full volume". Staff Sergeant Frederick was the senior enlisted soldier at Abu Ghraib prison between October and December of 2003, when the abuses are alleged to have occurred. He pleaded guilty to five charges admitting to allegations of conspiracy, dereliction of duty, maltreatment of detainees, assault, and committing an indecent act. He received a sentence of eight years in prison, a reduction in rank, forfeiture of pay and a dishonorable discharge. After 3 years in prison he has been paroled. Editor.)

**To the members of CEP Local 298:**

Thank you for the gift basket. It brightened my day.

Gord Ouwehand

To the members of CEP Local 298:

Best wishes to you all. Thanks for the lovely food basket, we will enjoy eating the goodies.

From the McKelvey family

To the members of CEP Local 298:

Thank you so much for the lovely basket of goodies.

Willy & Shirley Buysse

To all members of local 298:

Thank you very much for the goodie basket you sent me at Christmas, it was delicious.

Manuel Casquilho

Dear Brothers & Sisters of CEP Local 298:

Thanks very much for the lovely gift basket of goodies. We appreciate it and we wish all of you the nicest Christmas & a prosperous New Year. May God bless you all.

**Sincerely
Joaoe & Maria Ventura**

To the members of CEP Local 298:

Thank you very much for a wonderful basket of goodies.

God Bless all

Joe Farias

To the members of CEP Local 298:

Thank you very much for the Christmas basket. We really enjoyed it.

Dino Pereira

To the Members of CEP Local 298:

Thank you so much for the Christmas cheer basket. We both wish you all a Happy New Year and a lot of success at the upcoming negotiations, in 2008.

**Sincerely
George & Socorro Juergensen**

To the members of CEP Local 298:

As a retiree I really appreciate you thinking of me each Christmas time. The gift basket was lovely as always. On behalf of my wife and myself thank you very much and to all we wish you health and happiness for the coming year.

Fernando & Marion Amado

To Local 298:

We would like to thank you for the Christmas gift basket which we received. We wish you all a wonderful Christmas and a Happy New Year.

**Sincerely
Diana & Bruce Griffiths**

To the Brothers & Sisters of Local 298:

Thank you for the cheery Christmas basket, it was fully enjoyed over the yuletide season. May the best you have ever been, be the worst you ever shall be.

**In solidarity
Angus & April MacLeod**

(The following letter was broadcast email to all of the addresses in the Eurocan email system by a frustrated worker who was concerned about his safety and was not sure specifically who to contact on this issue. The employee was subsequently called into the supervisor's office and told he had violated Company policy on proper use of the Mill's email. I would encourage anyone who has a similar problem with the Mill's snow clearing in the future to

bring it immediately to the attention of their Safety Captain, Shop Steward and their Supervisor. Editor.)

Bob's Got Crabs

off the mark by Mark Parisi www.offthemark.com



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To all who can find the time to care.....

Where oh where is this so called concern for safety in this season of ice and snow at good old Eurocan? Where is the equipment and crew that should be used to clear away this concern?

Does safety go out the window because it's winter, or is it perhaps a matter of cost for diesel fuel and/or salt and sand or is it the lack of caring on the part of the heads responsible?

Because, and I quote, "It's Winter" should not be an excuse. I've seen much worse winters in my 27 years at Eurocan but this is the most deplorable of conditions in the yard and parking lots that I have ever seen. I get to drive my vehicle in to the mill area (thanks) and park by No.3 stores (No Clearing for days). Only thing is I still have to navigate from my vehicle to my work place. This is very treacherous for me with the conditions as they are and have been for the last few years in the winter. Please tell me, what am I to do? Must I carry my own salt, sand, shovel and wear ice cleats on my footwear? I could do all of the above (when I get here in the morning on company time, it is your property) but why is it necessary? The departments that should be doing this are not, and I can't figure out why. The equipment is there the people have been hired/trained (I hope). So what's the problem???? I know that I am not the only one with a concern over this issue, is anyone out there listening, when we ask for something to be done?

Please let me know what I have to do to get to work safely and back home after work.

**Concerned
Sincerely
Larry**

In the early eighties Eurocan would have two major maintenance shutdowns a year and for the Steam Plant and Pulpmill crews, once the mill was down and locked out there wasn't much to do, but wait for the start up. One year, a few enterprising individuals on night shift decided to set a couple of crab traps down by the Eurocan dock, but every time they sent young Jimmy, the utility man, to check the traps he would come back and say they were empty. So it was decided to send ol' man Reid with young Jimmy to see what the heck was going on. Just as they were approaching the dock, a Eurocan pickup was leaving the area and heading towards the mill. Young Jimmy said, "That's Bob, he works in Chip Screening, he's sure down here a lot." At that point ol' man Reid said "turn the truck around, that motherless son of a sea cook is stealing our crabs!" By the time the crab feast actually occurred in the Control Room, two supervisors, three shop stewards and a safety captain were involved in a very animated and heated accident investigation over an incident that occurred earlier that night in Chip Screening which involved a lost time injury.

**This is the Ol' Dog sayin
Keep yer feet dry!**



An incentive

Internet/CALM

A pat on the back is only a few vertebrae removed from a kick in the pants but is miles ahead in results.

— Ella Wheeler Wilcox, American poet



In Loving Memory of Vinko Omejc

July 9, 1933 - December 29, 2007

(The following notice was copied from the Northern Sentinel's obituary web page. Editor.)

Vinko Omejc was born in Menges, Slovenia. He was predeceased by his father Vincent, his mother Cilka, stepfather Janez and brothers Ludvik, Marijan and Anton.

He is survived by his brother Franci and sisters Zdenka and Milka, also of Europe.

Vinko leaves behind his loving wife of 47 years, Sadie and his six children, Stan (Sharon), Ludwick (Stanis), Darlene (Gary), Brenda (John), Grant (Sharon) and Betty.

The joy of Vinko's life were his twelve grandchildren and two great grandchildren, who will miss their Baba greatly.

Diagnosed with lung cancer December 3, 2007, Vinko lost his short but courageous battle on December 29, 2007, surrounded by his loving family.

Many thanks to Dr. Li Huang, Father Pier and the Catholic Ladies Auxiliary, St. Paul's Hospital, the KGH Nurses and staff, the Haisla United Church Choir, the Haisla Pentecostal Choir and Margret Ferns. Thank you also to the District of Kitimat Yard, CEP Locals 298 and 1127, and special thanks to the

Kitimat Handi Dart and the Kitimat Ambulance Service for taking Vinko home for his last few visits.

Last, but definitely not least, thank you to family, friends and neighbours for the overwhelming support given to Sadie and her children during this very difficult time.

In lieu of flowers, donations may be made in memory of Vinko Omejc to St. Paul's Hospital Foundation, Mesothelioma Research, 178-1081 Burrard St., Vancouver, BC V6Z 1Y6.

(The following notice was provided by Eurocan. Editor.)

It is with heartfelt sadness that the Company announces the passing of Eurocan retiree, Vinko Omejc. Vinko passed away on December 29, 2007 following a courageous battle with cancer.

A long term employee, Vinko joined Eurocan on March 30, 1971, retiring from shiploading in July of 1998.

A Funeral Service for Vinko will be held at 1:30 p.m. on Wednesday, January 2, 2008 at Christ the King Church, 1760 Nalabila Blvd. Previous to the service a viewing will be held from 11:00 a.m. to 1:00 p.m. at the Church.

Close friends and family are also welcome to attend a viewing at 33 Morgan Street beginning today at 4:00 p.m.

In lieu of flowers, the family has requested that donations in Vinko's memory may be made to St. Paul's Foundation for Cancer Research.

Our sincerest condolences and prayers go out to Vinko's wife, Sadie, his children Grant, Brenda, Darlene, Stan, Betty and Ludwig and their families. Their sorrow is shared by his many friends and colleagues here at Eurocan.

Living wage campaign

CCPA Monitor/CALM

A North American campaign for a living wage has been launched, the brainchild of a Mexican-based coalition, the International Campaign for the Restoration of Wages and Jobs.

The idea is to build continental pressure and reverse the downward trend in real wages. The Canadian organizing effort to provide a northern front to the campaign. It is promoting the goal of a \$10-an-hour minimum wage, which is popular with Canadian trade union and social justice circles.

The continent-wide campaign will give an international face to worker struggles at a time when the service industry and big-box stores like Wal-Mart are putting pressure on workers' wages, from Monterey to Montreal.

Standing Committee Report

JOB CONTINUATION AND LARGE AMOUNTS OF OVERTIME

By Don Klie

The last Standing Committee meeting was December 4, 2007. The December 2007 edition of the **Newsletter** contained a report from that meeting. The next meeting is scheduled for January 30 and 31, 2008.

Maintenance vacation and paid time off scheduling, prior to May 1st, will follow the procedure as outlined in December's 2007 **Newsletter**. That is, scheduling of vacation time off will be as per the vacation rotation procedure followed by each crew. Once vacation rotation is complete, all other time off will be by seniority with remaining vacations taking precedence. All other time off will be treated equally and scheduled by seniority. After May 1st, it is "first come, first serve."

The Company had expressed some concern with attracting and keeping new employees if the remaining time off was granted by seniority. The Company is willing to apply the policy as requested by the Union, with the caveat that the issue would be revisited if problems developed.

In recent months the millwright shop has been experiencing some problems with having supervision applying the Overtime Guidelines properly. The Guidelines were developed to help assist with meeting the requirements of **Bull Session Article 11, Overtime Distribution**; that is, "...to distribute overtime fairly, having regard to all circumstances." This means the Guidelines have to be applied with the intention of distributing overtime fairly, having regard to all circumstances.

Two particular items in the Guidelines appear to be causing some problems for the Company to apply properly. Item 2 which states: "*When calling in an employee, the Call List is to be used starting with the low person, with the following exceptions:*

a) *Where special skills or familiarity are required for the job.*

b) *Tradesmen working on specific job assignments, will be given the opportunity to continue the job when overtime is required, including weekend work scheduling."*

The supervisors rely very heavily on the "job continuation" aspects of Item 2 (b). A supervisor, knowing that a job will involve a significant amount of overtime will assign certain individuals from his crew to do the job. Once the individuals are assigned to

the job, the supervisor will then use Item 2 (b) to justify asking those individuals first to work the overtime. In this way the supervisor believes he can circumvent the requirements of **Article 11**.

Clearly, if the assignment of overtime was to rely solely on "job continuation", overtime would not be distributed fairly (*the definition of "fairly" is not "the individual who is the supervisor's preference"*).

The second item of note in the Guidelines is Item 8, "*Jobs requiring large amounts of overtime will be manned by a combination of area representation and employees low on the overtime list. The intent is to use as many employees as practicable from low on the overtime list."*

This clause was put into the Guidelines to address the imbalance to the Overtime List caused by jobs that the Company knew would incur large amounts of overtime and their practice of always assigning only certain individuals from the area supervisor's crew to those jobs. The supervisor would use Item 2 (b) to justify asking his selected individuals first to work the planned overtime.

While there is no specific number of hours listed to define "*large amounts of overtime*", it is the Union's position that anything over 4 hours would fall into the category of "*large amounts of overtime*".

The Company was concerned, as was the Union, that there were jobs being done in the mill that not all of the tradesmen (from the trade doing the work) would be familiar with. The Company's "area concept" practice has in some aspects of the Mill isolated certain tradesmen to doing only certain jobs. Familiarity with the practices and procedures of certain jobs is very important for being able to do the work safely and in an efficient manner. Therefore, both sides agree that some jobs might require some "*area representation*" for the experience and knowledge that the area representative would bring to the job.

However, there are several jobs that many tradesmen in the Mill are familiar with, especially in view of the fact that on any given day, on any given line outage, maintenance crews are sent to the other areas to assist doing the work.

Also, the word "*practicable*" means, capable of being done or put into effect. Therefore, the wording of Item 8, "*The intent is to use as many employees as practicable from low on the overtime list...*", means that the supervisor has to justify why he (or she) chose to use an area representative over someone on the Call List, especially if the person low on the Call List was familiar with and had experience in doing the job requiring the overtime.

With the large turnover rate we are seeing in management and supervision we are encountering many more problems with overtime than in the past.

I would encourage all maintenance employees to monitor their supervisors to ensure that they are complying with the contract; and to grieve any violations.

Grievance Report

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

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

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

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

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

Case #06-44 Contracting Out Committee – March 9th, 2006 – Failure to Notify. Rain Coast Cranes @ Hog pile.

Case #06-47 Contracting Out Committee – April 3rd, 2006 – Failure to Notify. Rain Coast Cranes @ Chip Tipper.

Case #06-74 CEP Local 298 – Aug 21st, 2006 – Article 43 & Others. – Job Transfers. **The Company noted that they would unilaterally implement the following policy – “When an employee is displaced from their permanent position or when their temporary posting comes to an end and the Company places them in a vacancy, the one-year restriction for transfer will not be applied... It is the Company’s view however, that new hires that compete for vacant positions in the mill compete and are selected for the posted job vacancy. Previous to the candidate accepting an offer of employment they are notified of the one-year clause in the Collective Agreement and the Company’s application of that section.”**

Case #06-87 Contracting Out Committee – July 10th, 2006 – Failure to Notify – Westcan Pump Shaft (PO# 2010605617).

Case #07-01 Craig Karwandy – January 3rd, 2007 – Transfer Denied.

At Standing Committee

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

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

Case #06-76 Contracting Out Committee – Dec. 22nd, 2005 – Failure to Notify – Westcan wearing ring.

Case #06-77 Contracting Out Committee – Dec. 8th, 2005 – Failure to Notify – Westcan pump shaft.

Case #06-78 Contracting Out Committee – Dec. 19th, 2006 – Failure to Notify – Westcan ring spacer for felt roll guide.

Case #06-79 Contracting Out Committee – Dec 15th, 2005 – Failure to Notify – Westcan pump shaft.

Case #06-80 Contracting Out Committee – Jan. 19th – 23rd, 2006 – Failure to Notify – Zanron Drive shaft.

Case #06-81 Contracting Out Committee – Dec. 2005 to Jan 2006 – Failure to Notify – Zanron Heat exchanger tube plugs.

Case #06-82 Contracting Out Committee – Jan. 10th, 2006 – Failure to Notify – Zanron Shaft dryer drive gear.

Case #06-83 Contracting Out Committee – Dec. 29th, 2005 – Failure to Notify – Zanron Shaft Joy Precipitator.

Case #06-85 Contracting Out Committee – June 15th, 2006 – Failure to Notify – 101 Pump shaft 3196XL (PO# 2010605050).

Case #06-86 Contracting Out Committee – June 20th, 2006 – Failure to Notify – Stuffing Box (PO# 2010605174).

Case #06-89 Contracting Out Committee – Sept. 14th, 2006 – Failure to Notify – Westlund – Fabricate Hog Blow Line (PO# 2010607125).

Case #06-91 Dan Belleville – Nov 5th, 2006 – Over Time Distribution

Case #06-92 Contracting Out Committee – June 5th, 2006 – Failure to Notify – Rain Coast Crane hauling a platform.

Case #06-94 Dino Stamatakis – Nov 6th, 2006 – Article XXX Unjust Discipline

Case #06-95 Dino Stamatakis – Nov 1st, 2006 – Supplement #7 Unjust Discipline

Case #06-98 Andrea Lee – Oct 30th, 2006 – Posting to Steam Plant

Case #06-99 Robert Tomkinson – Sept 29th, 2006 – Unjust Progressive Discipline

Case #07-10 Dino Stamatakis – December 19th, 2006 – Unjust Discipline.

Grievances at Fact Finding

Case #07-11 Gary Klukas – January 31st, 2007 – Progression Line move up for OT.

Case #07-12 Dino Stamatakis – Nov 6th, 2006 & Dec 19th, 2006 – Harassment

Case #07-13 G.E. Operators – Jan 31st, Feb 1st, 2nd, 3rd, 2007 – OT Call List Violation

Case #07-14 Bill Jonkman – Feb 3rd, 2007 – Unjust discipline

Case #07-15 Len Irvine – Feb 5th, 2007 – Contracting Out

Case #07-16 Deanna Smith – Feb 27th, 2007 – Was told Posting was Cancelled.

Case #07-17 Chris Campbell – November 22nd, 2006 – Chris was not allowed to Post for the last First Aid Posting.

Case #07-18 C.O.C. – Nov 24th, 2006 – Failure to Notify – Fabrication of Clarifier Rakes

Case #07-19 C.O.C. – Feb 9th, 2007 – Failure to Notify – Fabrication of Sydra Pulper Shaft

Case #07-20 C.O.C. – Feb 21st, 2007 – Failure to Notify – Kitimat Iron Modifying East Door on Precipitator.

Case #07-21 C.O.C. – March 12th, 2007 – Failure to Notify – Stub Shaft for 421 Repulper.

Case #07-22 C.O.C. – April 2nd, 2007 – Failure to Properly Notify – Sub Contractor, Zanron on Traveling Screens.

Case #07-23 Robert Tomkinson – April 10th, 2007 – employee improperly demoted

Case #07-24 Cary Manahan – April 21st & 23rd, 2007 – Failure to Train Up in Progression Line.

Case #07-25 Rodney Gutknecht – April 29th, 2007 – Contracting Out Belt Replacement of Guillotine

Case #07-27 CEP Local 298 – June 11th, 2007 – Eurocan fails to produce Contractors Union Cards.

Case #07-29 CEP Local 298 – June 23rd, 2007 – Vessel Entry Procedure

Case #07-30 CEP Local 298 – June 26th, 2007 – Removing Locked Valves from System.

Case #07-31 Laura Carpino – May 31st, 2007 – Call List Violation

Case #07-32 Mike Keating – July 30th, 2007 – Call list violation

Case #07-33 Trina Martin – August 24th, 2007 – Unjust Discipline

Case #07-34 Mary Murphy – August 11th, 2007 – Over Time Violation

Case #07-35 Mary Murphy – August 31st, 2007 – Unjust discipline

Case #07-36 Laura Carpino – July 30th, 31st, 2007 – Lack of Training

Case #07-37 Ilona Kenny – Oct 8th, 9th, 2007 – Call List Violation

Case #07-38 Ron Venman – Week of Sept 17th – 21st – Unjust discipline

Case #07-39 Lucky Bhullar – Sept 8th & 9th 2007 – Call Out/OT

Case #07- 40 Lucky Bhullar – Sept 16th & 17th 2007 – Call Out/OT

Case #07- 41 Patrick Williams – Ongoing since July 2007 – Seniority/Progression Line

Case #07- 42 Mary Murphy – Nov 3, 4, 5, 6th 2007 – violation of paid leave procedures.

Case #07- 43 Dino Stamatakis – Nov 4th, 2007 – violation of Call Time procedures.

Case #08-01 Stores – Dec 24th, 2007 – Jurisdictional Violation

Case #08-02 Mark Bergey – Dec. 18th, 2007 – Unjust Discipline

Case #07- 44 Warren Campbell – Dec. 06 to March 07 – 3 Month Discipline

Case #07- 45 Robert Tomkinson – Sept. 10th, 2007 – 5 week Suspension

Case #07- 47 Fabian Medeiros – Nov. 2nd, 2007 - Overtime Call List Violation

Case #07- 48 Patrick Williams – Aug. 23rd & 24th, 2007 – Overtime

Case #07- 49 Brian O'Neil – Dec. 20th, 2007 – Excessive Discipline

Completed Grievances

Case #07-05 C.O.C. – Jan 17th, 2007 – Contracted Out clean up of CMP spill with a Bob Cat to WIC Construction. **Withdrawn without precedence or prejudice** (*this grievance was withdrawn sometime ago but overlooked in the Newsletter; Editor*).

Case #07-06 Brent Ferris – Jan 19th, 2007 – Staff (Ferd Wuensche) doing Hourly work. **The Company stated it was not their intent to have their supervisors doing hourly work and agreed to send a memo to their staff reinforcing that position** (*this grievance was withdrawn sometime ago but overlooked in the Newsletter; Editor*).

All I ask is the chance to prove that money can't make me happy.

– Spike Milligan

B.C.'s pulp and paper sector in need of renewal

- Study

<http://www.newswire.ca/en/releases/archive/January2008/10/c7979.html>

- B.C.'s pulp and paper industry is facing increased global competition, growing concerns about fibre availability and affordability, and pressures from the rising Canadian dollar
- Poor market conditions have resulted in a return on capital employed of only four percent over the past 15 years; far below the 12 per cent minimum for a healthy industry
- Global markets offer significant opportunities
- Policies are required that can enable the pulp and paper sector to benefit from opportunities in the growing demand for biomass-based energy

VANCOUVER, Jan. 10 /CNW/ - A new report released today by the B.C. Pulp and Paper Task Force warns that B.C.'s pulp and paper industry is falling behind its competitors in other regions and requires strategic reinvestments and sound public policy if it is to be renewed.

The task force, which includes representatives from all 20 pulp and paper mills in B.C., commissioned Poyry Forest Industry Consulting to conduct an assessment of the industry's competitive position and its future economic prospects.

The Poyry report found the industry's major challenges include increased global competition, growing concerns about fibre availability and affordability - particularly with the pine beetle epidemic - and rising pressures from the strong Canadian dollar.

"The pulp and paper sector has suffered from poor returns on investment for a prolonged period of time due to poor market conditions," said David Gandossi, chair of the B.C. Pulp and Paper Task Force. "The result is that the industry has not made the kinds of capital investments required for a sustainable industry; clearly, this has to change."

According to the report, due to poor market conditions, capital assets in B.C.'s pulp and paper sector are older than in competing jurisdictions and the reinvestment rate is below the level required to sustain their already weak competitive position. In addition, the industry has achieved only a four per cent return on capital employed over the past 15 years, which is far below the minimum 12 per cent return expected for a healthy industry.

On the positive side, B.C.'s pulp and paper sector is well established, it has experienced personnel and global markets continue to offer significant opportunity for companies in B.C. In addition, the industry benefits from a large and high quality fibre basket that can continue to supply a viable pulp and paper sector; particularly if policies are developed that enable the pulp and paper industry to benefit from opportunities in the growing demand for biomass-based energy.

"Competing jurisdictions have transitioned to a green economy by developing new policies that recognize pulp and paper operations for their renewable electricity, carbon credits, liquid bio-fuels and green specialty chemicals," said Gandossi. "Government policies in these jurisdictions recognized pulp and paper for its green economy strengths, which resulted in significant industry reinvestment."

According to the Poyry report, significant capital investments in B.C.'s pulp and paper sector can be encouraged by:

- developing and supporting energy policies that provide revenue incentives for biomass-based energy produced by the pulp and paper sector;
- establishing a tax structure - particularly municipal property tax rates - that is more in line with competing jurisdictions;
- supporting employee training and development at all levels, including apprenticeships, technical training, and management training; and
- funding research that encourages knowledge-creation and innovation, while supporting the sawmill sector in making the transition to post-pine beetle forest conditions.

The report, Future Development of BC's Pulp and Paper Industry, is available online at www.PulpandPaperBC.ca.

Today's report is the second in a series of competitiveness studies conducted for the Task Force. Last month, an economic impact study conducted by PricewaterhouseCoopers LLP found that B.C.'s pulp and paper industry contributes \$4 billion in economic benefits to B.C. and provides jobs for 30,000 British Columbians. The PwC report also found that, since 1990, the industry has reduced its greenhouse gas emissions by 62 per cent, which is equivalent to removing 600,000 vehicles from our roads.

About the BC Pulp and Paper Task Force

The Pulp and Paper Task Force is a co-operative made up of representatives of industry, labour and government. Its members include all 20 pulp and

paper mills located across B.C. As a group, the task force works to present an understanding of the value of this sector to the province of British Columbia. As one of B.C.'s largest industrial employers and single largest consumer of electricity, the sector is the backbone of many communities and contributes extensively to the provincial economy.

Task Force member companies include: Abitibi Consolidated; Canfor Corporation; Canfor Pulp Limited Partnership; Catalyst Paper; Cariboo Pulp; Communications, Energy and Paperworkers Union of Canada; Domtar; Government of British Columbia; Howe Sound Pulp and Paper; Mercer International; Neucel Specialty Cellulose; Pope and Talbot; Pulp, Paper and Woodworkers of Canada; Tembec; and West Fraser.

Canfor writedown first cut in 'bloodbath'

More Expected

**Nathan Vanderklippe, Financial Post
Published: Thursday, January 10, 2008**



Gerry Kahrman, CanWest News Service File Photo

VANCOUVER - As if anyone needed another reminder that the country's forestry companies are in deep trouble, Canfor Corp.'s \$256-million writedown this week may be only a precursor to what could amount to a full \$1-billion in year-end cuts to the book value of the industry.

"We're going to see a lot more of this bloodbath as the numbers are released over the next month or two," Craig Campbell, a partner in PricewaterhouseCoopers' global forest and paper industry practice, said yesterday. "There's a day of reckoning here, given that the forest industry has

been down on the ground, flat on its back for the last year."

Analysts said most Canadian forestry companies that have not yet made writedown announcements will do so soon, including big names such as Weyerhaeuser Co. Ltd. and West Fraser Timber Co. Ltd.

Many smaller companies, including publicly traded Ainsworth Lumber Co. Ltd. and a slew of privately held operators, are expected to follow suit.

"All the Canadian companies will feel this to some extent, and it's magnified by the decreasing quality issue that we see in the B.C. interior associated with the mountain pine beetle," said CIBC World Markets analyst Don Roberts. "We could even see some in the States, and that's a reflection of the malaise affecting the whole North American industry with the housing market."

Altogether, the writedowns from permanent and partial closures of facilities in Canada in 2007 could easily amount to \$1-billion, said RBC Capital Markets analyst Mark Bishop.

The writedowns are likely to continue this year, especially among pulp-and-paper operators, said Kevin Mason, an analyst with Equity Research Associates.

"It's pretty much assured that there will be \$1-billion in writedowns in 2008 throughout various Canadian pulp and paper facilities," he said.

Many in the industry have said the downturn--propelled by the U.S. housing disaster, the high-flying loonie and stiff export taxes under the softwood-lumber agreement --is the worst to date. That has been felt in red-stained earnings for the past few quarters, and capacity closures at 54 forestry operations in the first nine months of 2007 alone; the fact that writedowns are following comes as little surprise.

But the sheer magnitude is still notable. The Canfor writedown, for example, is far and away the biggest of its kind in recent corporate history. The latest comparable example came in 1999, when it wrote down \$146-million from its investment in British Columbia's Howe Sound Pulp and Paper.

"Obviously, this is very unusual," said Canfor Thomas Sitar, Canfor chief financial officer.

"No question, it is the state of the markets and exchange rate that results in this."

Other international forestry companies have made similar writedowns throughout 2007, largely as a result of their troubled Canadian operations. Finnish giant Stora Enso OYJ took a \$1.8-billion writedown in September -- reduced to \$692-million after it sold its North American assets -- while another Finnish firm, UPM-Kymmene Corp., took a \$153-

million writedown when it closed its mill in Miramichi, N.B.

Still, Mr. Sitar said, though the negative numbers look intimidating, writedowns have no bearing on either a company's cash position or its ability to operate. They are, rather, an accounting manoeuvre: Companies are taking writedowns so their books more accurately reflect the value of mills and other assets. The value of those assets has tumbled in recent months as market woes have stripped away much of their ability to generate revenue.

Indonesian bid starts pulp mill auction

***Asia Pulp & Paper subsidiary makes a
move to buy three mills in B.C.***

**Gordon Hamilton
Vancouver Sun
Thursday, January 10, 2008**

An Indonesian paper company with a controversial history has placed a \$105-million bid on three pulp mills -- two of them in B.C. -- for sale by insolvent U.S. forest company Pope & Talbot.

Documents filed Wednesday in U.S. bankruptcy court show PT Pindo Deli Pulp & Paper Mills placed a \$105.3-million US bid for Pope & Talbot's Mackenzie pulp mill, its Harmac mill near Nanaimo, and its Halsey mill in Oregon. Portland-based Pope & Talbot agreed to the bid Jan. 8, according to the documents.

The agreement is intended as a "stalking horse" bid in the expectation it could attract higher offers, leading to an auction of the pulp mills. The court has set Feb. 5 as the auction date if other bidders surface.

PT Pindo Deli is a subsidiary of Asia Pulp & Paper, an Indonesian forest products giant that is best known in North America for defaulting on \$14 billion US worth of debt in 2001 -- the largest default in Asian history. Its U.S. creditors agreed to a debt-revamp plan.

APP's default was a consequence of the 1997 Asian financial meltdown. Its sales were in the Indonesian rupiah, which collapsed in the crisis, but its debt was in U.S. dollars, making it impossible to repay debt from cash flow.

APP's name also keeps appearing in news articles about illegal logging, allegations its executives deny.

Industry analyst Kevin Mason of Equity Research Associates said the bid marks the first time a major Indonesian forest company has ventured into the

B.C. industry. But it's not a Canadian first. Singapore-based Sinar Mas, APP's controlling shareholder, bought bankrupt Meadow Lakes pulp mill from the Saskatchewan government in 2006.

Mason said the stalking-horse bid does not guarantee APP will acquire the mills.

"What they have done is set the floor for bidding. Now it's off to the races. The games are on," he said.

If the APP subsidiary is outbid, it receives a \$3.8-million US break-up fee.

Mason said the \$105-million bid fits well with the values of the three pulp mills arrived at by industry analysts, about \$40 million for the Mackenzie mill, \$50 million for the U.S. mill, and \$10 million for Harmac, which Mason believes has a short life ahead of it.

He said if APP is successful, it will likely use its new source of North American fibre for its paper operations in Asia. He said it should help the Indonesian company verify chain of custody for its products if it has a North American supply of pulp.

"They have some fibre issues -- there is the illegal logging issue," he said. "This is the first time we have had a major company from Indonesia [investing in the B.C. industry]. But they do have chain-of-custody issues and this could resolve it in some sense."

ghamilton@png.canwest.com

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Forest industry 'under the gun'

**By John McKinley - Cowichan News Leader
cowichannewsleader.com part of BClocalnews.com**

The combination of high wood costs, low availability of wood because of the lumber market in the U.S. and the high Canadian dollar mean 2008 will be the defining year for the forest industry.

Lake Cowichan Gazette

Pulp-and-paper businesses are in an emergency situation and to survive they must allow some mills to fail to preserve the overall health of the industry, a Catalyst Paper boss says.

"We're absolutely under the gun at this point," said Don McKendrick, vice-president of operations for Catalyst's Crofton division.

"If we talk about the industry as a whole, we're at a crisis situation."

McKendrick added the next 12 months could mark a vital turning point for the entire industry.

"The combination of factors, the high wood costs, low availability of wood because of the lumber market in the U.S., the (high) Canadian dollar — all those factors rolled together mean my take is 2008 will be the defining year for those in the industry," he said.

McKendrick said he believes there will be a more determined force on the part of the companies to eliminate unviable business operations.

"We're absolutely an industry in crisis and it has to restructure itself," he said.

"There are too many mills that shouldn't be operating and should be allowed to go down."

McKendrick said he isn't being heartless about the matter. Instead, he's a realist when he says some mills should disappear from the landscape.

"This is where you get small communities that suffer as a result of that and I have sympathy for them, but if you simply keep these mills alive you make the rest of the industry sick and that's been going on for several years," he said.

"Those that come out of this will be stronger, but many will not come out — I'm talking about mills, machines and companies."

Bill Routley, president of United Steelworkers, Local 1-80 said he's not surprised by the comments.

"That's typical of some business thinking, that cutthroat way of not caring about workers or communities — it's all bottom-line oriented," he said.

"There are going to be people who have the knee-jerk reaction that we have to go around and shut everything down, but I don't believe that's the right way to do things."

In fact, said Routley, the industry should take this time to invest in itself.

"I don't believe we have to shut places to save the industry, I believe you have to look at other options," he said.

"Are the only things we can make two-by-fours and two-by-sixes? We have to look at value-added products."

That's a view shared in a recent B.C. Pulp and Paper Task Force report on the state of the industry that recommends, among other things, funding research that encourages knowledge-creation and innovation, while at the same time supporting the sawmill sector.

Indeed, said McKendrick, who noted Catalyst is looking for ways to utilize every available part of a felled tree.

"We take the bark and the sawdust from the tree and that's a tremendous opportunity for some of these new technologies that will generate products like these bio-fuels, biologically refined fuels or

additives for other chemical industries or simply being burned to create electricity," he said.

But it takes cash to do that, he said, money that could be found if Crofton got a break on North Cowichan taxes.

"Here in the Cowichan Valley I pay exactly twice the taxes to the municipality than I would on average anywhere else in North America," he said.

"I paid \$8.5 million last year, but remember, as a site, we provide our own fire protection, primary first-aid, security and our own water — in fact we supply water to the town of Crofton.

"We're not getting anything for that money."

McKendrick said he's not asking for a handout, but if Crofton was located outside B.C. it would be paying only half the taxes it does now.

With that kind of extra cash, McKendrick said Catalyst could be cutting-edge.

"In the pulp-and-paper industry, we're very capital intensive and you need to have the ability to reinvest and put the capital back in to modernize equipment on more sophisticated control strategies or more efficient, reliable equipment."

Pulp and paper is a \$4-billion industry in B.C. that provides jobs for 30,000 British Columbians and contributes more than \$600 million in revenues each year to all three levels of government.

Forest crisis prompts regulatory review

By Tom Fletcher - BC Local News - January 18, 2008

VANCOUVER – On a day when two more mill closures were announced in Fort Nelson, Premier Gordon Campbell launched a new review of forest regulations aimed at helping the ailing industry reduce its costs and grow markets beyond the United States.

Speaking to the annual Truck Loggers Association convention in Vancouver Friday, Campbell also announced that Forests Minister Rich Coleman will chair the "Working Roundtable on Forestry" to tackle increasing economic pressures, effects of the mountain pine beetle and global warming on the forest industry.

The roundtable will tour B.C. communities hit hard by the combination of U.S. economic troubles and the surging Canadian dollar.

"It will report to cabinet every 90 days," Campbell told delegates representing independent forest contractors on the B.C. coast. "We will be acting aggressively, and we will be acting for your benefit."

The previous day, Coast Forest Products Association president Rick Jeffery told the gathering

that the last thing the industry needs is another study. But after the premier's speech, he was optimistic that there is room for improvement on regulation and new strategies for the forest industry.

"This isn't a study, it's a working group," Jeffery told Black Press. "We're not going to navel gaze."

Campbell hinted at changes to the province's traditional forest tenures, the 25-year cutting licences for Crown land based on the volume of wood extraction. Jeffery said the system means that investment to improve mill productivity results in more stumpage revenue to the B.C. government rather than return on investment for companies.

Truck Loggers Association executive director Dave Lewis said there is interest in moving to area-based tenures, where licence holders pay an annual rent that doesn't change with the amount harvested. That would encourage producers to let their trees grow when market conditions are poor, and to explore non-traditional revenue sources such as mushrooms or salal from coastal rainforests.

NDP forest critic Bob Simpson agreed that forest licence reform is needed, but he said the current crisis in forestry has been made worse by the B.C. Liberal government's last effort there in 2003. That resulted in major consolidation of coastal forest companies and their cutting licences, with a focus on high-volume dimensional lumber whose risks are now evident with the collapse of the U.S. housing market.

Campbell also announced that B.C.'s share of the federal government's new Community Development Trust for resource towns will go to retirement packages for older workers, and reduced tuition for retraining those who are temporarily laid off due to forest industry shutdowns.

Harper playing politics on backs of laid off workers

January 10, 2008

OTTAWA – "Prime Minister Harper is playing politics on the backs of laid-off forestry workers and their families," says Dave Coles, president of the Canada's largest forestry union, the Communications, Energy and Paperworkers Union of Canada.

"There is nothing in today's announcement for forestry workers," he adds. "There is nothing that even acknowledges the crisis in the forest sector. This is simply an attempt to blackmail the other political parties into voting for the budget.

"We are very disappointed, but not surprised, that the Prime Minister Harper has shown absolutely no

foresight or vision for rural Canada," says Mr. Coles, noting that forestry could be one of the largest job-creation industries in the country if it was managed properly."

"Today's announcement doesn't even put a stitch in the wound of an industry that is bleeding jobs." "We need a national strategy for forestry that will help workers, industry and communities rejuvenate the sector through creation of value-added jobs from the resource," he adds. "Clearly governments should invest in the development of new and innovative products."

"We need a national summit of all stakeholders in the industry," says Mr. Coles, noting that he is already in discussions with some company presidents on this and other renewal initiatives.

"We have asked repeatedly for meetings with politicians of all stripes – we even went to their house -- the House of Commons -- and invited them to come and talk to our forestry symposium a year ago. But our calls for a thoughtful approach to the crisis have been largely ignored."

Among the specific measures that CEP has called for are joint union, management and government task forces on the future of mills.

CEP is also looking at calling the companies back to the bargaining table a year earlier than scheduled in response to the crisis in the forest sector.

Harper fails working families again with handouts to big oil and banks

January 10, 2008

<http://www.ndp.ca/page/6082>

"What the prime minister is admitting today is that his economic plan isn't working. His decision to give billions in tax cuts to oil companies and banks this fall doesn't do a thing to help companies in crisis," said NDP Finance Critic and Quebec spokesperson Thomas Mulcair (Outremont). "We need a government that is proactive on these issues, not acting after the fact."

The NDP pointed out that while some are saying that the economy is doing well, this announcement confirms that in some sectors people are suffering. This shows yet again the prosperity gap that exists in Canada.

"There is a crisis in our forestry sector, and it's about time the Harper government recognized that," said NDP Natural Resources Critic Catherine Bell (Vancouver Island North). "Having Stephen Harper show up with a cheque after your mill or factory has closed because of their bad decisions doesn't do anything to create sustainable forest policy for Canada. This announcement also shows how the government is continuing to sell Canadians out on the softwood lumber issue. The NDP has tracked job losses in the forestry sector since the softwood sellout and over 10,000 jobs have been lost. At the same time, the government had received \$490 million, as of September 30, 2007, in export taxes levied by the softwood sellout. In this context, the monies announced today are just a re-routing of some of the penalties paid as a result of the sellout."

"It is long past time that the prime minister decided to respond to the premiers' calls," said Charlie Angus (Timmins-James Bay). "But working families are seeing again how they can't trust the Conservatives to help."

PM unveils new community development trust

New Brunswick becomes the first province to sign on to national program that will create new opportunities for vulnerable communities and laid-off workers

10 January 2008

Fredericton, NB

<http://pm.gc.ca/eng/media.asp?id=1959>

Prime Minister Stephen Harper, joined by New Brunswick Premier Shawn Graham, today announced that the Government of Canada will provide New Brunswick with \$30 million as part of a new national Community Development Trust designed to help provinces and territories assist communities and workers suffering economic hardship caused by the current volatility in global financial and commodities markets.

"The Government of Canada will assist vulnerable communities and laid-off workers by investing \$1 billion in the Community Development Trust," Prime Minister Harper said. "This is a major new national initiative under which our Government will support provincial and territorial efforts to build a stronger, better future for communities and workers who have been hurt by international economic volatility."

The Prime Minister and the Premier made the announcement at the Marwood lumber mill, just outside Fredericton. New Brunswick's forest industry has been particularly hard hit by exchange rate fluctuations and turmoil in the U.S. housing sector.

"These are indeed difficult times for the forest industry, workers and communities right across Canada. Forestry has long been the engine that drives the New Brunswick economy and the recent downturn has hurt our province," Premier Graham said. "We must find ways to diversify our economy and move away from the concept of one industry towns. We are hopeful that today's announcement will help us achieve those goals and we are pleased that the Prime Minister and his Government have made this commitment."

The New Brunswick Government has identified several measures that will help move the province toward this goal, including:

- Supporting economic adjustment in hard-pressed communities such as Dalhousie, Bathurst, Miramichi and others.
- Funding research and development related to innovative uses of engineered wood, biofuels and energy efficiency.
- Analyzing the New Brunswick forest industry's competitive position in world markets.
- Examining opportunities for supplying natural gas to northern communities in order to lower industry energy costs.
- Accelerating opportunities in the mining sector.

The Community Development Trust will be funded out of the 2007-2008 budgetary surplus. The Trust will have a three-year lifespan starting as soon as Parliament approves the required budgetary legislation. A base amount of \$10 million will be allocated to each province and \$3 million to each territory. The balance of the funding will be allocated on a per capita basis.



CEP Local 481 and the Saskatchewan Government and General Employees Union (SGEU)

Staff Union Strike in Regina

A labour dispute between CEP Local 481 and the Saskatchewan Government and General Employees Union (SGEU) continues without any sign of a resolution.

A short time after the job action started SGEU President Bob Bymoen personally served CEP with a notice of lock out, making it clear those CEP members were not welcome back at work (*lockout notice was served on November 6, 2007, editor*).

After almost two years at the bargaining table, the employer continued to demand cuts to sick-leave provisions and was offering 0, 1%, and 2% in wage increases at a time when the employer is enjoying a surge in revenues from wage increases bargained by its staff for SGEU members.

"Since the dispute began we have received several calls in our office from SGEU members, apologizing for the actions of their union's leadership. These members cannot understand why SGEU is conducting themselves like some right wing employer." said CEP National Rep Kate McKinley. CEP has also received several messages of support from members of other trade unions expressing concern about SGEU's actions.

Kelly Diebel, President of CEP Local 481 said, "We have not had to resort to job action to settle our agreement for over 30 years. All we want from our employer is the same thing SGEU members want when they go the bargaining table, a fair settlement." Sister Diebel went on to say, "What makes this very disheartening is that most of us came from within SGEU and in the course of doing our jobs, we provide service to those members day to day. Many, many of the members of SGEU are our friends. It is the leadership that has lost its compass."

To save the public embarrassment of crossing the CEP picket line day after day SGEU set up offices in Regina's Ramada Hotel, but the off-site office has now been closed down. When CEP local leaders learned that the employer had set up an alternative office in downtown Regina, we advised hotel management that we would have no alternative but to conduct secondary picketing. Ramada management advised us that SGEU was moving out!

CEP members have been leafleting Government offices in Regina, Saskatoon and Prince Albert to inform SGEU members of the action by the

leadership of their union. Most were surprised to hear of the dispute as SGEU is not keeping their members informed about the lock out.

Members of CEP Local 481 are employees of the SGEU. The Local represents administrative and accounting staff of the union, the SGEU Long Term Disability Plan and servicing staff that negotiate collective agreements, handle grievances, provide advocacy, education, communications, research and other membership services on behalf of the SGEU membership.

WorkSafeBC

Amended Working Alone or in Isolation Regulations begin February 1st

Richmond, B.C., January 25, 2008—

Amendments to the Occupational Health and Safety Regulation to improve the health and safety of workers that are working alone or in isolation take the effect of law beginning February 1, 2008.

These amendments will require mandatory pre-payment of fuel at gas stations throughout BC and will better protect workers in late night retail premises as well as other workers at risk of an injury or disease while working alone or in isolation.

The changes follow a period of extensive consultation across BC with employers, workers, police and other interested parties, including two sets of public hearings that were held in late 2006 and in 2007 in locations across BC. WorkSafeBC's Board of Directors approved the amendments last fall following this process.

Pre-payment for fuel

These new regulations will require pre-payment for fuel at all gas stations throughout BC.

"We heard very strongly from stakeholders during the consultation process that they wanted these regulations to apply 24 hours a day, seven days a week and the amendments reflect that," said Roberta Ellis, WorkSafeBC's vice-president of Policy, Investigations and Review.

Consideration of these requirements, sometimes called "Grant's Law", resulted from WorkSafeBC's investigation into the tragic death of gas station attendant Grant DePatie, a young worker who was killed while trying to prevent a 'gas and dash' robbery when working alone at a Maple Ridge gas station and a request from Minister of Labour and Citizens' Services Olga Ilich.

"We want to make sure everyone returns home safely after a day's work," said Ilich. "I'm pleased that we are able to remember Grant DePatie through improved safety measures for thousands of workers throughout British Columbia."

The requirements will change how some customers purchase fuel. In larger centres, the option to pre-pay at the pump is generally available. In smaller centres, customers may need to pre-pay at the cash register or with an attendant before fuelling.

"While we recognize this change may cause a small inconvenience for some customers, convenience cannot come at the high cost of violence to vulnerable workers," Ellis said.

New safety requirements for workers at late night retail premises

Other amendments to the working alone or in isolation regulations are designed to protect workers in late night retail premises such as a gas station or a convenience store or other outlet that is open to the public between 10 p.m. and 6 a.m.

If a worker is alone or in isolation and there is risk of harm from a violent act, the employer must develop and implement written procedures to ensure the worker's safety in handling money. The worker must also be trained in the written procedure.

In such cases, the new regulation will require that the employer:

- Prevent harm to the worker by way of a locked door or a barrier that protects the worker, and/or
- Schedule more than one worker to work during late night hours

New safety requirements for all workers working alone or in isolation

All employers are also required to identify hazards and eliminate or minimize the risk from any hazards that are identified. The Regulation identifies the usual occupational health and safety controls, including engineering the risk out and examining administrative practices to eliminate or minimize the risk.

"Workers around the province have raised their concerns about the unfortunate incidents of violence they face when working alone. They also expressed appreciation for the value the community places on their health and well-being," said Ellis.

BCStats' Labour Force Statistics indicate that BC's unemployment rate was at 4.2% in November 2007 while the national rate was 5.2%. Up here on the North Coast the rate was 8.1%.

Women's history: A history of violence

by Jane Turner/Teacher/BCTF

When we think of women's history, we are reminded of Canada's first female Member of Parliament, Agnes McPhail, or Canada's first female senator, Terese Casgrain, or Canada's first woman in space, Roberta Bondar—extraordinary women who broke gender barriers.

However, a woman's history is often a violent one. Women have historically experienced violence in the home and in the community, but we are now hearing of violence perpetrated upon women in new settings in unprecedented numbers.

War used to be confined to killing soldiers on both sides, bad enough, and worse when you consider many soldiers were involuntary conscripts. Today, however, in some wars, not just soldiers but civilians are being deliberately targeted.

In the Darfur region of Sudan, women are being assaulted as they walk to wells to collect their family's daily water. The rape and murder of women has become a weapon in the arsenal of terrorist warfare

In other parts of the world, women are seen as a source of wealth. Kidnappings and exploitation of women is acceptable business practice within the global sex trade.

The United Nations' Special Rapporteur on Human Rights (February 2006), focused on the trafficking of persons, especially women and children. The UN found that women and children are increasingly targeted as objects, bought and sold to support the international sex trade. The report dispelled unequivocally the myth that many women enter the sex trade willingly.

Ironically, in the West, women are participating in public life as never before. For the first time, there is a real possibility that a woman will become president of the United States. Yet, at the same time, modern, democratic countries consider decriminalizing prostitution.

The Special Rapporteur states, "The act of prostitution by definition joins together two forms of social power (sex and money) in one interaction. In both realms, (sexuality and economics) men hold substantial and systematic power over women. In prostitution, these power disparities are merged in an act that both assigns and reaffirms the dominant social status of men over the subordinated social status of women."

While legalizing prostitution is often touted as a move to protect or further liberate women, it results in just the opposite. It diminishes women's equality with men.

Celebrate women's history and recognize the contributions and progress of women, but also critically examine and work to improve women's rights today so that future generations do not look back on our times as a dark age in of women's history.

• Jane Turner is assistant director, BCTF Professional and Social Issues Division.

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 Local 298 new members:

<u>Member</u>	<u>Department</u>	<u>Initiated</u>
Colin Taylor	Steam Plant	----
Stephen Stone	Electrical	----
Scott MacGregor	Terminal Warehouse	Yes
Deanna Smith	Traffic	----
Jeremy Striker	Pulpmill	----
Kurt Muller	Pulpmill	----
Jamie Harker	Steam Plant	----
Mike Mailloux	Maintenance	----
Dan Hamel	Pulpmill	Yes
Jean Remi	Pulpmill	Yes
Brian Perreault	Pulpmill	----
Bryan Perreault	Pulpmill	----
Ryan Zuidema	Maintenance	----
Daniel Viveiros	Maintenance	----
Frederick Rosebush	Pulpmill	----
Teena Combs	First Aid/Stores	----
Larry Botelho	Maintenance	----
Donald Light	Raw Materials	----

The next General Membership Meeting is at 4:30 pm, Wednesday, December 19, 2007 at the Union Hall, 623 Enterprise Avenue. General Membership Meetings are held on the second Wednesday of every month, except July and August, 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; an updated version of our bylaws can be found online at our web page – <http://www.cep298.com/>.

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, Peter G. King (pipefitter), or Ilona Kenny.

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



Puzzle date: Monday, January 28, 2008



STUCK ON YOU

By Alice Walker
 Edited by Timothy Parker

ACROSS

- 1) Make airtight, in a way
- 6) Passion Sunday period
- 10) Some PCs
- 14) Hidden, as feelings
- 15) New York canal
- 16) "Say Say Say," say
- 17) Street-sweeper's bane
- 19) Online auction site
- 20) Bird more than five feet tall
- 21) Greatest number
- 22) Maintaining equilibrium
- 24) Go down, as the sun
- 25) Kind of nut
- 26) Con artist's accomplice
- 27) Require a designated driver
- 29) Comic Philips
- 32) Worst case of burning desire?
- 35) It's usually not covered
- 37) "The King of Queens" first name
- 38) Certain speed units
- 40) Act the siren
- 41) Variety store
- 43) Cupolas
- 44) Formerly called
- 45) Finishing
- 48) Singer's asset
- 50) Goddess of the dawn
- 51) Pick, pick, pick
- 54) Taps necessities
- 56) Dramatis personae
- 57) Kin of "Bravo!"
- 58) Be all leers?
- 59) Dentifrice
- 62) Speak like a tosspot
- 63) Twice halved
- 64) Parting word in Puebla
- 65) No in Nerchinsk
- 66) Time many chose to draw?
- 67) Odin's mythology

DOWN

- 1) Advertises to
- 2) Japanese cartooning
- 3) Extended, as a film
- 4) Albanian currency
- 5) Cold War headquarters
- 6) "What are we waiting for?"
- 7) The "E" in QED
- 8) Tuck's partner
- 9) Long drives, hopefully
- 10) Best-case scenario
- 11) Penny purchase, once
- 12) Lunch or brunch, e.g.
- 13) Eye sore
- 18) Lecherous fellow
- 23) Baseball's Martinez
- 26) Splinter group
- 27) For takeout
- 28) Ashley's mom
- 30) Hog's request
- 31) Glorifying verses
- 32) Middle East's Gulf of ____
- 33) Site of the 1960 Summer Olympics
- 34) Powerful adhesive
- 36) Big failure
- 38) Jamaica's capital
- 39) Hosiery shade
- 42) Philosopher Descartes
- 43) Household tool
- 46) Tidy
- 47) Kin of "gee"
- 49) Qui vive
- 51) Private reply?
- 52) Some choir members
- 53) They travel in formation
- 54) Petty officer, for short
- 55) Far from fair
- 56) Designer Chanel
- 60) Lennon's widow
- 61) Fuss

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