



# LOCAL 298 NEWSLETTER

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

Issue #5 Volume #11

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July 2007

## BAN LOG EXPORTS AND PROMOTE SUSTAINABLE FORESTRY RALLY & MARCH



**Forests Affect All of Us!  
Protect Jobs!  
Protect the Environment!**

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## Executive Officers For 2007

		<u>Tel #</u>	<u>Work Local</u>	<u>Job Title</u>
<b>President</b>	Mary Murphy	632-5201	3451, cell 632-1352	First Aid/Stores
<b>1<sup>st</sup> Vice President</b>	Randy Dobson	632-7222	3513	Steam Plant
<b>2<sup>nd</sup> Vice President</b>	Don Klie	632-7571	2367	Pipefitter
<b>Financial Secretary</b>	Rick Wittmann	632-7623	3466 or 3472	Electrician
<b>Recording Secretary</b>	Dino Stamatakis	632-7199		Shiploader
<b>Inside Guard</b>	Dan Bellville	632-5935		Pipefitter
<b>Outside Guard</b>	Bill McEwan	632-3183		Lagger
<b>Trustees</b>	Paul Jeffery 3yr	639-0139	3513	Steam Plant
<b>Trustees</b>	Dave Andrews 2yr	632-2932		Instrument Mechanic
<b>Trustees</b>	Derek Smith 1yr	639-3022		Millwright
<b>Chief Shop Steward</b>	Steve Dudra	632-3850	2375	Tool Crib Attendant

## Committees

**Standing:** Randy Dobson, Don Klie  
**Committee** Steve Dudra, Dan Belleville  
 Ilona Kenny

**Wage:** Don Klie, Mary Murphy  
**Delegates** Randy Dobson

**Job Evaluation:** ....Kevin Read, Ralph Johnston,  
 Arnie Carrita

**Rehabilitation &:** Paul Jeffery 3yr, Pat Williams 2yr  
**Reintegration** Steve Dudra 1yr

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

**Pensions:** .....Gary Drake, Don Klie, Gary  
 Ewanski

**Sunshine Committee:** Dorothy Birkett

**Contracting Out:.....**Derek Smith, John Miller, Don  
 Klie, Kevin Gentile

**Central Safety:.....**Pat Williams, Paul Jeffery, Dave  
 Andrews, Mary Murphy

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

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

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

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!**

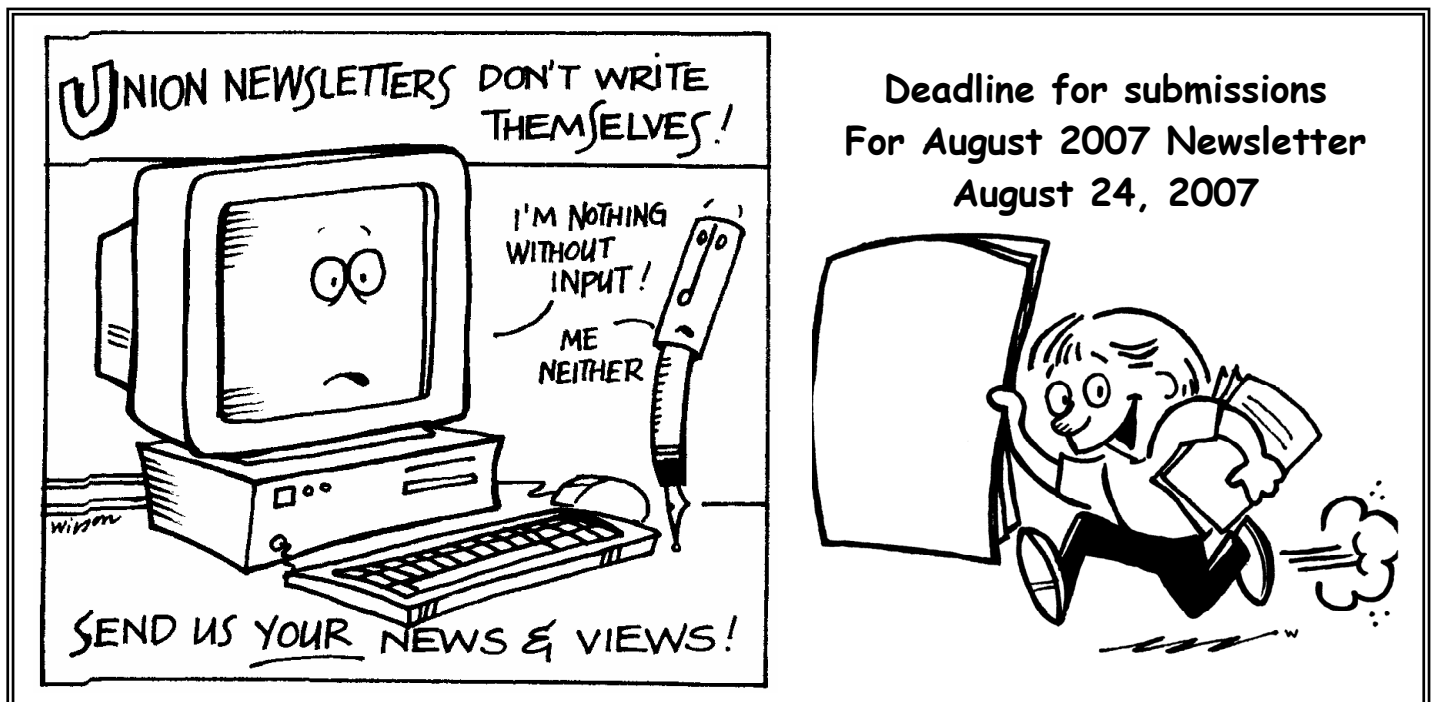
This newsletter is solely for the entertainment and information of the members of CEP Local 298. The Newsletter is available on the internet at the Local 298 web page or by sending your email address and making a request to the editor.

## Union Office Hours:

9:00 am to 5:00 PM  
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Editor: Don Klie



## President's Report

# ***West Fraser Wants Full Agendas***

By Mary Murphy

## ***CEP Provincial Council Meeting.***

As part of CEP contingency plan, Randy Dobson attended the Provincial Council Meeting held in Prince George. The decision to send Randy to the Provincial Council Meeting was intended to keep the preparation and education for our executive members in order for them to fill any obligations in their future positions. I have been learning on day to day, month to month bases, and members have been very patient with me in my new roles and responsibilities, and for that I am very much appreciative.

At the Wage Caucus meeting at the end of May, attended by Randy Dobson, Don Klie and myself, the bargaining strategy team presented the Rules of Order. After three days of discussions and the appropriate changes made the Rules of Order was supported and passed by caucus. The caucus supports the principals of pattern bargaining, as it promotes solidarity, and comforted in the thought that there is strength in numbers.

The Bargaining Strategy Team needed support and direction in establishing guidelines to achieve levels of support and coverage for Health and Welfare Benefits, and supplemental strike assistance. Addressed were problems that arose during the last set of negotiations where issues like, Local 1127 forced out, and received no supplemental strike assistance. These issues were clearly defined, so that if any local is out or forced out because of main wage issues, or another CEP/PPWC strike, they would be entitled to supplemental strike assistance.

Also, locals which are not the target mill, who may end up on strike, can approach caucus for assistance with the Health and Welfare Benefits Coverage as the concept of establishing Health and Welfare Benefits and Supplemental Strike Assistance is intended for the mill willing to take on the task of being the target.

Understand that as caucus made several changes to the rules of order, to include more than one mill being cover for the supplemental strike pay, that depending on the circumstance the mills still working would be supplementing the non working mills.

Each Local will send Caucus \$25.00 per week per member and the information on locals being in or out of caucus communicated by July 25, 2007. Any



monies which are not used by the caucus to address, Health and Welfare Coverage, and Supplemental Strike Assistance will be returned to each local. There will be three trustees to audit the books.

## ***Target mills discussed at Caucus were:***

1. Canfor, who approached the executive looking for an early negotiating, along with the commitment to no concessions. The only draw back is PPWC wants to negotiate on their own and not with CEP. Canfor is not willing to go to the table twice. We have the Wage Caucus Representatives meeting with this group, to first determine that the information caucus received is indeed correct, and second, if there is some way to align PPWC with CEP. The meeting will take place July 13, 2007.

2. West Fraser, Kent was clear he wants a full agenda with the contract opened. Kent wants to discussions restriction in the contract, which limits West Fraser's right to manage, and is costly to West Fraser. He wants to review all vacation entitlement, banked time, and restrict the bonuses you are entitled to for working overtime, mainly the banking of overtime. Lets make it absolutely clear, We are the Laborers, workers, and they are the owners, managers....they want to make huge profits, and its going to come out of your pockets, from benefits or any other creative way. We want them to be successful, but we also want to succeed ourselves.

## ***Special Information Sessions***

Local 298 held Special Information Sessions with a determining vote to decide if Local 298 would be "in" or "out", of caucus for the 2008 set of

negotiations. The recommendation from the executive was to be part of caucus and the recommendation was supported by the membership. At the special meeting, THE RULES OF ORDER, were reviewed, and there were some discussions around the preparation of the agenda for the 2008 negotiations. Stressed by the executive was, the importance of all four wage delegates participating at all caucus meetings. This is to insure that issues important to our local which include, topping up wages for maintenance and steam engineers. Moving some Bull session items to main wage, for example some ship loading items. There was discussion around having a special committee designated to deal with shiploading issues, as this affects several mills. These issues along with others must be presented, discussed, with the intent of get them onto main wage negotiation agenda, and out of our bull sessions section of the contract.

WELL ON ANOTHER NOTE, we just came out of a shutdown....and the Standing Committee had several special meetings to deal with shutdown issues, and set guidelines for the shutdown. I am told that what was discussed at that meeting was not shared with the management group. Mainly offering of overtime, and how sporadic and inconsistent this was done. It's difficult to get the management group to see that we have a vested interest in this mill, and although we are not divergent to hiring off the street for shutdown work, our members should be utilized to do the majority of the work.

Understanding and having knowledge of hazards is understood by members who work around these hazards continually throughout the year.

We had one employee activate his right to refuse unsafe work. The safety committee and WCB were involved. Although in this instance the systems were locked out and secure, Policies and procedures, especially around Alternate lock out, and changes to the lock out information sheets, needs to be reviewed by the lockout committee and Central Safety. Especially around practice of valves/drains from a system when the system has been locked out, and the valves/drains being removed that have system locks on them.

Our members did lots of great work throughout the difficult long shutdown, along with the many different risk demanding jobs, and the long hours, we celebrate the fact that this was the safest shutdown yet. Keep up the great work.

## ***Joint Health and Safety Conference,***

One of the highlights of this conference was supporting local 464 on their picket line. A bus load

of health and safety delegates joined local 464 on the picket line.

Three delegates went to the Conference, and I attended as president and acting first aid resources person for Local 298, along with Paul Jeffery, and Pat Williams. One representative participated in each workshop.

The work shops I attended:

**Workshop A:** substance abuse and safety at work, strategies for success – Dr. Ray Baker – the lecture addressed warning flags at work.

Roles and boundaries: responsibilities of the employer, union, and workers

Safety and health: are the two essential drivers

Assessment and treatment: what works?

Contingency management, the carrot and the stick, why we need both

Dr Baker went into detail on Addictions and what is it: Pathological relationship with mood altering activity with life-damaging consequences. A disease of the brain, caused by genetics, exposure, environment and/or psychological state, which interferes with health, relationships and psychological statue. This disease of the brain causes dysfunctions in the part of the reward/pleasure circuits of the brain.

So the addict may be unable to comfort or soothe self, more likely to feel emotionally bad.

The workshop focused on Proper Assessment and its importance, along with the essentials for recovery.

This includes, coping strategies, identification of the problem and development for a good success.

Accountability, roles to hold accountability eg, sponsor, union council, spouse, MD

The Addict needs to take Responsibility, stop blaming, denying, minimizing, playing the victim, admission, and commitment to working through the problem is essential.

Education, learning, and making good choices for recovery

There needs to be a Support System in place, and a social network, e.g. AA, Sports, hobby, Church, and union councilors.

Spiritual, and how important this is for you're fitting into the universe, connect to source of power and comfort, live up to values.

Cooperation can help.

1. Attendance monitoring, substance use policies
2. EFAP, voluntary, confidential
3. Workplace health promotion education
4. Disability MGMT program with RTW

coordinators

5. Include substance use disorders in disability management

6. Referral for assessment/treatment
7. Contingency return to work process
8. relapse prevention monitoring

There is little evidence to support drug testing, employers based, but valuable if used with medical aid in the diagnosis and contingency relapse prevention. Then medical based drug testing is of value. There is a big business in US both in the drug testing business and the concentration and development of beating the tests.

Part of the contingency contracting is to avoid, "LAST CHANCE" agreements. Use terms like RETURN TO WORK AGREEMENT. It is essential for professional monitoring to be in order, to be successful it must be under Dr.'s care.

Stated at the workshop, that the first key element in the signs of alcoholism is attendance profile. It is difficult to understand that addictions are a disease. Disorders are easier for members and employers to understand and accept as a disability.

**Workshop C** – Legal Perspective on our role with Drugs and Alcohol in the workplace – Dan Rogers

Wonderful workshop and a great speaker. Unfortunately as Dan stated by the time the issue is brought to his table, it's usually in the form of arbitration, and the successes are limited. There is at this time not much for him to work with, but he does and at great expense to the union and the company. Dan stated the importance is in early recognition and setting plans in motion to help the member. Once Dan is involved the outlook for the member is not good.

Prominent at the conference, reported by most locals was, problems around downsizing.

Lack of training especially around the turn over issue.

Reporting of incident investigations, and lack of root causes.

Some locals are dealing with lack of company commitment to JHSC (Joint Health and Safety Committee), and having sporadic attendance, or no attendance at all.

Lots of Lock out issues, new employees responsible for system lock outs. There was an increase in most locals with lockout violations, and discipline.

Concerns around the Blue fungus in Pine beetle wood.

Increase in Hand/msi injuries.

Decline in safety, because of new contract and mind on negotiations, shortage of manpower, downsizing.

Discussions around loss of wood fiber through exporting.

#### **Successes**

Heightened safety awareness

Safety newsletter bimonthly recognition of employees/depart

Jackets for all mill employees

Commitment to send More safety reps to conferences and courses

Having a family Safety day

Creating a more efficient system for dealing with safety requests

Standardized safety emergency numbers

Fire first response training

Pre job hazard assessment training

Providing bottled water when mill is under boil water advisory

During the Two day joint health and welfare caucus, I attended two workshops:

Accident incident/investigation, to refresh, and review any new approaches.

Hazard identification and risk assessment, as hazard identification and risk assessment seems to me, creative in some ways, depending on the circumstance.

Eurocan pays travel time (6) hours and the two days of the joint conference, if the days falls on scheduled working days.

Thanks for your support in sending the health and safety representatives to the conference.

#### **In Solidarity Mary**

## ***BC Teachers' Federation bites the hand of goodwill***

**CEP Local 464**

**May 2, 2007**

The BC Teacher's Federation, fast becoming recognized in labour circles as Public Enemy Number One, has responded to the latest gesture of goodwill from its administrative staff by locking them out.

"This is an appalling turn of events," fumed Anita Chapman, President of Local 464 of the Communication, Energy, and Paperworkers' Union (CEP) which represents the administrative staff. "We suspended our picket action as a show of good faith, as soon as the BCTF withdrew its injunction application at the Labour Relations Board (LRB) and cancelled its annual general meeting. Within hours of the CEP decision to return to the workplace, the BCTF locked us out. Jinny Sims and her executive are out of control."

Chapman says the BCTF bargaining tactics have reached a new low. "While we were taking action that we hoped would kick-start negotiations, the BCTF was taking action that will be even more abhorrent to the trade union movement than its earlier attempt to have the LRB sanction an attempt to remove workers' right to picket."

Chapman points out, "For any employer to embark on such a union-busting course of action is unthinkable and unwarranted. But for a union employer to do so, is absolutely unconscionable."

The CEP has worked tirelessly throughout this dispute to find a resolution by suggesting binding arbitration, which the BCTF rejected. The CEP initiated attempts at mediation, which were also unsuccessful. "We call on the BCTF to come to its senses," says Chapman. "Frankly, we have tried everything to find either a negotiated or an imposed settlement. Nothing has worked. Now our latest attempt to rekindle the bargaining process has been met with this slap in the face."

Chapman also notes that the lockout will affect more than 100 innocent victims, the support staff employed by the BCTF who are members of the Teachers' Federation Employees' Union.

June 1, 2007

## **CEP members have voted 22 to 13 in favor of accepting a three-year contract that was hammered out in overnight bargaining**

The package provides wage increases of six per cent, changes in benefits, and improvements in contract language.

The administrative staff will return to work Monday morning, after more than five weeks on the picketline. The CEP members staged job action April 26 and were locked out May 1 in a bitter dispute over contract stripping and concessions of retiree benefits.

CEP 464 President Anita Chapman paid special tribute to members of the Teachers' Federation Employees' Union who were tireless in their support on the picketline: "We fully appreciate the sacrifices they endured during this dispute. They were unwavering in their stand for union principles and we are deeply grateful for their support."

## ***Union Padlocks a Union***

**'Waiting': BCTF's Jinny Sims.  
Staffers up their tactics against BC teachers union.**

**By Tom Sandborn  
Published: May 29, 2007  
TheTyee.ca**

The labour dispute between the BC Teachers Federation and its unionized administrative staff escalated last week as picket lines sprung up, doors

were padlocked, and an Asian airline's lawyer landed in the middle of the whole thing.

BCTF staffers began picketing outside offices of teachers' unions in Burnaby, Surrey, Prince George and in the Okanagan-Similkameen. And at BCTF headquarters in Vancouver, picketers upped their efforts by placing a chain and padlock on the building's front door.

The administrative staff, which is represented by the Communications, Energy and Paperworkers (CEP) local 464, has been locked out by the BCTF since May 2, although BCTF spokespeople insist the lockout was prompted by the administrative staff effectively conducting a strike inside the building.

CEP spokespeople insist that they were merely working to rule, a time-honored union practice, and condemn the decision to lock them out.

## ***The issues***

Unresolved issues cited by both parties to the dispute include a demand from the BCTF to remove some retirement benefits for future retirees from the contract and differences over pay rates.

The demand from the BCTF to change retirement benefits for new employees hired after this dispute is settled represents the most contentious issue in the strike, and CEP statements regularly characterize it as "contract stripping."

The strikers angrily point out that they worked hard as BCTF staff to help the teachers' union fight contract stripping by the government, and question why their employer's objection to stripping has disappeared now.

BCTF spokespeople, on the other hand, point out that current employees will qualify for the disputed benefits (which mainly entail the BCTF paying premiums for extended medical benefits for retirees) and the cuts will only affect newly hired administrative staff, who will be hired knowing about the reductions in benefits negotiated in this round of contract discussions.

Besides, BCTF president Jinny Sims told the Tyee in a recent interview, "contract stripping" refers to contract changes imposed unilaterally by the government, not to changes negotiated in free collective bargaining.

Sims says the cost to her union of maintaining the previously negotiated benefits would be enormous, and the changes demanded are a fair adjustment to fiscal reality.

The CEP claims that the predictions of overwhelming costs being made by the BCTF are exaggerated.



## ***Padlocks and lawyers***

The padlocking of the BCTF-owned headquarters building near the Cambie Bridge in Vancouver not only sharpened rhetoric between leaders of the two unions, it triggered a meeting involving lawyers representing another tenant of the building.

Cathay Pacific Airways shares the building with the BCTF and other firms.

Although the closure of headquarters only lasted two hours, it led to an unusual meeting between the BCTF and CEP in the law offices of a firm that represents the interests of Cathay Pacific.

At that meeting, a lawyer representing the airline, according to CEP 464 president Anita Chapman, urged the BCTF to take the dispute to mediation, a move supported by the striking administrative workers but so far rejected by the BCTF.

Contacted at the airport just prior to boarding a plane to Nanaimo on May 25, BCTF president Jinny Sims confirmed that the meeting Chapman reported happened on May 24, but denied that Cathay Pacific had put any pressure on her union to take the dispute to mediation.

Jennifer Pearson, who speaks for Cathay Pacific, confirmed the meeting had been held, but declined to comment on what occurred, citing lawyer-client confidentiality. Repeated messages left with Gabe Somjen, the Vancouver lawyer who reportedly represented Cathay Pacific at the May 24 meeting, were not returned.

## ***Sims: 'Nuisance picketing'***

"What CEP did was outrageous," said Sims. "They chained and padlocked our building's front door, moved the dumpster and parked vehicles to block the rear entrance and created a health and security risk. We did meet with Cathay Pacific and CEP, but [Chapman's] account of that meeting is just inaccurate.

"Cathay Pacific demanded assurances from CEP that their offices wouldn't be shut down again and threatened retribution if they were," continued Sims. "They were concerned about the safety of their employees. The airline urged both parties to find a settlement any way we could, but they definitely didn't tell us to go to mediation."

Chapman denies that CEP actions created any health and security problems, and says her pickets carefully timed their action shutting down the BCTF building for a time when it was nearly empty and removed the contentious lock and chain from the door when asked to do so.

"Both the police and fire department came and checked out the situation," she told the Tyee, "and said it was OK. The lawyer and everyone else from Cathay Pacific were incredibly civilized. They didn't threaten us, and they did urge BCTF to resolve this issue through mediation."

Sims called the picket lines at offices of teachers organizations affiliated with the BCTF "nuisance picketing," arguing that the other offices were not work sites for the administrative workers. She insisted that her bargaining team could be back at the table with an hour's notice, and blamed earlier picket lines the CEP had put up at the West End hotel where Sims and her executive have set up a satellite office for the collapse of bargaining last week.

## ***'At table, waiting'***

"We are at the table waiting," Sims told the Tyee. "The last time we were across the table from the CEP team, they had their bags packed. We never left the table. They did. It is time to settle this through free collective bargaining. Let's get back to the table and negotiate."

Chapman, on the other hand, blames BCTF negotiators for leaving the table the last time they met to bargain on May 18, and insists the negotiating process has stalled. She says that a third party mediator is needed to move the two contending unions toward an agreement, and is scornful of the BCTF position that only "free collective bargaining" will lead to a solution.

"Having locked out its workers on May Day, the BCTF could well use an irony consultant. They are embarrassing the entire labour movement. We suggested binding arbitration but the BCTF refused. We suggested mediation but the BCTF has refused to consider that as an avenue toward settlement," she said.

Chapman told the Tyee the BCTF is accustomed to third party assistance in its own negotiations with government.

"The BCTF fully understands and appreciates the benefits of third parties.

But why it refuses to avail itself of assistance in this ongoing dispute is mystifying and quite alarming," she said.

## ***CEP: 'Third party could help'***

The 40 workers represented by CEP provide administrative support for the BCTF, including five staff lawyers, one accountant, one media relations officer and other staff who work in areas like the Income Security Division, which provides teachers



with pension advice and administers the Salary Indemnity program.

They have been unionized, Chapman told the Tyee, since 1982, five years longer than B.C. teachers, and affiliated with the BC Federation of Labour longer than the BCTF.

This is the first time the CEP staff has been on strike or locked out in their long history with their union employer, Chapman said.

"This dispute has gone on far too long already," said Chapman. "It's hurting my members and it's hurting the BCTF. We have lots of rank and file CUPE members on our picket line, people who supported BCTF in its struggles with the government. We need to get this settled, and we believe a third party could help us do so."

## ***Union president vows to fight harder in wake of more mill closures***

June 5, 2007

**EDMUNSTON, N.B.** - "Employers, especially in the forestry sector, have deliberately taken the money they have earned from our publicly-owned natural resources and invested them elsewhere in the world," the president of Canada's largest forestry union, Dave Coles, told the New Brunswick Federation of Labour today.

Coles, President of the Communications, Energy and Paperworkers Union of Canada, addressed convention delegates shortly after learning that the UPM Kymmene paper and ground wood mills in Miramichi, N.B., will shut down for nine to 12 months, and that four more mills in Quebec are facing temporary shutdown.

"These communities are a microcosm of what is going on in more than four dozen communities from coast to coast to coast," he said, noting that in the past three years, more than 12,000 pulp, paper and sawmill workers have been put on the street across Canada.

"Forest companies are investing those good Canadian dollars in places where workers can most easily be exploited. And then they have the nerve to say Canadian workers can't compete."

Coles called on the delegates to fight back and help CEP get the message out that this crisis needs government intervention. He reminded them that CEP was part of a multi-union lobby effort last week on Parliament Hill organized by the Canadian Labour Congress, and that mill workers in Ontario have been blocking bridges and barricading the Trans Canada highway to draw attention to their plight.

"Mr. Harper and his government need to know that this is just the beginning. ...We have no intention of letting him sell our resources, our jobs and our country off to the highest bidder," said Coles.

## ***Port Alberni to lose 185 jobs***

### **Catalyst Paper layoff nearly half of mill's employees**

**Times Colonist and CanWest News Service  
Thursday, May 31, 2007**

Battered by job losses in the forestry sector for decades, Port Alberni took another body blow yesterday after Catalyst Paper Corp. announced it will cut 185 jobs and shut down a machine at the mill that produces paper for telephone directories.

Catalyst said it was forced to make the cuts at the Port Alberni Mill, which are expected to take effect Sept. 1, due to the rising value of the Canadian dollar, which is above 93 cents US, dwindling newsprint markets and high municipal taxes.

"Reducing costs is an immediate priority," Richard Garneau, Catalyst's president and chief executive officer, said in a statement yesterday.

The news sent shock waves through the mid-Island community of about 17,500 where workers and politicians had hoped a deal could be reached to keep the paper machine operating. The cuts represent about 450 per cent of the mill's employees.

Union president Pete Rayburn said the laid-off workers -- some with as much as 30 years experience in the mill -- likely won't find new jobs in the forestry sector. He fears many will sell their homes and leave town.

A Catalyst spokesman said the mill workers might get their jobs back if the coated-paper machine is restarted. However, the company currently plans to shift the directory paper production to other mills, including Crofton.

Port Alberni Mayor Ken McRae is hopeful the machine will continue to operate, but he recognizes that the forestry industry, the city's largest employer, isn't what it used to be. In fact, he said he wouldn't be surprised if much of the mill site is eventually "bull-dozed" and sold.

To that end, McRae will try to jump-start the city's economy in other ways. "We have some beautiful waterfront property there [at the mill site]," he said, adding it might be time to consider development other than industry, including residential or possibly a hotel to support tourism.

Catalyst, which hasn't shown an annual profit since 2001, also plans to cut 130 office jobs, mostly in Vancouver, and relocate its headquarters to suburban Richmond from downtown Vancouver. The decision will bring total job cuts so far this year to 480.

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2<sup>nd</sup> Vice President's Report***Wage Caucus Report***

By Don Klie

A lot has happened in the Mill and with Local 298 since the last newsletter in May. Due to the recent Annual Maintenance Shutdown in June, and extending into July, I was unable to publish an issue for June. I was also involved with the Stamatakis grievance arbitration at the beginning of June just prior to the start of the Shutdown, and I had just returned from the 3-day Wage Caucus meeting in Vancouver. (I had intended to drive to the meeting but on the day my wife and I were leaving the mud slide on Highway 16 occurred and new arrangements had to be made; we had gotten as far as Terrace when we heard the first report on the radio.)

On July 9, 2007 our Local had the opportunity to hear reports from the Wage Caucus meeting and to vote on whether or not to participate in the CEP Pulp and Paper Wage Caucus for the upcoming negotiations. The Wage Delegates and the Executive Committee fully endorsed being part of the Wage Caucus and the membership endorsed that position with a resounding 73 to 1 vote.

The Wage Caucus meeting was held in Vancouver on May 30, 31 and June 1, 2007. On the morning of May 30<sup>th</sup>, at 7:30 am, just prior to the meeting starting, the Locals representing members at the Catalyst Mills were called to a meeting to be told that Catalyst would be shutting down another paper machine at Port Alberni, Locals 592 and 686, and that there would be about 185 jobs lost as a result (see *articles starting on pages 9 and 18*).

Locals at both Port Alberni and Powell River Mills have suffered severe reductions in their operations and memberships over the past few years.

In the March 2007 edition of the ***Newsletter*** it was reported that the Locals at Powell River had to deal with losing 118 jobs over the next year (all reductions were to be complete as of May 1, 2008; but that date has been advanced to December 31, 2007.)

The other two Catalyst Mills in Campbell River and Crofton have not had the same type of reductions but are being squeezed; apprenticeship programs had temporarily been put on hold, new equipment was being installed that would reduce the number of employees needed to run the operation, new work procedures and programs were being introduced (or at least trying to be introduced) to reduce manpower (see ***Company Sponsored CWB Welding Courses*** on page 19).

Port Alberni Local 592 had discussions in the beginning of the year trying to achieve enhanced



severance packages for the approximate 125 people who had been laid off as a result of the September 30, 2006 shutdown of the #3 Paper Machine, all to no avail. The Employer added into the conversation issues they wanted dealt with, many of the issues that the Powell River Locals would later reach agreement on. In March of 2007 the Local responded with proposals addressing the concerns on the Employer's agenda. However, the Employer added more demands to their list, things such as dropping and/or accepting the Employer's position on all outstanding grievances, arbitrations and appeals. It was obvious to the Local that management was not interested in reaching agreement and so there were no further discussions.

The feeling at Locals 592 and 686 is that the latest shutdown of Paper Machine #4 was a punitive step taken by the Company because the Locals refused to accept all of the Company's demands for concessions; many of the concessions were about control of the workplace, not about money.

Local 686 reported that the Company seems to be intent on running the equipment into the ground, doing repair work only after the machinery has broken down and/or curtailed production, or after someone has been injured. Because of "workplace re-organization" that took place at the beginning of the year there was a great deal of training going on. However, in a scene similar to what we at Local 298 have experienced in the Steam Plant over the past few years, people were being poorly trained and they were being bullied into signing off on training so that they could either move up the line for relief purposes or to start to train those below them in the progression line.

## *Is Canfor Going To Be The Target???*

After the last Wage Caucus Meeting in February 2007 Don Boucher, CEP Western Region Administrative Vice President and Western Region representative for the CEP Pulp and Paper Wage Caucus, and Dwaine Patterson, President, CEP Local 603 at Canfor's Northwood mill, met with their counterparts of the PPWC from Canfor's other two mills in Prince George to discuss possible joint bargaining. Canfor has let it be known that they are prepared to jointly negotiate with the CEP and PPWC Locals only at its Prince George operations. Canfor is part owner of the Port Mellon/Howe Sound Paper Mill but would exclude them from the joint negotiations.

The PPWC apparently have chosen Canfor as their target for negotiations.

The CEP has written to the management of Canfor asking if they were interested in trying to negotiate an extension/new agreement prior to May 2008. The CEP had only one condition, that is, that the extension/new agreement would contain no concessions. Canfor replied they were willing to discuss such an offer but only in terms that involved the PPWC and only its Canfor pulp and paper mills in Prince George.

*(A similar letter/inquiry was sent to West Fraser as well and the response was that they were interested but would insist on "full agendas", that is, we believe, concessions would be part of their agenda.)*

There are three major players in the BC Pulp and Paper industry currently; Catalyst, Canfor and West Fraser. As noted earlier, Catalyst is only interested in concessions, or possibly extending the current contract at the current levels. The company has not made a profit in several years and appears to be looking to reduce as much as possible; most believe that the Port Alberni and Powell River mills are slated to close in the near future unless economic conditions improve.

Both Canfor and West Fraser are in much better financial shape. One of the strong points going for these two companies is the fact that they are integrated forest companies; they have tree farm licenses and sawmills to go along with their pulp and paper operations.

Canfor has both PPWC and CEP Locals representing the employees, however they have no shiploading employees. Canfor has also agreed to (possibly) enter into early negotiations on the basis of a "no-concessions" agenda. At this stage of the game it appears that Canfor will be the target mill for both the PPWC and the CEP.

## *Caucus Rules Of Order*

A major part of the discussions at the Wage Caucus meetings were about the Caucus Rules of Order. The Bargaining Strategy sub committee recommended that we institute a dues increase among participating Locals in order to raise money to help support any Local that might be forced out onto the picket lines. There were two main issues here, health and welfare premiums and supplemental strike pay assistance. The strike pay assistance was set at \$150 to combine with the National strike pay of \$250 for a total of \$400 per week. It was believed that health and welfare benefits would be in the neighbourhood of \$400 per month per member on strike.

The committee recommended that Locals declare by July 25, 2007 whether or not they would participate in negotiations with the Wage Caucus, and if so to start making contributions to the two separate funds. It was determined that dues would be increased \$10 per week for the health and welfare fund and \$15 per week for the supplemental strike pay fund, for a total of \$50 per two week pay to start August 1, 2007.

Benefits from the two funds would only be paid to participating Locals who were forced on strike to achieve the pattern settlement, or who were forced out of work by another Local going on strike for any reason. This second condition for receiving the strike pay was put in to address the situation which arose in 2003 when Local 298 went out on strike, putting Local 1127 out of work as well. Local 1127 was part of the Wage Caucus at that time and Caucus took the position to deny members of 1127 the supplemental strike pay and thus they only received the National's benefit of \$250 per week.

Locals that go out over local or Bull Session issues, or that remain out over local issues will not be entitled to any strike assistance from the Wage Caucus. However, the issue of the health and welfare benefits was discussed and while the Caucus rejected guaranteeing a loan to Locals in such a predicament, it did not rule out the possibility that such Locals could, if needed, make a request for such a loan. Because of not knowing what kind of situations could arise, Caucus was not prepared to risk making any kind of commitment at this point in time along these lines.

Any money left in the accounts at the end of the pattern bargaining process will be returned to the Locals that participated in Caucus based on a per capita basis.

It must be clearly understood that if a Local or Locals go out on strike the amount of the assessments will most likely increase to meet the demand. However, should a situation occur such that several Locals were forced out on strike at the same

time Caucus reserves the right to modify the supplemental strike assistance. Obviously, if too many members were on strike at one time for the remaining members to finance the supplemental assistance, other measures would have to be implemented.

It must also be clearly understood that should any unforeseen issue arise such that Caucus has to take measures to deal with, we will be bound by the decision that Caucus makes. *(In 1997 when the Fletcher Challenge Locals were on strike for over 9 months the Caucus made the decision at the end of the strike to help pay the health and welfare benefits of those members. Our Local took the position that, since this issue was not part of the Caucus rules agreed to prior to the negotiations, the extra money needed for that purpose required us to take a vote as per our By-laws to temporarily raise the dues. The measure did not pass and only volunteers in the Local contributed to that effort. That scenario will not be repeated; we are bound to follow the decisions and directions of the Caucus.)*

## *An Eastern Perspective*

Attending the Wage Caucus meeting was Cec Makowski, CEP Vice President, Ontario Region. Caucus had invited Brother Makowski to the meeting to give us some input as to what was happening back East and the procedure the eastern Locals followed for negotiations.

This was the first time I had had an opportunity to hear Brother Makowski speak and I was impressed with his knowledge of the issues and the way he was able to get his points across.

He first explained the negotiating process the eastern mills follow. It involves several jurisdictions/provinces and different regulations. Like in BC the East has experienced a shrinking industry. They also target bargain, and were very envious of us in BC prior to 1994 when we had industry-wide bargaining. They have had about 40 to 50 years experience with target bargaining. There are only two major employers left in the East, Abitibi and Bowater, and they have been talking merger over the past few months.

CEP is not alone in representing pulp and paper mill workers in the east. The United Steelworkers, who merged in April 2005 with Paper, Allied-Industrial, Chemical and Energy Workers International Union – PACE *(who previously were a merged union consisting of the United Paperworkers International Union – UPIU, and the Oil, Chemical and Atomic Workers International Union – OCAW)* represent a few mills in the East. There is also a separatist union in Québec representing a few mills. The Steelworker Locals' labour agreements are no

where near the CEP pattern agreement. There are also a few non-union mills.

Makowski noted that while solidarity amongst the Locals is key to target-bargain/pattern agreement negotiating, discipline is what makes it work. In the March edition of the **Newsletter** there was a report concerning the Abitibi, Belgo mill and the survival agreement that company was able to force on that Local, and the fact that it broke the pattern agreement, which wasn't set to expire until May 1, 2010.

Making up the wage agenda involves calling a convention-style meeting of all participating Locals one year prior to the expiration of the contract. At one time there would have been around 160 delegates attending but now the number is more like 85. The delegates select a resolutions committee to review all submissions, which are submitted the same as constitution resolutions, that is, each Local puts its proposed wage and benefits demands in the form of resolutions and has the membership pass them and then they are forwarded to the Resolutions Committee for consideration. That Committee makes recommendations on each submission, to either merge similar type resolutions, to concur, reject or send back as Local items, and then the Wage Convention as a whole votes as they see fit. Eventually, what started out as several hundred resolutions ends up as the wage agenda.

Once the agenda is drawn up the delegates return to their various Locals and vote on whether or not they will participate as part of the Wage Caucus.

When the Locals in BC began to target bargain in 1994 the decision to provide supplemental strike support over and above the National strike pay was instituted. The eastern Locals followed the West's lead. In Ontario the issue of health and welfare premium payment does not arise because it is the law that companies must continue to pay those premiums during the strike and collect their money once the strike is resolved.

It was Fletcher Challenge in the 1997 strike that first cutoff paying those benefit premiums. Supposedly, prior to that the companies in BC had never resorted to such tactics. There was always agreement by the parties to pay and reimburse those costs. Eurocan was quick to jump on the bandwagon in 2003 indicating just what a bunch of A\_\_HOLES they were.

In 1997 the CEP National was quick to respond and provide a loan to the Locals on strike. In 2003 we were also fortunate to receive that assistance. However, since that time the National has decided to discontinue the practice, something I personally think must be dealt with at the next Constitutional Convention.

## ***Solidarity Is Good, But Discipline Is What Makes It Work***

Once the eastern Locals have an agenda and they have chosen a target company (which is also done by special committee) the negotiations begin. In the last round of negotiations Abitibi was not willing to bargain as a whole, preferring to bargain on a site by site basis. The targeted Locals all went out on strike on that issue and it was 5 months before Abitibi capitulated and agreed to negotiate as one unit.

Because of the history of negotiations in BC, the large mills, which included Eurocan, Canfor's Prince George Mills, Catalyst's 4 mills, and from the past companies such as MacMillan Bloedel, British Columbia Forest Products, Columbia Cellulose, etc, all belonged to what was known as the BC Standard Labour Agreement – BCSLA. The main wage part of our current Labour Agreement is almost identical to those at other mills. The trades' and labour/base rates are identical, our health and welfare benefits are the same, we have the same pension plan, etc.

In the East every site has a different main wage agreement. Wage rates and benefits are significantly different even among mills with the same owner. At Abitibi there are 7 different pension plans among the mills that it owns.

When voting on the contract or to go on strike, the Locals pool their votes. This pooling of votes has caused some problems because it is not legal in some jurisdictions so some Locals have been forced to re-do the vote. *(Obviously for the union there could be some serious concern because the individual Local might not have voted in favour of strike action. However, during the last round of negotiations when the vote was successfully challenged, the Local that was required to re-take the vote did vote to strike.)* When taking the ratification vote there must be a majority of Locals in favour and a majority of the members in favour before the contract is accepted. There are no rules against a Local or another unit negotiating a better agreement than the pattern agreement.

When bargaining out of bankruptcy, the Eastern practice is to bargain as if it was a newly organized unit. We have examples of this in BC. The mills in Prince Rupert and Port Alice experienced this. Skeena Cellulose, represented by the PPWC, at one point had to agree to a 20% wage roll back, however, it was in exchange for shares in the Mill. Unfortunately, the Mill was unable to survive and the workers ended up losing their jobs and their investments.

At Port Alice, represented by the CEP, a "survival agreement" was negotiated and today that mill is still operating. The BC Wage Caucus,

however, decided to discipline the members of Local 514 and expelled them from the Caucus until such time as they are able to renegotiate the pattern agreement (*Local 514 is allowed to attend all Caucus meetings and has a voice but no vote*). (Don Vye, President of Local 514, reported that there are 322 members currently working at the Port Alice mill; owner Neucel. While everyone there is working hard to make the mill a success, the problems they are encountering sound very familiar. Safety performance has not been good recently, resulting in 2 lost times. The incidents were directly related to inexperienced employees putting themselves in a vulnerable position.)

When negotiating out of bankruptcy, or having been forced to renegotiate, Brother Makowski said that there is always a quid pro quo; similar to what was done in Prince Rupert and Port Alice, there are always stipulations that once the mill becomes viable again the previous benefits and conditions in the labour contract are restored.

## ***Owner's Capital On Strike!!!***

Brother Makowski also spoke about the current economic conditions facing the mills back east, particularly in Ontario and Québec. There has been, what the CEP has referred to a "capital strike" by the industry for several years, except other than to meet government regulations and requirements. The industry has been investing its money in South America and Asia.

The value of the dollar has negatively affected the price of our product but in Québec the more important issue is lack of fibre. Ontario used to have a fibre supply problem but all of the mill closures have taken care of that issue. Poor planning has caused problems; employers typically high graded the timber taking the best trees first time through making it too expensive to go back later and cut the less valuable trees.

In Ontario the major problem is electricity pricing. Brother Makowski stated that if there was regional pricing for electricity it would return the pulp and paper industry to sound economic footing.

## ***Catch 22 Electricity***

It costs about 1½ cents to produce a kilowatt of power which typically sells for 23 cents. Electricity in Ontario is sold based on a price determined by demand. And, electricity produced in Northern Ontario is not connected by a grid with electricity produced in Southern Ontario; thus, the northern electricity producers are not connected to southern customers.

What occurs in Ontario is that as demand for electricity increases, the price also increases; supposedly this has something to do with conservation efforts as well as the economics of selling power. A person can actually connect to a web page that actually indicates what the price of electricity is a second by second basis.

What happens on the mill level is that as the day progresses, customers, largely in Southern Ontario (over 5 million of Ontario's 9 million people live in the Toronto area) either begin to turn on their heat or their air conditioners, depending on the season, and the price of electricity begins to climb. At night, when the demand begins to reduce the price falls.

In the mills, the day begins with electricity costing about 6 cents per kilowatt but by mid-day the price is around 23 cents. There is a break even point for the mills and very early in the day, as the price for power begins to rise, they have to start shutting down equipment and production lines. As we all know at Eurocan, the worst thing you can do to the equipment, the paper machines and the quality of paper is to continually be shutting down and starting up. *(A very good example of this is what occurred in 2003, the week before we went on strike. The Mill tried to run with its tanks at around 20%, just in case Local 298 threw up a picket line. If the tanks got too much in them, the operators were required to slow or shut down. At the end of the line in Papermill, we saw the paper machines going up and down as they would run out of stock, because the Pulpmill and Papermill were unable to maintain the necessary balance. The result was that we made very little paper, and that we did make was mostly cull.)* There is also the obvious financial strain, when you're not making pulp or paper you're not making money to pay wages.

And, to make matters worse, when the mills begin to reduce their power consumption because of the price, the northern electricity producers begin to experience an over supply problem. And, because they aren't on the grid they can't sell their power to the "thirsty" southern customers, which results in them having to curtail production. And, for the cherry on top of all this, Ontario Hydro, guarantees that it will pay the producers for the unused power; of course this ensures that the producers will maintain sufficient electrical producing capacity to meet peak demands.

It is all very "Catch 22" with the employees and workers of Northern Ontario suffering the consequences; and, as we have seen in BC, what negatively affects these high paid jobs negatively affects the communities they live in.

## ***Mill Closures and Bankruptcy A Fact Of Life In Ontario***

When mills are forced into bankruptcy, employees are obviously severely affected; so are the retirees and the pension plans. Those pension plans were guaranteed by the mill, but if the pension plan is under funded there is nothing a bankrupt company can do to cover that. In BC we belong to the Pulp and Paper Pension Plan which is fully funded and not dependent on any of the employers. The benefits owing to individual members will not be negatively affected by their employer going into bankruptcy *(as long as the employer has maintained their contributions prior to filing for bankruptcy; that's why it is important to monitor and audit the employers on a regular basis to ensure compliance)*.

In the past the CEP has entered into ownership agreements to take over certain mills. This option is no longer practiced. If a mill is going to close, but the owner still has other viable operations elsewhere, the owner is still liable for the pension plan benefits. However, if the mill goes bankrupt, the pension plan comes under the bankruptcy act and is usually negatively impacted.

Commenting on some of the differences between the major pulp and paper employers Brother Makowski said that, in relative terms, Abitibi was easier to negotiate with but were terrible day to day managers of the mills. Abitibi has owned several mills, but it has also bought several mills and then basically run the mills into the ground before closing them.

Bowater, headquartered in the United States, on the other hand is very tough to negotiate with, but tends to be better managers of the mills it owns and the people they employ.

Brother Makowski indicated that politically the government of Ontario was not union friendly and seemed unconcerned that many high paying jobs were being lost to foreign countries. In 2005 there were 35 unionized plants in Ontario that closed; in 2006 there were 32; and in 2007 there have already been 20 closures.

## ***Pension Report***

Stephanie Griffiths, one of our Pension Plan administrators with Mercer, gave a short update on information about the Plan. Planning is underway for a training session in the fall and she requested suggestions and topics on issues that the members thought would be important to discuss.

## Trigger Bonus Tango

Regarding the Trigger Bonus Trust Fund, you will remember that the Local 298 has requested that Eurocan hand over the money to the Local in order that we might administer the trust fund ourselves. Our sister Local 1115 at Cariboo Pulp has already received the first 3 payments into a fund that they have set up themselves. Local 298 made its request for the money back in November 2006. At the beginning of this year the Union past a motion to set up this account and passed the necessary information to the Company as to where it was to deposit our money. Since that time the Company has told us that they were reviewing the issue and then recently informed us that their tax department has said "...that payments made to a trust fund for purposes of paying the pension bridge constitute a Retirement Compensation Arrangement (RCA) under the Income Tax Act. The Canada Revenue Agency requires that 50% of the Gross amount of contributions into an RCA be remitted to the Receiver General as a prepayment of tax. When amounts are paid out of the fund as bridge payments prepaid tax is claimed back in accordance with Canada Revenue Agency provisions. The payments to individuals out of the trust are taxable and must be reported on a T4A-RCA. The Canada Revenue Agency also requires the filing of documents both initially and on an annual basis and results in significant administrative procedures."

Furthermore, "Payments beyond those required to satisfy the funding of the pension bridge from age 60 to age 61. The opinion of our tax department is that these payments, if paid to the union, constitute an Employee Benefit Plan under the Income Tax Act. The Income Tax Act provides that the company is denied a tax deduction for payments into an Employee Benefit Plan until payments are made by the custodian out of the Employee Benefit Plan."

The Company is also concerned that it won't get its tax write-off on the extra money until such time as it is paid out of the "union" trust fund, something they don't believe was contemplated during negotiations.

According to the union representatives at Cariboo, the management there has refused to hand over anymore money until this issue is resolved.

The word we have is that the other companies are reacting the same way that West Fraser is and insisting that the tax must be paid once it leaves their accounts or is put into a trust fund. The Western Region is seeking a legal opinion on this issue with the likelihood that a grievance will be filed.

Originally the union had received a legal opinion saying that the money was not taxable and members at the Catalyst Locals have already received money from the Trigger subsequent to the Trust obligation

being met. No tax was paid on that money. Catalyst is also refusing to pay anymore money out until such time as the issue is resolved.

## Shutdown Safety

The 2007 Major Maintenance Shutdown has finally ended, I think. The major issue obviously was the sewer line failure and dealing with the repair. However, there were many other things going on from the replacement of the Dissolving Tank to refurbishing/relining of the sewer line just as it leaves the breezeway in the Pulpmill to the other regular maintenance.

As reported in the May edition of the **Newsletter** the Company was only offering 8-hour shifts to all non-trades people and the temporary hires were only being offered 40 hours a week. Again, the Union did not agree with this format, we informed the Company that the regular full time employees in this mill were willing and eager to provide their labour to the fullest extent possible to do the work that needed to be done. The Company chose not to follow that advice, believing they could save a substantial amount of money by not working the maintenance support people on the same 12 hour per day basis.

We were informed that from a safety point of view there were fewer first aid incidents involving the temporary hires and the Company is attributing that to the 8-hour shifts. However, what I witnessed was hole watch personnel being exposed to dangerous toxic environments without being provided the proper safety gear. At one point the temporary employees were telling the temporary supervisors that the contractors they were providing hole watch services for were telling them that they needed to be equipped with respirators. However, the temporary supervisors said that the hole watch people didn't need the respirators. This situation existed for a couple of days before the Company finally took corrective action. At one point the temporary supervisor became almost hysterical with insisting that the hole watch go out and relieve the other hole watch because overtime was being incurred, even though the relief knowingly did not have the proper safety gear. It is apparent that the temporary supervisor had her marching orders; under no circumstances does anyone work more than 8 hours – safety is not a consideration.

Obviously, the message being sent out by Dennis Clare was confused. A number of the temporary employees were introduced to the mill manager during their indoctrination and he explicitly told them that safety was the prime consideration; safety will not be jeopardized for purposes of production or cost control. While the temporary hole watch got that message it appears that the temporary supervisors didn't.



## ***When is it okay to remove a locked device, part of a lockout procedure, from service?***

At Eurocan, over the years there have been occasions when valves that were locked and part of a lockout board, have been removed from the line and replaced with a new valve without those locks being put on the new valve. In the Pipe Shop it is a common occurrence to be instructed to remove a defective valve from a line and install a new valve. In the past it has occurred that valves with lockout locks on them have been removed from service and replaced without following the proper and safe procedure. The pipefitters have always emphasized this point at our safety meetings, that we never take locked valves out of the line until the locks have been removed. This was the only way we could ensure that the proper procedure for maintaining the integrity of the locked out system had been followed.

However, there have been occasions, I have been told starting in the Steam Plant, when it was inconvenient to take the locks off so an alternate procedure was followed, and the locks were not removed. The reason given for following this "unsafe practice" is that there were too many locks on the lockout board; that there were 150 boilermakers in the vessel and that it would be too time consuming to have everyone take their locks off, cut the seal (and there might be other lockout boards inter-connected that would have to have their seals removed) get the keys, remove the locks, lock out other devices in order to effectively and safely by-pass the locked valve (or device) and then relock everything.

But, just like there is a safe procedure to follow when removing an individual's personal lock when they aren't available, there are other safe ways to remove the locks from the locked device. Every safety lock in the Mill has a second key in Stores and can be accessed after following a safe procedure. Two people are required to ascertain that the system is safe and that no one will be injured by the removal of the lock(s).

In the case of removing the locks from a locked device that is part of a lockout board and the department doesn't want to break the seal and use the locked up keys, the second set of keys can be obtained from Stores, another lockout board can be put in place to deal with the alternate locks that have to be added to the system (if necessary) or other procedures and precautions can be taken and noted on the alteration sheet and the locks can be removed from the device that is being removed.

During the past shutdown the Papermill found it necessary to remove at least 3 locked valves from a system without taking the locks off. At first no official

reason was given other than that the Steam Plant does it this way and that West Fraser's Safety Policy allows for this. However, the "root cause" of not wanting to remove the locks was because the lockout boards in question were tied to the Mill sewer lockout and no one wanted to disturb what was going on there.

Of the three known instances where locked valves were removed, only two had a notation made on the alteration sheet (made prior to the lockout board actually being utilized) that indicated that the drain valve needing to be replaced had a locked replacement valve sitting nearby and would be replaced once the system/tank was drained and determined to be safe, prior to the job being started.

All three valves in the Papermill were drain valves, and I want to congratulate the Papermill for taking the extra step of adding locks to the drains. The WCB regulations require that no work be done until all energy isolating devices have been locked. Fluid left in a tank or line represents energy and the drains must be opened in order to release this energy; thus the drain valves should be locked.

In the third instance where a locked drain valve was removed, this issue of having to remove the valve only arose after the lockout board had gone up and another lockout board locks were added to it. A two inch drain on a 20 inch line had originally been added to the lockout because of an alternation needing to be done when another valve was not serviceable to isolate a line for vessel entry. The employee instructed to remove the valve was told that everything was okay, the line was drained and that that the proper procedure had been followed. Actually, the Company's "proper procedure" hadn't been followed. And, this is at the core of the position the Pipe Shop has taken over the years.

Taking locks off a locked out system requires effort and forethought. It requires two people to remove the locks and ensure that the proper procedure is being followed.

In the instant case, there was no information added to the Alteration Sheet prior to the job commencing indicating what was happening to the locked valves. Once the issue was brought to the Union's attention, and then to management's attention, the job was halted for over seven days. In all of that time no effort was made by the Company to try to safely remove the locks from the valves so that the job could continue.

The lines were drawn and now the issue was one of efficiency – Why can't we just make a simple notation on the alteration sheet what is happening? Everything is safe! No one can get hurt!

The question I would ask then is; why do we use locks in the first place? Tags used to be sufficient but experience has shown that tags can fall off or be too easily removed and employees' safety put at risk.

The locks used for a lockout board also represent individual locks; and no one would suggest that if a person's individual lock was on a device needing to be removed, that we would simply ignore the lock and remove/replace the device.

The practice the Company is following leads to the "slippery slope" and allows for mistakes to happen too easily, just as it happened on the job in the Papermill.

Regarding the locked 2" drain valve, I was eventually requested to do the job. I refused based on safety. The WCB regulations have a procedure that must be followed when an employee refuses to do a job if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person. Our **Labour Agreement** also contains a similar type clause, although no particular procedure is described in the **Agreement** our practice would be much the same as the WCB, accept that the eventual arbiter under the contract would be an arbitrator. If the WCB is brought in they will investigate, interviewing both the employee and the company officials and will issue a written response.

In this case the WCB ruled that doing the job did not create an undue hazard, also, that the Company had to draw up a written procedure for dealing with the removal of locked devices in the future.

As an aside, before involving the WCB the Company and employee took a copy of the vessel entry lockout sheet that contained the valve in question and checked to see if the procedure had been properly followed for locking out and if any other procedures or issue had to be addressed prior to removing the locked valve. What was discovered was that the vessel entry sheet itself did not adequately isolate the vessel for entry. In fact, an employee who was doing routine maintenance work on equipment in the vessel went to enter the tank and was almost sprayed with liquid because a sump pump valve had not be closed and locked and the pump started up. There were also two other sources of energy that were not addressed by the lockout procedure; those issues were quickly addressed.

While the lockout board inefficiencies was a different issue than what originally brought scrutiny to the lockout board, it is certainly something everyone should be aware of and something that management must address.

Grievances have been filed on both the fact that removing the locked devices did not follow the safety policy as jointly agreed to at Eurocan and the vessel entry lockout board violation.

Concerning the "slippery slope", the Steam Plant at one point had gone out on its own, without the Safety Department's knowledge, and had a third set of keys made for the lockout board locks it used in the Steam Plant. Apparently, this was done in order

to save time when they needed to remove the locks from a locked device, and not wanting to have to deal with the issue of cutting the seal on a lockout board, or go through the paperwork and process of going to Stores.

In the Pulpmill at one point, lockout procedures were being modified in order to deal with particular issues that had arisen. While this is a normal procedure to follow, the person(s) changing the procedure wasn't signing off or indicating that they were the person(s) authorizing the change. Only knowledgeable and trained personnel are authorized to make these changes, and they must indicate who they are and the date the form was authorized.

Both of the above practices have changed and we have moved forward with an improved safety program.

In the Papermill, one of the new practices that have been implemented is, during the shutdown a list of all work orders scheduled for the shutdown is posted on the lockout board location indicating for each work order number the lockout procedure or points that apply to the job. This saves time and effort at the time of the shutdown and also indicates that time has been spent organizing and planning the shutdown with safety in mind. While I commend the Papermill for improving their safety practices in this area, the Union will continue to work to make sure that we maintain high safety standards at all times.

## *Jack And Jill Went Up The Hill, But Jill Has Tumbled Down*

There aren't too many times that I will comment or express sympathy for a management representative who has been forcibly terminated or fired from Eurocan. In fact, on a few occasions, there have been some staff people that the Union has insisted that the Company deal with and/or replace because of obvious inability to handle the job.

While the Union is never privy to exactly what transpires between management and staff, it is hard to keep some things secret.

Jill Lawrence used to be a union member prior to going over to the "dark side". And for some in the union it is kind of a betrayal of sorts. Jill did participate in and represent our union as a safety representative on Central Safety. I believe she ably represented the Union and its members, but when she became a supervisor, I will admit, it wasn't a surprise in that, she's not the first union person to have done so, and her father was a long time top management representative at Eurocan prior to his retirement several years ago.

However, by all accounts she did her job well as a supervisor, at least from the view point of those she supervised. Members of every department she supervised in had nothing but praise for her as a supervisor. As a Union official I had few dealings with her, but when I did, I found her very professional and good at what she was doing. Respect for her was an easy thing.

It is unfortunate when this Company finds ways to get rid of its good supervisors. This incident is very reminiscent of what happened when Greg Myhill was similarly terminated. It might be that West Fraser is looking for some traits in its supervisors other than employee approval and respect.

At Standing Committee, Randy Dobson commented on the issue of supervisors and stated that when the hourly see how badly the Company treats their own staff, it certainly doesn't encourage or inspire employees; it's no wonder that the Company is having a hard time recruiting new employees or getting employees to stay.

## ***Paid Leave Priorities***

In the May 2007 edition of the **Newsletter** was a report on the scheduling of paid leave in the maintenance department. From the feedback received the following rules will be proposed:

1. Yearly vacations will take precedence prior to May 1<sup>st</sup>. Vacation rotation as applied by the various shops will continue to be followed, and as usual, there will be a few weeks prior to May 1<sup>st</sup> where seniority is the determining factor.
2. During the seniority selection period the order of precedence will be – yearly vacations, floaters and lieu time, banked overtime, deferred floaters, deferred statutory holidays, banked vacations, other leave. (This means that everyone's yearly vacations take precedence over everyone's floaters and lieu time, etc. – e.g., if a junior person applies for floaters, prior to May 1<sup>st</sup>, and a senior person applies for the same time with banked time, the floaters take precedence.)
3. After May 1<sup>st</sup> all leave will be on a first come, first served basis.

If there are any comments with the above please contact myself or any of the other Standing Committee representatives. As noted in the May **Newsletter** there will be occasions that arise when there will be problems or conflicts with the above procedure and the best thing you can do is contact you Union representative and try to get a resolve to the problem.

## ***Catalyst Paper chops 315 jobs; blames high dollar***

May 30, 2007  
CBC News

Catalyst Paper Corp., which hasn't turned an annual profit in six years, announced another 315 job cuts in British Columbia on Wednesday as it struggles with a high dollar and weak newsprint demand.

Catalyst will close one of its papermaking machines in Port Alberni. That will lead to the indefinite layoff of 185 staff and hourly employees. The machine churns out 134,000 tonnes of newsprint a year.

Catalyst Paper three-month trading Catalyst Paper three-month trading

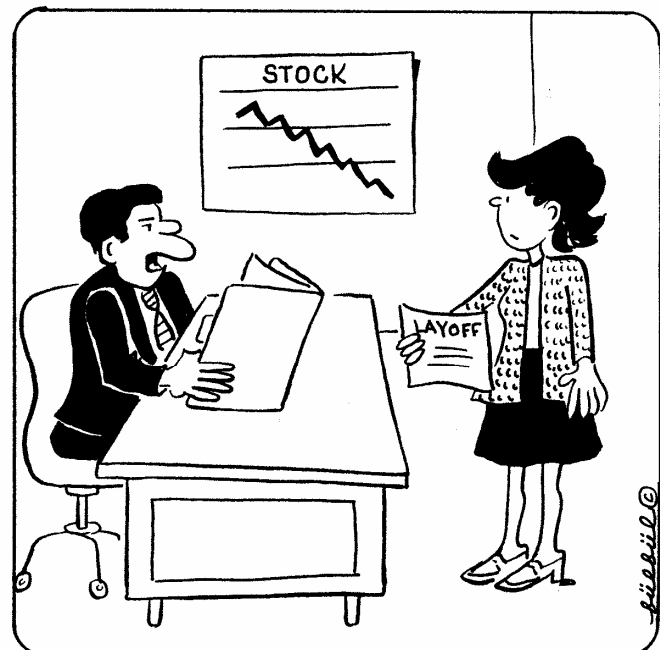
The company said the closure will improve its annual profitability by \$8 million.

Catalyst is also relocating its corporate office from Vancouver to Richmond and will centralize some administrative functions in Nanaimo. That will save \$16 million annually.

That restructuring will cost 130 support workers their jobs and will bring total permanent job reductions by Catalyst this year to 480.

"Reducing costs is an immediate priority given the high Canadian dollar and the decline in North American newsprint consumption," Catalyst CEO Richard Garneau said in a statement.

"This industry is not for the faint of heart," Catalyst vice-president Lyn Brown told CBC News Online.



"To enhance company stock you have been chosen as part of the corporate cost reduction."

"The higher Canadian dollar has certainly made our job more challenging," she said.

She estimated that for each one cent rise in the dollar, the company's profit is reduced by \$9 million.

In the most recent fiscal year, Catalyst lost \$15.9 million.

Catalyst produces mechanical printing paper and kraft pulp and owns the largest paper recycling facility in Western Canada. It is the largest telephone directory paper producer in the world.

Catalyst shares rose 17 cents to close at \$3.62 on the TSX.

## ***Company Sponsored CWB Welding Courses***

### ***Local 1123 recommends you say "NO THANKS"***

The Company recently unveiled plans to offer CWB welding training to maintenance employees who wished to volunteer to take the training.

This past week at the General Membership meeting of Local 1123, a motion was passed that we do not endorse our membership taking part in this program.

We realize that some people may find the opportunity to enhance their resume attractive, but we are discouraging anyone from volunteering for these Company sponsored courses. The Local feels that they are both, a blatant attempt by the Company to introduce dual trades into our maintenance workforce, and a way to eliminate the welding trade from our site. Not to mention that it will lead to even further contracting out of our work.

If you go through the Letter of Understanding – Flexible Work Practices on page 127 of the Collective Agreement, the Company cannot use training programs to force anyone to become certified in another trade. However there's nothing that stops them from offering the training, and once anyone successfully completes the training and in the case of CWB welding, gets certified to perform tasks that are part of the welding trade, the Company has the right to expect a person to safely utilize the skills they have achieved and perform that work if assigned.

This week Dave Beulah and/or your Supervisor will be soliciting volunteers, so keep the above in mind before you every consider signing up. Remember, there is a world of difference between wanting to learn how to do a bit of welding on your own, and continually being assigned to perform welding when there is regular work available in your trade.

If you have any questions about the position taken by the local, please contact someone from the Standing Committee.

### **CEP Western Region**

June 14, 2007

To CEP Members, Western Region:

There have been many issues of concern raised in recent months around the speed at which the oil sands are being developed. Issues such as environmental impacts, the long term sustainability of jobs, the lack of policy framework around the export of our natural resources, and the questions around the price we are charging the multi nationals for our oil. These days there are more questions than answers. As Peter Loughheed once said, "Once you sell a barrel of oil it is gone forever. You can't sell it again for a better price. It is like a farmer selling off his topsoil."

It was one of the reasons that CEP decided to intervene at the National Energy Board hearings dealing with the Keystone application made by TransCanada Pipeline to convert a natural gas pipeline so it can handle diluted bitumen. If approved, that pipeline alone will ship half a million barrels a day to the United States, and will create up to 18,000 jobs there. Keystone is one of six major proposals now in the planning stages.

The Keystone hearings have entered into the second phase and once again CEP, and other like minded organizations, continue to challenge the NEB to determine if these projects are in the public interest, or not.

CEP's Fred Wilson has kept a day by day "blog" of this stage of the hearings. I think you will find his observations interesting.

**In Solidarity,  
Don MacNeil  
Western Region Vice President**

## ***Say it with flowers***

### **Internet/CALM**

A new business was opening and a friend of the owner ordered flowers for the occasion.

The flowers arrived at the new business, but the card accompanying the flowers read "Rest in Peace."

The sender called to see how the new business owner liked the flowers. When the sender heard about the card, he called the flower shop to complain.

"I'm very sorry for the mistake, and I'm very sorry the recipient was offended," said the florist, "but you must appreciate, there's a funeral taking place right now with flowers and a card that says 'Congratulations on your new location.'"



## ***One of Our Institutions Has Retired***

*(Congratulations Wilfred Bourque)*

Pulpmill Operator, yes.....Movie producer and Editor.....Yeah...okay, (Laffs) But a public speaker I am not! So when I was asked to come up and say a few words at Willy's retirement party, I was caught off guard and unprepared. So I would just like to take this time to thank all of you, who participated in my Dung Beetle Production. It was a huge success and without your participation it would not have been possible,

**Thanks so much,  
Uli Thomschke**

*(Uli and a number of other friends put on a retirement celebration dinner at the Golf Course and aired a video showing Willy's classic techniques for running the Pulpmill.)*

*(From the July 21, 2007 Reel News, thanks Carole)*

## **RETIREMENT CELEBRATION FOR WILF BOURQUE**

A retirement celebration was held this afternoon for long-term employee, Wilf Bourque, Pulp Mill Operator. The celebration was held in the Mill Training Centre next to the Main Gate Building at 2 pm with Wilf's family, work colleagues and friends. Wilf joined Eurocan on February 2nd, 1972 as a Labourer in the Pulp Mill. He moved up the Pulp Mill progression line to the position of Cook or Pulp Mill Operator in August 1978, a position he has held to his retirement which is officially effective November 1st, 2007.

**Our very best wishes are extended to Wilf and his wife, Della, for a Long, Healthy and Happy Retirement! Congratulations Wilf!**

**To CEP Local 298:**

Thank you for sending my "memory lane" book. It brings back fond memories of my years spent with my union brothers and sisters. It's nice to know that Local 298 is still with me for any assistance I may need.

I'm enjoying my retirement years with my family and friends and especially the Kelowna weather.

Please give my regards to everyone.

**Thanks again for everything.**

**Sincerely  
Alice Rodrigues**

**Dear Brothers & Sisters:**

During my recent stay in the hospital, your visits and gift were greatly appreciated. The fruit basket kept me from losing too much weight during the week I was in there. Anyway, I am home now and on the mend. I should be returning to work shortly, see you all soon.

**Sincerely  
Dave Creighton**

**To CEP Local 298:**

A "thank you" is not enough to express my gratitude to the union, the local & all the Brothers & Sisters that I have had the pleasure to be a part of for 20 years at Eurocan. It's always a very pleasant surprise to meet a Brother or Sister taking a stroll here at the White Rock Promenade on a beautiful sunny day.

**All the best to all of you & your families  
From Brother Jose Antonio Valverde  
P.S. Thanks for the memories  
Tony**

## ***McJobs for 12-year-olds*** **VESTA News/VESTA/CALM**

The Alberta government has relaxed its employment standards to allow 12-year-olds to work in restaurants. A senior marketing executive at McDonald's has admitted that McDonald's asked the government for the change.

Formerly, a restaurant had to get a permit to hire a person under the age of 15. Since the rules have changed, most of the hirings have been by the company that holds the most McDonald's franchises in the province. That company is a major contributor to the Alberta Progressive Conservative party.

A similar rule change in B.C. allows for children to work with just the approval of a parent and without the approval of the employment Standards Branch.

## ***CERTIFIABLY, CERTIFIABLE***

In a time before this time, there was a time when the Eurocan Steam Plant needed people, not just any people, but like minded, steam oriented people.

So the assistant superintendent of the Steam Plant packed his bags and travelled south in order to find people, not just any people, but people of sound mind and body, in possession of a valid fourth class certificate, and they were required to be moderately literate in the English language.

One such person was a keen and eager young lad named Bob, he met all the criteria and was hired on the spot.

Back then the mill worked the old seven day tour schedule and Bob started on day shift. By about the middle of the second day people were noticing little things about Bob that seemed rather odd, like when the utility man asked Bob to meet him at the front of the power boiler, Bob went to the back of the recovery boiler. Or when Bob burnt his hand on the six hundred pound steam line, he wanted to put in a safety hazard report because no one told him that the steam line was hot. Near the end of the third day the control room operator happened to notice that Bob's certificate was not on the wall, as required by law. When the operator asked Bob about his certificate, Bob said he didn't have a wall hanger, he had a wallet card - photo ID - drivers license - 4th class.

Bob started his fourth day at Eurocan in the Woodmill - on the green chain.

**This is the Old Dog  
Sayin Keep yer feet dry**



## **Luis Alberto Praticante**

**October 15, 1958 – June 1, 2007**



**A photo of Luis taken while working at the lagoons.**

### **In Loving Memory**

*(Copied from the Terrace Standard, Editor.)*

Luis passed away peacefully following a courageous battle with cancer. He will be forever loved and remembered by his loving wife of 25 years, Leonor, his son Nilton, his daughters Leanne and Stacey, his parents Jose and Teresa, his sisters Idelta and Teresa, his brothers Joe, John and Mike and by many more family and friends.

The family would like to express their appreciation and gratitude to all the doctors and nurses at Mills Memorial Hospital, Jean C. Barber Lodge, the staff at Lion's Gate Hospital, Father Terry Brock and everyone at Sacred Heart Parish, the CWL for the reception, CEP Locals 298 and 1127, friends and family for all the food, flowers, cards, visits to both Luis' home and the hospital and to everyone who has shown their kindness through prayers, thoughts, deeds and support.

Thank you again for everything.



(From Eurocan, courtesy of Carole Gagnon)

It is with deep regret and heartfelt sadness that we inform you of the passing of Luis Praticante on Friday, June 1st, 2007 following a courageous battle with cancer.

Luis commenced his employment with Eurocan on May 20th, 2003 as a Millwright within our Maintenance Department, a position he held until his passing. Luis' family shared that he really enjoyed working at Eurocan, particularly with all his co-workers. As Luis often expressed, it was the best job he ever had.

Our thoughts, prayers and sincere condolences go out to Luis' wife, Leonor, and their three children, Nilton, Leanne and Stacey. Their sadness and loss is shared by their many friends and colleagues here at Eurocan.

The family has not expressed any preferences or charities in lieu of flowers.

Luis will be sadly missed by all at Eurocan, especially by those people who had the privilege to know him personally.

## Disappearing bees

by David Suzuki/Suzuki Foundation/CALM

What happens to them is unknown. The adults are simply gone—thousands of them. No corpses left behind, nothing out of place

It may seem like the set-up for an episode of CSI, but this mystery isn't about missing people—it's about missing bees. A mysterious phenomenon called Colony Collapse Disorder is threatening bees across the U.S. and may be making its way into Canada.

The problem has researchers baffled. All of the adult bees in a colony will suddenly disappear without a trace, leaving behind only a small number of juveniles. The hive appears unaffected, just deserted. Remaining juveniles refuse to eat the stores of honey or pollen left behind. Other bee colonies meanwhile avoid the deserted hive—even though healthy colonies normally raid abandoned hives for leftovers.

What's going on? Scientists don't really know, but concern is high enough to have prompted a working group of researchers in the U.S. to study the problem. From what they've been able to determine so far, stress may play a key role.

Colony Collapse Disorder is hardly the first problem honeybees have encountered in North America. Bee populations are in serious trouble—suffering losses from mites, pesticides and monoculture crops, especially in the U.S. There, five species of bumblebees have disappeared in less than a decade.

In fact, the dearth of natural pollinators in the U.S. has led to a growing industry of migrant domesticated bees. Each spring, tens of thousands of bee colonies are packed onto flatbed trucks and driven across the U.S. to stop at various farms and pollinate crops.

But all that travel isn't good for bees. Bees are naturally used to having a variety of food in their diets, but on these trips, they are stuck with a single food source—the crop they are expected to pollinate. They are also packed into their hives for long periods of extended driving, exposed to temperature fluctuations and high levels of carbon dioxide. In addition, this kind of large-scale movement of stressed-out insects creates ideal conditions for the spread of pathogens.

All of this adds up to bad news for bees. But researchers still don't know which of these factors, or all of them, or something else entirely, is triggering the collapse of colonies in the U.S. Fortunately, we haven't seen the problem in Canada—yet. Although bees here are also declining and under tremendous pressure, we don't have such a large-scale migrant bee industry right now, which could be preventing Colony Collapse Disorder from getting a foothold.

Why should you care about the fate of some insects? Well, honeybees are of course important for the honey they make. But they are also one of the most effective pollinators we have. In the U.S., they pollinate more than \$3 billion worth of fruits and vegetables every year. According to the U.S. Department of Agriculture, 30 per cent of all U.S. fruits and vegetables come from plants that have been pollinated by insects—especially bees.

Pollinators in general provide an essential service that would be extraordinarily expensive, if not impossible, to replicate in other ways. Yet, natural and domesticated pollinators are by and large considered irrelevant or "externalities" to our economic system.

If we want to ensure that this essential service is available in the future, we need to look at all the factors resulting in their declining numbers—from pesticide use, to monoculture crops and genetically modified crops, to the loss of forested areas that provide homes for wild bees, and work to reduce these pressures and keep this critical ecosystem service functioning. Colony Collapse Disorder may be the most recent and dramatic of bee mysteries, but their consistently declining numbers is just as disturbing.

• David Suzuki is chair of the David Suzuki Foundation. [www.davidsuzuki.org](http://www.davidsuzuki.org)





## Standing Committee Report

***Loyalty Is A Two Way Street***

By Don Klie

The last Standing Committee meeting was July 11, 2007 with the next meeting scheduled for July 19<sup>th</sup>. Some of the issues discussed at the recent meeting are as follows:

1) **Tool Crib Tools** – the Union brought to the Company's attention several issues regarding the tool crib, the maintenance of the tools, replacement of broken and lost tools and requested to know what the Company's commitment was to maintaining the Tool Crib. The Union also raised concern about people who were signing tools out but not knowing how to use the tools, and requested that the Company address this issue with its supervisors and safety and training programs.

2) **Eurocan's Policy regarding the hiring of individuals over the age of 65** – during the recent shutdown it came to the Union's attention that at least one of the temporary employees was over the age of 65. West Fraser has a policy of not employing people over the age of 65 (*however, that does not include contract employees, the Company says that when it hires contractors, they can't dictate to them what age the contractors' employees are; this is just another example of the Company talking out of both sides of their mouth*). The Union's



position on the issue is that we do not want to see anyone working past the age of 65 at Eurocan. In fact, the Union would like to see everyone being financially secure enough to retire by at least the age of 60 (*the Pulp and Paper Industry Pension Plan allows for employees to retire at age 60 without any reduction in benefits plus our contract allows for full bridging at age 60 as well*). In polite terms the Company's response was evasive. The Company said it wasn't aware of the age of any of its temporary hire employees; they stated that they are not allowed to put age as a requirement when advertising and hiring new employees. That response just doesn't wash. In actuality, the Company is legally allowed to have a policy that requires all employees to retire by the age of 65 and does not have to hire anyone over that age. The only way you can know if they are over the age of 65 is to request that information at the time of hiring.

Regardless, the Union brought this to the Company's attention at least two weeks prior to the Standing Committee meeting, and during the shutdown, and the Company did nothing. Also, all new employees are required to provide that information when they are hired, thus, the Company could have gotten that information with little effort. The Company chose not to do so and then chose to try to hide behind their very flimsy excuse for not dealing with the issue during the shutdown. The Company went so far as to state that if such an incident occurred, that a mistake had been made. By claiming that a mistake had been made the Company was trying to insulate itself from the very real issue of a fulltime employee wanting to work past 65. The Company can only discriminate based on age if they have a legitimate and consistent policy. By hiring a person past the age of 65 the Company could no longer claim that, unless of course it was a mistake. The Company did allude to the news that starting January 2008, BC will not allow employers to discriminate against people over the age of 65 for any reason, short of a bona fide occupational requirement, thus implying that the issue would be moot at that point in time.

3) **Overtime Requests** – recently, a supervisor asked employees to stay past 4:00 pm and work overtime. When the supervisor was asked what the job was the supervisor refused to stipulate what the job would be. In the contract, when calling in an employee the Company has agreed to inform the employee of the nature of the job and the estimated duration. We believe it is only natural and reasonable for a person to want to know what they are being asked to work overtime on, if it isn't already apparent. In maintenance most times there is a specific job needing done and so it is easy to provide that information. In this case the overtime request was made during the period when the mill was waiting for the sewer bypass to be completed and preparing for start up. While it is reasonable to assume that there may have been some uncertainty about just what needed to be done, some information about the nature of the work could have been provided. The Company said they would investigate, indicating they believe that it was only fair that some information about the nature of the work could have been provided.

4) **Mill First Aid Coverage** – the Union raised concern about the Mill First Aid coverage. The Company reiterated that their policy is that there will be 2 dedicated First Aid attendants on duty in the mill; one at the Terminal and one at Stores/First Aid and each act as backup for the other. The Union was also concerned about some recent temporary shift changes at the Terminal and reiterated that such changes should only be considered as a last resort.

5) **Shutdown Tool Crib Rental** – the Union questioned the need for having a contractor provide tool rentals during the shutdown where in the past our own Tool Crib handled this. The Company stated that in the past many of the contractors would supply their own tools, but charged a handling fee over and above the rental costs. The Mill was interested in reducing costs and over the past few years has brought in a tool rental business and required all of its contractors to use the services of the contractor tool crib.

6) **Extended Health Benefits** – the Union questioned the fee schedule referred to in the Extended Health Benefits booklet. There is no information regarding the dental fee schedule other than the references made to it in the booklet and the Union questioned whether or not the benefit coverage had changed over the years without proper notification. The Company stated that they believed the fee schedule Blue Cross referred to was the BC Dental Association's fee schedule. The Company said they would enquire as to what the fee schedule is and would pass the information along to the Union.

7) **Sewer Line Repairs** – the Union expressed concern over the fact that the Company was not fully utilizing its own employees with regard to the sewer line repair work. At one point the Company had 5 contractor excavators on site, but our excavator was sitting idle; there were several contractor cranes and lifting devices but our Hiab sat idle; there was overtime being worked by contractors doing piping while our welders and pipefitters weren't being asked. One job in particular was handed over to the contractors, to be completed on the weekend, but the Company refused to canvas our people to work overtime on the job. Similarly, our people were monitoring and fueling the rental compressors and pumps around the Mill and the sewer line job but were replaced by contractors. It appears to the Union that the Company would rather spend its money on contractors than its own workforce; and contractors cost more, so there seems to be no rational reason for this. The Union reiterated that in such an emergent type of job our people, and this Union, will take the extra measures necessary to see to it that the job gets done. The viability of this Mill is just as important to the employees as it is to West Fraser, if not more so.

8) **Shutdown work** – prior to the shutdown the Company informed that Union that they would be working the temporary hire employees 8 hours per day, 40 hours per week, except for the trades who would be working 12-hour days, 7 days a week. The Company stated that they would be having the production people following their regular shifts and

would provide them overtime work on their days off, 8-hour per day. While that plan was by and large followed there were some anomalies – some of the temporary hires, those hired only for gas testing were hired into Local 1127's jurisdiction and were worked on the 12-hour tour, and some of the regular employees were not offered overtime on the weekends. There were other issues with the "plan" – continuity of coverage when some of the hole watch needed to be replaced at the end of their shifts, unfamiliarity with procedures and the Mill in general by many of the temporary employees (as well as safety concerns mentioned earlier in the 2<sup>nd</sup> Vice President's article). Going into the shutdown the Union had raised concerns to the Company about their scheduling of the work. Our employees expect that when the Mill needs work to be done that we will be the first resource and that we will be fully utilized prior to going outside the Mill. The Company seemed very intent on addressing the needs of the temporary employees over that of their fulltime workforce, even though many of the temporary employees were taking time off from their regular jobs to come and work at Eurocan. The Company estimated that it would save in the neighbourhood of \$300,000 by not working the employees on 12-hour shifts. While this estimate might be hard to verify we now know the price attached to Mill's loyalty to its employees. However, as mentioned earlier in **Sewer Line Repairs**, the Company seemed more intent on giving its money to the contractors than to its own employees, even though it cost more both financially and in terms of loyalty.

9) **Area Specific Special Standing Committee Meetings** – the Union indicated that the name and nature of these meetings has got to be changed. While the Union agrees there still needs to be area specific meetings in order to deal with the special needs of the area, only Standing Committee can make the decisions that will be binding on the parties.

## ***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.

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

**Case #06-49 George Schibli** – April 12<sup>th</sup>, 2006 – Denied Family Responsibility Leave.

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

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

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

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

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

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

## **At Standing Committee**

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

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

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

**Case #06-62 Contracting Out Committee** – 2005 – 2006 – Article 1 and Others – Contracting Out Violation – Failure to pay Code of Ethics

**Case #06-66 Contracting Out Committee** – May 8<sup>th</sup> – 11<sup>th</sup>, 2006 – Article 1 and Others Contracting Out Violation – Failure to Notify Kitimat Iron Installation of Temporary Elevator for Steam Plant.

**Case #06-74 CEP Local 298** – Aug 21<sup>st</sup>, 2006 – Article 43 & Others. – Job Transfers.

**Case #06-75 Mike Keating** – June 24<sup>th</sup>, 2006 – Article 11 – Overtime Distribution.

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

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

### **Case #06-78 Contracting Out Committee**

Dec 19<sup>th</sup>, 2006 – Failure to Notify – Westcan ring spacer for felt roll guide.

### **Case #06-79 Contracting Out Committee**

Dec 15<sup>th</sup>, 2005 – Failure to Notify – Westcan pump shaft.

### **Case #06-80 Contracting Out Committee**

Jan 19<sup>th</sup> – 23<sup>rd</sup>, 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 10<sup>th</sup>, 2006 – Failure to Notify – Zanron Shaft dryer drive gear.

### **Case #06-83 Contracting Out Committee**

Dec 29<sup>th</sup>, 2005 – Failure to Notify – Zanron Shaft Joy Precipitator.

**Case #06-84 John Burget** – Prior to August 29<sup>th</sup>, 2006 – Article II (a) – Staff doing hourly work.

### **Case #06-85 Contracting Out Committee**

June 15<sup>th</sup>, 2006 – Failure to Notify – 101 Pump shaft 3196XL ( PO# 2010605050 ).

### **Case #06-86 Contracting Out Committee**

June 20<sup>th</sup>, 2006 – Failure to Notify – Stuffing Box ( PO# 2010605174 ).

### **Case #06-87 Contracting Out Committee**

July 10<sup>th</sup>, 2006 – Failure to Notify – Westcan Pump Shaft ( PO# 2010605617 ).

### **Case #06-88 Contracting Out Committee**

July 24<sup>th</sup>, 2006 – Failure to Notify – Zanron Shaft Joy 1-35317-L ( PO# 2010605960 ).

### **Case #06-89 Contracting Out Committee**

Sept 14<sup>th</sup>, 2006 – Failure to Notify – Westlund – Fabricate Hog Blow Line (PO# 2010607125 ).

**Case #06-91 Dan Belleville** – Nov 5<sup>th</sup>, 2006 – Over Time Distribution

### **Case #06-92 Contracting Out Committee**

June 5<sup>th</sup>, 2006 – Failure to Notify – Rain Coast Crane hauling a platform.

### **Case #06-93 Contracting Out Committee**

June 7<sup>th</sup>, 2006 – Failure to Notify – Rain Coast Crane moving a Container.

**Case #06-94 Dino Stamatakis** – Nov 6<sup>th</sup>, 2006 – Article XXX Unjust Discipline

**Case #06-95 Dino Stamatakis** – Nov 1<sup>st</sup>, 2006 – Supplement #7 Unjust Discipline

**Case #06-97 Chris Campbell** – Dec 7<sup>th</sup>, 2006 – Job Posting

**Case #06-98 Andrea Lee** – Oct 30<sup>th</sup>, 2006 – Posting to Steam Plant

**Case #06-99 Robert Tomkinson** – Sept 29<sup>th</sup>, 2006 – Unjust Progressive Discipline

### **Grievances at Fact Finding**

**Case #07-01 Craig Karwandy** – January 3<sup>rd</sup>, 2007 – Transfer Denied.

**Case #07-03 George Schibli** – January 16<sup>th</sup>, 2007 – Company forcing employee to use banked time to cover absence from work caused by mud slide on Kitimat-Terrace highway

**Case #07-04 Walter Sanwald** – September 29<sup>th</sup>, 2006 – Denied Posting to Traffic.

**Case #07-05 C.O.C.** – Jan 17<sup>th</sup>, 2007 – Contracted Out clean up of CMP spill with a Bob Cat to WIC Construction.

**Case #07-06 Brent Ferris** – Jan 19<sup>th</sup>, 2007 – Staff ( Ferd Wuensche ) doing Hourly work.

**Case #07-08 Vern Cote** – Jan 18<sup>th</sup>, 2007 – Eurocan using paid time off to cover absence from work due to mud slide ( road closure ) on Dec 19<sup>th</sup>, 2006.

**Case #07-09 Jim Eyre** – January 21<sup>st</sup>, 2007 – Terminal OT Call List Violation.

**Case #07-10 Dino Stamatakis** – December 19<sup>th</sup>, 2006 – Unjust Discipline.

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

**Case #07-12 Dino Stamatakis** – Nov 6<sup>th</sup>, 2006 & Dec 19<sup>th</sup>, 2006 – Harassment

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

**Case #07-14 Bill Jonkman** – Feb 3<sup>rd</sup>, 2007 – Unjust discipline

**Case #07-15 Len Irvine** – Feb 5<sup>th</sup>, 2007 – Contracting Out

**Case #07-16 Deanna Smith** – Feb 27<sup>th</sup>, 2007 – Was told Posting was Cancelled.

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

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

**Case #07-19 C.O.C.** – Feb 9<sup>th</sup>, 2007 – Failure to Notify – Fabrication of Sydro Pulper Shaft

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

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

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

**Case #07-23 Robert Tomkinson** – April 10<sup>th</sup>, 2007 – employee improperly demoted.

### **Completed Grievances**

**Contracting Out Committee** – cases #04-57, 60, 61, 62, 63, 64, 65, 66, 67, #05-09, 10, 11, 12, 13, 23, 24, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82 – Failure to notify. **The Company and Union reached a monetary resolve to several grievances based on the Korbin June 2006 award. Complete.**

### ***Great Lakes polluted by sewage*** **CCPA Monitor/CALM**

A new report has found that U.S. and Canadian cities are polluting the Great Lakes with billions of gallons of sewage and storm water each year.

The Canadian-based Sierra Legal Defence Fund, which produced the report, says it means parts of the largest freshwater ecosystem on the planet “are in peril.”

The researchers say the massive discharges of sewage into the lakes are making fish unsafe to eat, rendering the lakes unsafe for recreation and polluting one of the main sources of drinking water in the region.

About 84 per cent of North America’s surface fresh water comes from the Great Lakes, according to the U.S. Environmental Protection Agency.

# 2007 LABOUR DAY PICNIC

THE KITIMAT & TERRACE LABOUR COUNCIL  
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THE KITIMAT  
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Face Painting & Ballons



Kids Games & Prizes



Free Burgers & Hotdogs



Free Popsicles & Pop



Kitimat -Terrace  
& District  
Labour Council

## ***Wood Waste and Log Exports on the BC Coast***

**By Ben Parfait  
CCPA**

British Columbia's forest industry remains a vital part of the provincial economy. But there are signs that all is not well. Numerous opportunities to generate jobs from forest resources are routinely squandered. Absent much-needed provincial forest policy reforms, the situation is poised to get worse.

This short paper addresses two of the more troubling trends plaguing the coastal industry – rising log exports and mounting wood waste. Both have significant implications for forestry workers and rural communities, especially on the coast. In the past two years roughly one in three logs from coastal forestlands failed to be run through provincial mills. They were either exported out of the province to US or overseas mills, or left to rot on the ground at numerous logging sites. The cost of not turning those logs into lumber and other wood products here in BC was the loss of an estimated 5,872 jobs in 2005 and 5,756 jobs in 2006.

In the absence of provincial forest policies that:

- restrict the ability of companies to export raw logs,
- require companies to invest in new mills or upgrade existing ones, and
- penalize companies for unacceptable levels of wood waste,

British Columbians can expect ever-diminishing returns from their forest resources. A series of policy recommendations aimed at reversing current trends anchors the report.

### ***Rising Raw Log Exports***

Raw log exports from public and private forestlands in coastal BC have been a longstanding concern. Since 2000 when annual log exports stood at 2.68 million cubic metres, out-of-province raw log shipments have risen more than 75 per cent to 4.7 million cubic metres (see table). The increase alone amounts to 57,714 highway truckloads of raw logs, enough wood to keep two sizeable sawmills supplied for a whole year.

A primary reason for the exports is that the bulk of BC's private forestlands are located on the coast, and in particular on Vancouver Island. Companies logging private lands have higher profit margins than their counterparts logging public forestlands because they pay no stumpage or timber-cutting fees to the province.

Coastal exports are also rising because big private forestland owners like TimberWest Forest have deliberately divested themselves of manufacturing facilities in order to become almost exclusively market loggers and exporters. TimberWest set records for exports in 2005, selling 1.7 million cubic metres of logs from its coastal BC holdings to buyers in the US, Japan and other Asian markets. In the first nine months of 2006, the company distributed \$76.3 million in cash to its shareholders, in part because of a "richer sales mix" or higher percentage of valuable logs sold on export markets.

There is mounting concern that log exports from public forestlands could follow a similar upward trend. In March 2006, for example, the provincial government signed an Order-in-Council that gave the green light to increased log exports from BC's mid coast. Based on recent logging rates, the approval paved the way for up to 350,000 cubic metres in additional logs to be sold to out-of-country buyers.

Further public and private land log exports may also occur because of the sharp decline in the number of wood processing facilities in BC and, in particular, on the coast. A recent survey by the United Steelworkers Union found that, since 2000, 38 wood processing facilities in BC have ceased operation. The latest mill closure occurred in February 2007 and involved Western Forest Products' New Westminster sawmill. The cessation of production at that site cost 284 workers their jobs.

BC forest policies once required companies that logged public forestlands to own and operate mills in exchange for their access to Crown timber. But the province dropped those requirements in 2003. Its scrapping of so-called appurtenancy clauses paved the way for further log exports. By law, companies wishing to export logs from BC must first notify prospective domestic buyers that such logs are available for purchase. If the logs are not purchased they are then deemed "surplus" to domestic needs, and may then be exported. Clearly, the fewer number of domestic mills there are, the more likely it is that companies can meet the surplus test and therefore export. It becomes a self-fulfilling prophecy.

Compounding problems, the province agreed in negotiations with US trade officials prior to the Canada-US Softwood Lumber Agreement of 2006 to exclude raw logs from the list of products covered by the agreement. Significantly, the softwood dispute was also the underlying reason behind BC's earlier decision to scrap appurtenancy and other "social contract" provisions from its forest policies.<sup>5</sup> The exclusion of raw logs from the SLA creates further incentives to export raw logs because once certain export thresholds are reached under the agreement, BC mills producing softwood lumber products, which are covered under the SLA, pay export taxes of up to



15 per cent. No such punitive taxes apply to raw logs. If you were a company shareholder far removed from the impacts your decisions had on the lives of working people, which scenario do you think you would support?

## ***Growing Wood Waste: Take the Best, Leave the Rest***

In addition to a surge in the number of raw logs exported from coastal BC, an analysis of data maintained by BC's Ministry of Forests shows that high numbers of usable logs are being left behind at logging sites.

Usable or "merchantable" logs left behind following logging are those logs that the government and forest companies agree could be turned into lumber and other wood products or chipped for use in pulp and paper products. By law, companies are required to disclose how many such logs are left behind. They then make nominal stumpage payments to the province in lieu of not taking the logs.

Members of the public can access information on how many usable logs are wasted through a database known as the Harvest Billing System, provided they know what to look for. Database searches reveal how many usable logs are left behind on public lands, but not on private lands. That is because companies logging private lands are not required to submit information on the number of logs they leave behind. Nor are they required to pay stumpage fees on that waste wood. They must, however, report the total number of logs they harvest and stamp with private timber marks.

Absent a comprehensive government survey of waste levels on private lands, an estimate must suffice. Following conversations with various forest industry workers who expressed the opinion that wood waste levels are as high or higher on private lands as on public lands, the approach taken in this paper was to conservatively assume that waste levels would be roughly equal on private and public lands. When the estimated amount of usable waste on private lands was then added to the usable waste on public lands, it showed that in each of the last seven years nearly 2 million cubic metres of usable logs on average were left on the ground rather than milled. That is enough wood to have kept two sizeable sawmills running for the entire seven-year timeframe covered in this report. In 2005, the number of usable logs left on the ground was an incredible 3.63 million cubic metres, enough material to fill the beds of 103,826 highway logging trucks.

The information in the following table shows both wood waste levels and log export levels. The wood waste figures show a dramatic ramp-up in the number of usable logs being left behind in the bush rather than milled beginning three years ago. This reflects changes introduced by the provincial government under the Forest Revitalization Act, which allowed for the present "take or pay" system.

## ***Jobs Foregone: What Do We Lose by Not Processing Logs Here in BC?***

In each of the past two years nearly one in every three logs felled in BC's coastal forests failed to be run through local mills. The consequences for working people and communities were, predictably, not good.

Using forest industry employment figures and logging data from the Ministry of Forests one can calculate the number of manufacturing jobs generated per unit of wood.

That ratio can then be applied to the total number of logs either exported or left on the ground in each of the past seven years. When that is done, the lost employment opportunities associated with logs coming from coastal forests but not run through BC mills is 4,101 jobs per year. The last two years, in particular, are especially bad in terms of foregone jobs, averaging more than 5,800 per year.

Why are so many logs not being processed locally? Part of the answer has already been provided – namely, that logs from private forestlands are not subject to the same rules as those from public lands and therefore are more profitable to log and place on export markets. As well, present policies encourage companies to close mills because there are no penalties when processing facilities are shut down. And we now have the added, and some would say perverse situation, in which BC companies are penalized under the SLA for selling lumber into the US but not penalized if they ship raw logs south of the 49th parallel.

The province's decision to end requirements that companies own and operate mills in exchange for access to public timber also explains why more usable logs are left in the bush rather than processed. As more mills close, there is less ability to process logs locally. Equally important, as new investments fail to materialize the chances increase further that more logs will be left behind. This is particularly true when considering one particular wood species – hemlock. Hemlock is by far the most common tree species in coastal BC. It is an extremely moisture-laden wood that requires drying in kilns in order to extract its maximum sales value.



Hemlock logs are the most likely to be left behind in present-day logging operations in large measure because there is a paucity of domestic mills and kilns designed specifically to process and dry hemlock lumber. The end result is that more emphasis is placed on logging prime second-growth and third-growth Douglas fir forests, with much of that harvest destined for the export market, or to log remaining pockets of highly valuable old-growth cedar, spruce or fir, with some of those logs export bound or destined for processing in coastal BC's remaining mills.

Until such time as new investments are made in mills that can efficiently process and dry hemlock, there is every reason to believe that the wasting of usable logs on BC's coast will continue unabated. And the danger in allowing that to happen is that our coastal forests will continue to be overcut, because if we're not utilizing what we log then we're logging too much. Which means even deeper employment cuts and further economic upheaval in coastal communities in the months and years ahead.

## ***Charting a New Course: Proposed Forest Policy Changes***

Staying the present course is a policy option, but not one that most British Columbians would support. How, then, to bring log exports under control and stop the wanton wasting of forest resources?

Bringing an end to log exports should be an overriding policy objective. But getting there will require both the efforts of the provincial government and the federal government, which has authority over private forestlands. In addressing the log export issue the province should:

1. Immediately impose high fees in lieu of domestic manufacturing on all logs destined for export markets so that there is the strongest possible incentive to process those logs here in the province.

This recommendation appears to be one that the province is embracing. In late May, Forests Minister Rich Coleman announced that logs exported from Crown

lands will be subject to some form of an export tax. The tax will be equivalent to the 15 per cent tax currently levied on US-bound BC softwood lumber products once certain price or export thresholds as outlined in the Canada-US Softwood Lumber Agreement are reached.

2. Ensure that there is a stringent and transparent process in place that truly allows domestic mills to bid on and buy logs prior to them being deemed "surplus" and exported.
3. Demand that the federal government impose the same requirements on companies logging private forestlands.
4. Declare a phased-in end to all log exports from BC.

To address the continued wasting of usable logs on the coast the province should:

1. Immediately impose tough new utilization standards that require companies to bring the trees that they do log into communities for processing.
2. Require forest companies to make minimum levels of investment in new or existing milling facilities in exchange for continued access to publicly owned timber.

Such standards must, however, ensure that sufficient amounts of woody debris are left on the ground to rot and return needed nutrients to the ground. This recommendation may require some rethinking of the old concept of appurtenancy. New mills or expanded mills will only work if they are in the right location. And the right locations will be heavily influenced by present-day realities including the fact that the nature of the forest resource has changed (little old-growth remains) and power considerations. Hydro supplies are tight in places like Vancouver Island and new mills and lumber drying facilities in particular are extremely energy intensive.

3. Require companies to process the hemlock trees that they log or face reductions in logging quotas so that our forests are not being over-cut and our most prevalent coastal tree species wasted. Notes

*Ben Parfitt is the Canadian Centre for Policy Alternatives – CCPA-BC's resource policy analyst. He is a long-time writer on natural resources and environmental issues.*

**Table: Log Exports, Wood Waste and Job Impacts**

Year (February to January)	Waste Logs	Log Exports	Exports/Waste	Jobs Lost
	(millions of cubic metres)			
2000/2001	1.3	2.7	4.0	3,160
2001/2002	1.5	2.3	3.9	3,047
2002/2003	1.3	3.3	4.6	3,631
2003/2004	0.4	3.8	4.2	3,282
2004/2005	1.7	3.2	5.0	3,962
2005/2006	3.6	3.8	7.4	5,872
2006/2007	2.6	4.7	7.3	5,756

Sources: Figures on waste logs come from the Harvest Billing System database maintained by BC's Ministry of Forests. Members of the public can access the database at: <http://www.for.gov.bc.ca/hva/hbs/index.htm>. Because research for this report commenced in March, the most recent 12-month period was used as a starting point, hence the February to January timeframes. December to January figures would vary only slightly from those presented here. Information on log exports comes from Ministry of Forests annual reports. Job loss figures are the author's estimate based on Statistic Canada's 2006 Labour Force Survey.

## 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	----
Teresa L. Nyce	First Aid/Stores	----
Scott MacGregor	Terminal Warehouse	----
Steven Boudreau	Pulpmill	----
Dean Campbell	Electrical	----
Deanna Smith	Traffic	----
Lesil Coverdale	Raw Materials	----
Craig Karwandy	Raw Materials	----
Jeremy Striker	Pulpmill	----
Kurt Muller	Pulpmill	----
Jamie Harker	Steam Plant	----
Fred Hill	Maintenance	----
Mike Mailloux	Maintenance	----
Florence Maitland	Stores/Summer Student	----

The next General Membership Meeting is at 4:30 pm, Wednesday, September 10, 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.

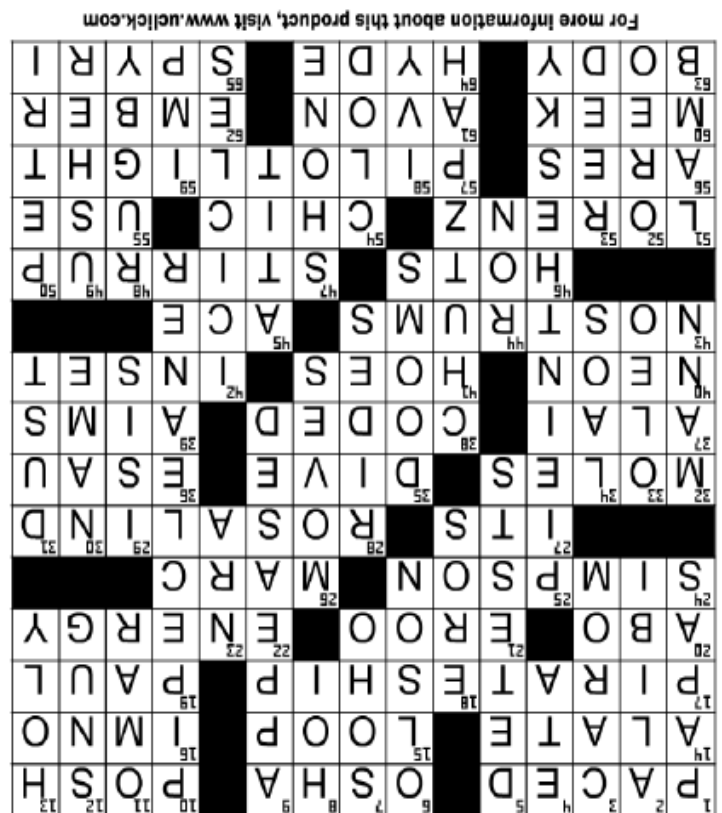
## Employee and Family Assistance Program - EFAP

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.



Puzzle date: Monday, July 16, 2007

**ACROSS**

- |                                     |  |
|-------------------------------------|--|
| 1) Walked back and forth            | 39) Objectives                           |
| 6) Workplace watchdog org.          | 40) Advertising sign element, perhaps    |
| 10) Ritzy                           | 41) Prepares for planting, in a way      |
| 14) Winged ant                      | 42) Atlas detail, perhaps                |
| 15) Flying stunt                    | 43) Questionable remedies                |
| 16) Mae West's "___ Angel"          | 45) Top card                             |
| 17) Jolly Roger flier               | 46) Red-___ (franks)                     |
| 19) Simon or Newman                 | 47) Saddle attachment                    |
| 20) Classification system for blood | 51) Lyricist Hart                        |
| 21) Slangy switch addition          | 54) In vogue                             |
| 22) The E in Einstein's formula     | 55) "___ as directed"                    |
| 24) Homer or Marge                  | 56) Father of Fear and Panic             |
| 26) He eulogized Julius             | 57) Gas stove feature                    |
| 27) "___ alive!"                    | 60) Mild partner                         |
| 28) "As You Like It" character      | 61) Shakespeare's river                  |
| 32) Small excavators                | 62) Glowing coal                         |
| 35) Submarine captain's command     | 63) Good wine quality                    |
| 36) Hairy one of the Bible          | 64) Half of an infamous dual personality |
| 37) Jai follower                    | 65) "Heidi" author Johanna               |
| 38) Like wartime messages           |  |

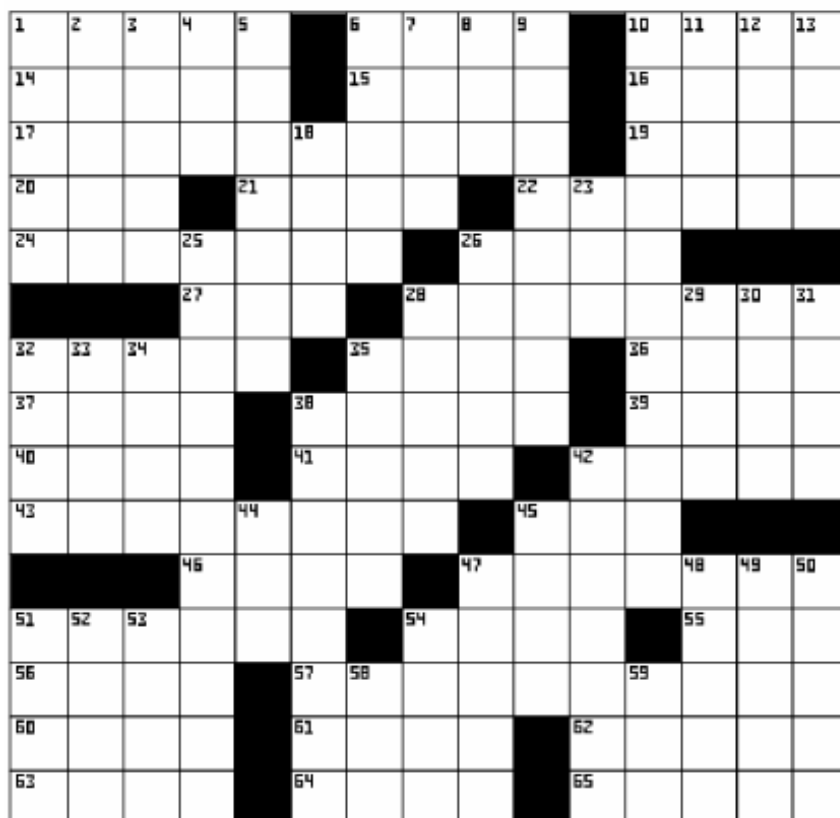
**LONG NUMBER**

By Jerry Hart

Edited by Timothy Parker

**DOWN**

- 1) Pontiffs, in Roma
- 2) "\_\_\_ lke"
- 3) Strike and rebound
- 4) Greek letter
- 5) Can't stand
- 6) "Maximus to Gloucester" poet Charles
- 7) Manhattan locale
- 8) \_\_\_ polloi
- 9) Placated
- 10) Meerschaum user's need
- 11) Tent tycoon
- 12) Comfortable and cozy
- 13) Sacred
- 18) Greek god of love
- 23) Gun owner's org.
- 25) Impractical prospect
- 26) Has a change of address
- 28) Hitches successfully
- 29) Horned goddess
- 30) Implicate
- 31) Composition of some clouds
- 32) "Buddenbrooks" novelist
- 33) A toast topper
- 34) Vietnam neighbor
- 35) Destines to a tragic fate
- 38) Audacity
- 42) Frozen spikes hanging from eaves
- 44) Wood of the Stones
- 45) Busily working
- 47) Exhibited brilliance
- 48) Football's British relative
- 49) One at the wedding, perhaps
- 50) \_\_\_ dish (lab item)
- 51) Mary's pet
- 52) Nabisco goodie
- 53) Marsh growth
- 54) Earth clump
- 58) Wrigley Field feature
- 59) Young rascal

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