

CEP 1119 Port Mellon,
British Columbia



Guardian

Volume 16, Issue 1

January 2008

Special points of interest:

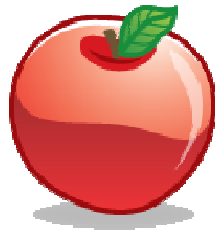
Check out the website for the video

At

WWW.CEP1119.ORG

An apple a day keeps maintenance away

By Roger Gaboury-Editorial



This edition of the Guardian reminds me of my grandmother's candy red ceramic apple. I remember it sat on a high shelf in the kitchen, safe from wee inquisitive kids. It was hollow, teasingly unreachable, and thus hid valuable treasures conceived by rumour and polished by imagination.

There are so many things that may not be discussed during contract negotiations – issues, positions, rules, and tactics that must lie inside the apple for now. I leave such delicacies to the President and first Vice to divulge.

Instead, I will write about those 10 hour shifts so dear to our hearts – or rather stomachs. At the last standing committee meeting, the problems plaguing the 4 x 10 agreement surfaced for discussion and were promptly harpooned then rendered down.

Management fears that maintenance, once fed, turn into bloated car-

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Check out this video

http://www.youtube.com/watch?v=184NTV2CE_c

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casses that wallow in the shallows and must be coerced with wet towels and pointy sticks to re-enter the deeper waters of productivity. I wax poetic but that is the issue in a nutshell.

Why do they have such a distorted view of the workforce? Or is it? During previous shuts, when catered meals were barrowed down from the camp, some people were observed lining up kind of early to get their vittles. After the camp cooks shovelled the food into our plates, we chowed down amid a cacophony of clinking utensils whose whirling blades and tines bettered a refiner for production. Some made trips back to the trough for seconds. Digestion and indigestion followed and either will hamper the drive required to go turn a wrench.

Yes, this did happen. To deny it would be ludicrous. But really, how many people ate the camp meal, percentage wise? Of those, how many fell into the description above? Why did supervision not do their job? Easier to get rid of the meal rather than deal with the issue? Apparently, tarring everyone with the same basting brush proves the easiest way to deal with this in management's eyes.

This so-called problem did not exist when a meal was ordered in for an emergency breakdown. What is the difference? Did people overindulge in the buffet because they wanted to get their money's worth out of the meal? Or was the food that good? Sea nuggets and gravy...mmmm!

As it stands, people have to work from 1:30 to around 8 before they get fed other than the "healthy snack" coupled with a 10 minute break. That's too long for those heavy trades.

Last news shut, maintenance worked 10 hours **as scheduled** but many were offered overtime in low whispering voices that proclaimed that there wasn't official OT but you could stay longer if you wanted. HUH? Many went home in the official sense and management is keeping an eye out for this next shut to see what happens.

Will the 4 x 10 agreement survive 2008? I don't know. I believe it will come under fire within a few months or so, whether from our side or the far side, it's hard to tell. Other mills still have them. Others mills have dropped them. Like I said before implementation, if management plays too many games, we must have the muffins to stand by our convictions and re-establish the 5 x 8s. That would not be the end of the world. And that's food for thought.



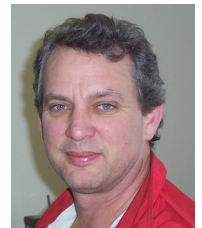
Co-Editor

Roger Gaboury

Your Newsletter Staff

Co-Editor

Dan Widsten



The President's Letter

By Allan Reid



I would like to give a special thanks to Leon Olynyck, Tim Baker and Mel Dempster in their quick response in rescuing Brother John Macleod from the bite of the equipment in the wrap line. Their timely efforts in removing John and rendering first aid were major determining factors in averting a tragedy at our work site. On the same note, the others who assisted in first aid and prepared John for the air lift deserve our thanks as well.

All of our Members, who are involved in this investigation, did the right thing by following proper protocol with questioning by both Work Safe BC and the lawyer retained by the Company. The accident investigation is still underway and Work Safe BC will be on site again for follow up required by their investigation. As this process unfolds, we should be able to ensure that this can never happen again by having all the remedies in place.

We all wish John a speedy recovery and are amazed by his progress so far and look forward to him returning to work.

The three arbitrations that are underway (Christmas Stat violation, Intent of Article XXV contracting out violation, and Duty to Accommodate violation) all have required additional days to be sat. Additional evidence was required which resulted in extra days. Different reasons and situations have extended the others; we will be able to comment further once the arbitrators render their decisions as we do not want to jeopardize our cases. There has been a great deal of effort and prep work put towards winning these grievances. We will continue to do our utmost to ensure that the redress is made to those affected.

It is frustrating that we have to spend so much energy on fighting the Employer at arbitration now, when going back a number of years we were able to settle in-

ternally. The Management was different at that time compared to today. It would seem to the Union that the ability to resolve grievances becomes less of an option between contracts. We are therefore forced to arbitrate in order to have the Company live up to its commitments they agreed to at previous bargains

As most of you have heard that the bargaining agenda has been advanced and that we are in the thick of it in preparation to drive a bargain with our employer. This is requiring us to complete local agenda items for your approval at a special general meeting to be held on February 15th next month.

All the locals participating at the Western Pre Wage Caucus came to formulate an agenda with requests from their Locals as did Local 1119. We faired well with many of our items remaining on the table thus far to form a tentative agenda going forward to establish the pattern bargain.

At the General Meeting on February 30th we will be giving you an update that was announced at the Western Pre Wage Caucus with the Western Wage Caucus meetings scheduled with the east in Montreal on February 18, 19 & 20th.

It is also our intent to discuss the costs we anticipate in preparing the agenda and in further local negotiations. We will be asking you to consider options available to us in covering these areas and others, to obtain a collective agreement.

In solidarity,
Allan Reid

The Cost of Negotiating an Agreement

- by Jurgen Hubel



As one of the elected wage delegates for this bargain, I attended the pre-wage caucus and, along with the other members of our committee, began the process to bargain a new collective agreement for the members of CEP Local 1119.

We spent 5 days presenting and debating the agenda items from the locals that comprise the wage caucus and have completed most of the items that will go forward as the pattern negotiating agenda. There are several areas that need further information and research and we will conclude those agenda items at our final meetings, probably just before we begin the exchange of agendas with the pattern-setting employer. Compared to other bargaining years, this has been extraordinarily quick and it means that more work will need to be done to try to ensure that our items actually translate into contract language that reflects our intent.

This week and next we are preparing the balance of our agenda that addresses the back half of our collective agreement. This is language that is exclusive to our mill. We fight over the interpretation and application of this language constantly at Standing Committee. Over the term of this current agreement, we have been forced to take more issues to arbitration than at any time in our local's history. That is a sad commentary on the labour relations climate at Port Mellon. It demonstrates that our work practices and interpretation of the language in the agreement are under constant attack. The company's argument is usually either that they need to make changes for the survival of the mill or that they have always had the right to do what they now propose to change. The final argument is that this change is something that we agreed to when we negotiated a language change. Of course, we believe something entirely different.

Collectively, this is the work of the wage delegates.

There is, as there is during every bargain I have participated in, an undercurrent of chatter and debate about the costs involved in doing this work. At the end of that debate, I always come to the same conclusion. You get what you pay for. If you try to cut a corner you invariably pay for it later.

For caucus meetings, whenever you don't send a full delegation to represent you, there is reduced opportunity to discuss your concerns and issues with other delegates and CEP staff people that attend. There is also an issue of using your full voting strength. Votes can be very close at times and when the issue is important to your membership, you need to ensure that your full voting strength can be applied. Every issue at a wage caucus affects you whether directly or in the future and invariably that affects the money or the benefits that you receive.

Companies have not given wage and benefit increases in the past without being pressured to do so during negotiations and if necessary by striking to achieve a bargain. There is a reason that we continue to enjoy acceptable wages and benefits. We fought for them and vigorously defended them at each bargain no matter what the cost. The up front cost of that is the time and effort of your wage delegate committee members. Can the work be done with fewer delegates? With fewer meetings and less days spent reviewing the issues and developing a bargaining strategy?

The answer lies in the issues. The more issues the Company presents during the term of the agreement – aside from their agenda at negotiations - the harder the fight at negotiations. The more issues the members present the harder the fight at negotiations. The tougher the economic issues become, the harder the fight at negotiations. The cost of the negotiation is dependent on all this and more. The harder the negotiation, the more work your delegates do and the longer the work takes.

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Each bargain is different and this one will be no exception. I expect it to be tough and long and dirty in many different ways. It will cost us a fair amount of money. Not putting in every effort to achieve the best bargain we can, will cost far more.

The company negotiates for the benefit of the shareholders - the controlling shareholders anyway. We negotiate for the livelihood of our families, our coworkers and the community that we live in. I'm not talking about the nobility of the cause. I'm talking about the reality that every benefit that we achieve and every benefit that we fight to keep affects us every day of our lives. We have to try to win each and every fight we take on whatever the cost involved – doing anything less will ensure that we erode our earnings and our costs of living on a daily basis. Funding that fight is the cost of negotiations. Not funding it effectively, costs us so much more.

In Solidarity

Jurgen Hubel - Wage Delegate

DUE DILIGENCE

By Dave Beauchesne

To start off this article, I would like to ask the question - "What is an accident?" I have a buddy that works for Telus. Several years ago, one of their technicians was driving through a mountainous area of British Columbia. A rock the size of a softball came off the side of the mountain and even though he was travelling along at highway speed, the rock met his windshield directly in front of his face, went through the windshield and basically decapitated him. That, my friends, is an accident. No amount of foresight could have predicted that particular event - if he only would have dropped his keys while putting them into the ignition - - - Hey, maybe he DID drop his keys and that delayed him those 5.76 seconds that caused this tragedy. No amount of Due Diligence other than installing bullet-proof

glass on all Telus Corporation vehicles could have prevented this incident, an incident that an actuary would fill a page with numbers as to the odds of this event happening.

Then, what is "Due Diligence"? - Well, Webster's defines it as follows - "the care that a reasonable person exercises under the circumstances to avoid harm to other persons or their property." Pretty clear I would have to say. Some people call it "loss prevention".

Due Diligence, for example, if you are a reasonable person, means picking up pieces of wood at the bottom of the stairs (that someone else left lying around) in TMP. You have either yourself tripped on such a housekeeping scenario, or recall that injuries have happened because of the same. I don't believe that HSPP's Safe Work Procedures states "thou shall pick up any pieces of wood lying on the floor in a foot traffic area." More appropriately, the phrase "Good Housekeeping" is used - covering wood, plastic, hoses, and debris or anything in general that isn't supposed to be there. You are avoiding potential harm to the next person that may come along and not see the piece of wood that you spied and did something about.

Now, Due Diligence can be (and is) interpreted differently by different persons. Someone's reasonably clean work area may be viewed as a pigsty by someone else - but, if the messier of the two has done their Due Diligence in regards to the tripping hazards, open containers, frayed electrical cords etc. and omitted these from their work area, "harm to other persons or their property" is virtually eliminated.

Contravening a written safe work procedure or equipment operating procedure is not up for interpretation. There are reasons why these rules are in place and written out in a logical manner - to prevent loss - period. One can argue "I am a reasonable and safe person and I think I will arbitrarily apply my own variance to the WCB (or HSPP) Regulation as written; as long as I am in control, nothing bad will ever happen". Whether we like it or not, written procedures at HSPP are not

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followed (both knowingly and unknowingly - a whole other kettle of fish) on a daily basis. Is it proper? - Absolutely not. If someone observes a procedure being done improperly, does not wish "harm to other persons or their property" to occur, applies Due Diligence and calls the person in the wrong on it, are they being a jerk?? - Absolutely not. It isn't a power thing. They are only exercising Due Diligence so as to prevent loss; an accident is something each and every one of us DOES NOT need.

Some people's personalities are such that they don't want the confrontation of bringing to attention a situation of potential loss to a peer or group of peers. Ideally, one should be able to approach a situation, discuss it in a civil fashion, resolve the situation, and things go no further. There are avenues available should this not be in one's comfort zone: a Safety Captain, IHSC member or Supervisor will be able to deal with it. Mechanisms are in place to look after this type of scenario. Being able to sleep at night and knowing you have a job to come to tomorrow are important as well.

Unlike my initial example of an accident, the accidents that occur both at home and the workplace are for the most part preventable and happen on an all too frequent basis. Increased Due Diligence on everyone's part will go a long way to keeping the number of incidents involving loss at a reduced level. ♦

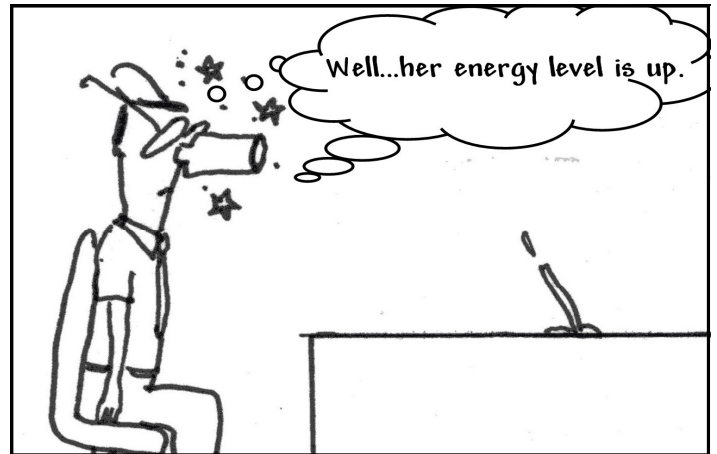
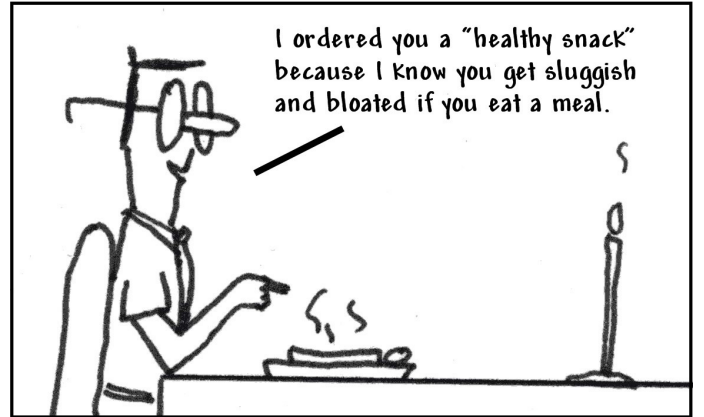
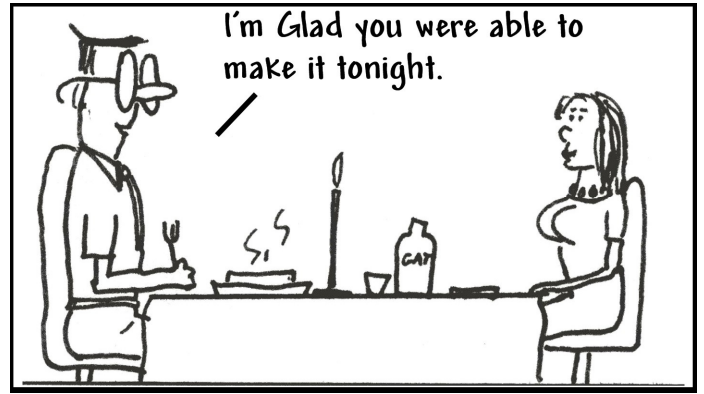
Thanks from a Guard

Brothers and Sisters,

I would like to take this opportunity to thank you for electing me as Guard for 2008 and for the appointment to IHSC. I am greatly looking forward to the new challenges these roles will bring and I will endeavor to do my best to serve the local in both capacities.

Yours in Solidarity,

Brother Adam Todd



Health and Welfare

By Dan Widsten

Your Health and Welfare committee has met twice this month and I am happy to report that our WI numbers have decreased by 4 this month to a total of 16, with 2 members on a graduated work schedule.

Unfortunately there are 2 new WCB cases that

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have happened this month. With investigations still ongoing, it would not be prudent for me to comment on these events as its still early.

I would however like to pass on this telephone conversation from John Macleod:

“Please send my thanks out to all those that effected my rescue. The quick response from my brothers, Mel Dempster, Tim Baker, and Leon Olynyk surely saved the day. The other support people that go quietly about their business, keeping their training up, practicing their skills, being diligent are equally appreciated by my family and me. The outpouring of support from “C” crew, staff, and the rest of the people in the mill has been a very positive experience for me and my family. Again thank-you”

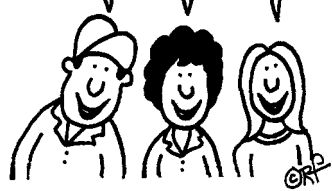
I will be attending a course at Winter school the first week of February on “Duty to Accommodate” after which I am sure that my reporting and skill in representing you brothers and sisters should increase significantly.

Thanks to the membership for this opportunity, and to Gert and Gerry for their continued effort in staying on while I learn the ropes. If you have any concerns while I am away, please contact Gert or Gerry.

As we ramp up for negotiations and our stress mounts, I would like to remind everyone that the “buddy system” of working is the safest, most efficient use of our energy. I know that our company does not agree with this concept, and our incidents rates will prove them wrong time and time again. I ask you all to resist the temptation to “get

er’done” at all costs when asking for a hand could make your life oh so much easier.

Enjoy your weekend!!
Brought to you by YOUR Union!



Har de har har
Check THIS out.
http://www.youtube.com/watch?v=184NTV2CE_c
Www.cep1119.org

After all we are paid by the hour, not the task completed. ♦

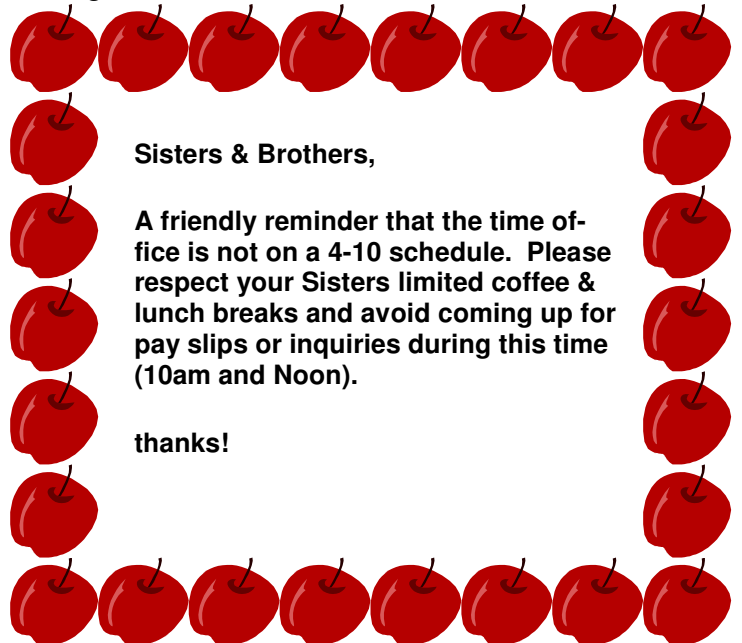
Happy New Year but Pessimism Rains On.

By Rod Moorcroft

Prior to starting this article I wrote a couple more letters to the Federal and Provincial Governments about the proposed Gateway project. For those who may not know of this project, it is a \$7 billion project to expand Deltaport / Roberts Bank primarily for container freight from Asia.

On the surface you might be inclined to say, great idea, especially as our forest industry appears to be a sunset industry now, here is something to take up the slack so to speak. I can hear my red neck friends from the other side of the mountains saying, “Oh yea, another one of those against everything guy”, but lets look at the other side of the coin, just a few of the issues.

The Fraser River, one of our bigger salmon rivers, will loose 255 more acres of estuary which is critical for salmon fry adapting to life in salt water. One thousand acres of farm land will be removed from the ALR and yes, this land that is under cultivation. That number is actually expected to go as high as 2000 acres. Remember farm land is



Sisters & Brothers,

A friendly reminder that the time of-
fice is not on a 4-10 schedule. Please
respect your Sisters limited coffee &
lunch breaks and avoid coming up for
pay slips or inquiries during this time
(10am and Noon).

thanks!

(Continued from page 8)

where we grow our food!!! As our population grows we need more farm land, not less and farm land is being lost on a world wide basis. Not to mention weird weather patterns are taking their toll on food crops. The road infrastructure to support the port is massive. At a time when Campbell tells us he wants to go green we are proposing to increase the diesel effluent from trucks and ships. Washington State's 2006 Protection Agency study of cancer causing pollution found "With only few exceptions, the most unhealthy air in the state is found in neighborhoods near ports." Lung damage has been linked to traffic pollution. So we are going to add to it. An independent report reveals the BC Ministry of Highways has cooked the books by fudging its greenhouse emissions calculation. The Ministry predicts 0.3% increase while the independent report claims 30%. The GVRD is attempting to reduce greenhouse emissions by 45% by 2020. When the provincial government took over Translink, it just shunted all this aside.

What happened to the big container port project at Prince Rupert? I saw it last summer and it looks impressive to me. It was supposed to breathe life into the North. The shortest route from Asia to North America and the rail lines are all ready to go. Are we southerners now going to steal away their business?

So who benefits? Vancouver Port Authority, rail and shipping companies will obviously benefit. Land developers it is believed will make huge profits through rezoning. The people who build Gateway with our money will end up owning Gateway under the Public Private Partnerships, (P3s). The provincial government has already put you and me in debt to the tune of \$4.7 billion.

If Gateway goes ahead, the debt for future taxpayers will be staggering. Adding to this potential debt is the fact that the ships will go to the cheapest port. Potentially cheaper routes are being built in Mexico and California. California has



announced a \$20 billion dollar expansion.

The last paragraph is the lead in for next month's article – it will blow your mind just how much we peons contribute to the rich through various subsidies.♦



“Well I Lost It!”

By Dan Widsten

My trades group shows an incredible level of tolerance when faced with very poor working conditions. We may bitch and complain but some-

how, we manage to work through tough problems with a grunt and a grin and a few blasphemies. This is also true of production field men as well, you know utility guys, the ones that are the real grunts sometimes.

As many of you know the Power Boiler took some down time to do some much needed repairs. The Friday before the repairs took place, I received a call to go to the boiler to do surgery on #2 hydro-grate. It was the second call to this drive and what felt like a never-ending plunge into HELL! What a shithole! With all the available vacuums burned out, the utility men were only able to do a blow down clean-up of the area.

This method only served to spread the silica, fiberglass, and “boiler dust” over a wide area of the building. Not very healthy for anyone walking through this area without the proper respiratory gear on!

Even though we insisted on having all the associated drives shut down and the boiler burning gas, it didn't stop the particulate from snowing down on us when we were making repairs to the impacted drives. These drives were jammed solid with sand and metal (lead) and needed to be yarded out with the boiler down. Why did they finally take the boiler down? I'm not sure! Maybe it was the letter to Superintendent Shaun asking for a risk assessment about the duct work that was

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separating from the boiler on the 4th hydro-grate. Perhaps it was the volume of gas that was being burnt, or the amount of hog that was not being burnt. I pleaded with operators to make the call to shut down; the shift engineer was equally as sympathetic but again no dice!

My level of frustration finally drove me up to find the “controller of the purse strings”. My first stop was to the maintenance superintendent’s office only to be told that I was in the wrong place. Before I left though, he did ask me if I was refusing to do the work. I replied we were well past that point.

As I stormed down Management row, I thought “NOW WHAT?” So when I finally ended up in front of Mr. Bonvie’s office, I blurted out the first thing that came to mind. I said “Dave, I’ve just got another call to the hydro-grates. Do you want to put on a set of coveralls and come see what we are up against there?”

His reply to me was “I can’t see how that would be productive”

The rest was just “Blah, blah, blah,...I’m an old boiler man... don’t worry... do your best, and thanks for helping us through these difficult times, ...we’re broke you know, no money, so sorry.”

At this point I’m thinking career change options. After all, janitorial is a sweet job.\

Thankfully, on our return the next tour, the boiler was down for the repairs and they were done properly. Please take the time to go see this area in “good condition.” It’s important to see what it should look like, as operators and tradesmen we should endeavor to never let it fall to the level it was, again!♦

On The Lighter side

Please blame Andrew and Iain for the following. (better them than us)

A guy walks up to the Newfie and says “Hey, you’re the guy who brought a couple of windows

from me about a year ago and you never paid.”

The Newfie game him a dirty look. “Yeah, that’s me.”

“Well”, the salesman says, “Where’s my money?”

“Not so fast Bub!” says the Newf. “You told me those windows would pay for themselves in a year. Well it’s been a year.”♦

A Love Letter from an HR Manager

To, Priya
Sub: Offer of love!

Dearest Ms Priya,

I am very happy to inform you that I have fallen in Love with you since the 14th of October (Saturday).

With reference to the meeting held between us on the 13th of Oct. at 1500 hrs, I would like to present myself as a prospective lover. Our love affair would be on probation for a period of three months and depending on compatibility, would be made permanent. Of course, upon completion of probation, there will be continuous on the job training and performance appraisal schemes leading up to promotion from lover to spouse. The expenses incurred for coffee and entertainment would initially be shared equally between us. Later, based on your performance, I might take up a larger share of the expenses. However I am broadminded enough to be taken care of, on your expense account.

I request you to kindly respond within 30 days of receiving his letter, failing which, this offer would be cancelled without further notice and I shall be considering someone else. I would be happy, if you could forward this letter to your other friends (girls), if you do not wish to take up this offer.

Wish you all the best!
Thanking you in anticipation,
Yours sincerely,
Xyz HR Manager



Communications, Energy
and Paperworkers Union
of Canada

**GENERAL
MEETING
GIBSONS**

LEGION HALL

"Wednesday" January 30, 2008 @ 7:30pm

Agenda:

New Members

Committee Reports

Old Business

Executive Recommendations:

That we: Sponsor the Gibsons Minor Ball Association with a donation of \$400.

That we: To pay the \$100 yearly dues to CALM.

That we: Cancel the two wage delegates (Dave Strom & Roger Gaboury) from attending the CLC winter school from February 11-15 and redirect the moneys to sending Dave Strom to the Montreal Wage Policy Conference. (Based on National update on voting strength)

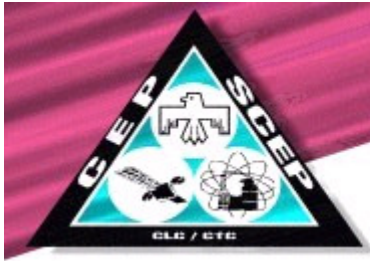
That we: To have Grant Gill and Iain Higginson replace Dave Strom (Chief Steward) in his absence.

New Business

Draw for 5 sides of smoked salmon.

Adjournment

****Notice: date changed to "Wednesday" for General Meeting***



Communications, Energy and Paperworkers Union of Canada

2008 OFFICERS & EXECUTIVE CEP LOCAL 1119		
President	Allan Reid	886-4988
1st V.P.	Don Rheume	886-2653
2nd V.P.	Dan Widsten	886-8380
Rec/Secretary	Gerry Sauve	886-3682
Financial/Sec.	Gert Leslie	886-7253
Chief Shop Steward	Dave Strom	886-2676
Trustees (3)	Iain Higginson	740-4035
	Andrew Appleton	886-8461
	Roger Gaboury	885-5863
Guards (2)	Adam Todd	886-9682
	Peter Hart	885-3327
Area Reps:		
Chip Line	Bruce McClymont	886-6679
Kraft Pulping	Paul Van Vliet	740-0575
News/TMP	Rob Hood	886-2733
Power & Recovery	Bruce McNevin	886-1599
Trades	Dave Gibson	(604) 223- 0252 / 885-9552
Yard/Ship/Longshore	Grant Gill	886-3864
Clerical/Stores/Tech	Candy Craven	886-3905