

CEP 1119 Port Mellon,
British Columbia



Guardian

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NEW

On the website

Bursary info

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The Light in the Tower

By Roger Gaboury-Editorial



When a pope is selected in the Vatican, the chimney spews white smoke to announce the event to the world. The smoke coming out of the recovery stack maintained its slightly purple hue last week. As well, there were no peals, no melodious choir, and silence in lieu of a 21 gun salute to herald the anointment of a new Pope for HSPP by Canfor.

The executive, or rather some of us, were granted an audience this week to meet the newly ordained president. The exchange proved low-key but dynamic – eye contact maintained through the discourse, free flow of personal exchanges. The verbiage seemed fresh and spontaneous, unadorned by the industry standard boilerplate words and bullet-proof phrases found on pages 5 and 6 of Business World. No hesitation in speech to search for appropriate words demonstrated extreme confidence. Yes, boys and girls, this guy is slick.

If my resume sported as many job changes as his (and it does), I would

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From The Floor

Editorial

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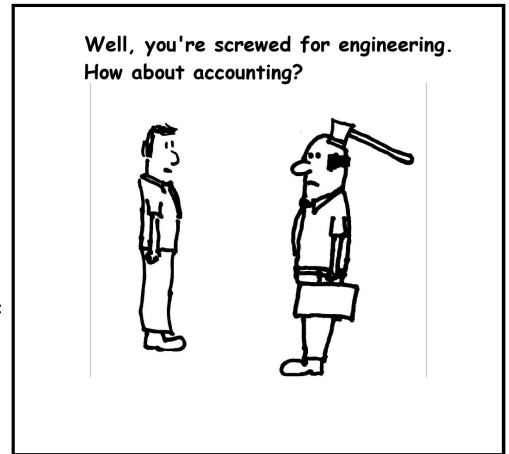
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be labeled as “easily bored”, or perhaps “indecisive” (and I have). In the executive world however, it translates into an extensive industrial portfolio ranging from Alpac to Canfor with a major in solid wood products and a minor in pulp production. Originally, he began as an operator somewhere (I wasn’t taking notes and my memory is 2K at best) and eventually garnered an engineering degree in the chemical field. This emphasis on a scientific education has bred a technical outlook towards accountants, describing them as medically enhanced engineers. No, perhaps enhanced is the antithesis of the term he used. It caused our GM to wince anyhow. Add one sense of humour to the debit column and carry the one. But it will take humour **and** a bold hand to change the history here.

I have seen many changes in management over the 18 or so years that I have been here. Some high level shifts promised a new direction for this mill – a glimmer of hope that could lift the black scrim clinging to the last vestige of morale we have here. None delivered. One actually pushed the other way and spawned some famous sayings of the week such as “Morale comes every two weeks” and “Quit if you don’t like it”. Yet, even when subjected to this tough love, we continued to flounder economically. The “plan”, whatever it was, did not bear fruit other than bitter resentment.

Management seems oblivious to the notion that CEP 1119 has a vested interest in keeping this operation viable. It is our livelihood, our home, and in the past, our pride. So what now? We grow tired of the negativity of the overseers and of the industry. It filters down to the floor and invades the psyche like a cancer. Most want to look forward to going to work instead of dreading the daily event.

The turnaround of this enterprise is a Herculean task. I often ask myself “If I owned this place, what would I do different?” Many would quickly point to supervisors, superintendents, or managers with intent to slay and render as the definite bloodletting cure for the woes of the pulp and paper industry. It’s not that simple. And thankfully for all concerned, it’s not my job.



The new Prez has been here only one week and I wish him luck. Let us revisit the state of the company in 6 months, say the end of September. Then maybe we will belt out a rousing “Halleluiah” in praise of the new leadership or perhaps we’ll stumble to Chopin’s Sonata #2, the funeral march, in B flat minor. Personally, I’m rooting for the choir.♦

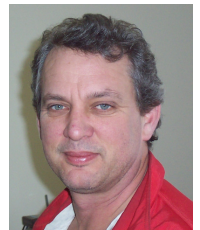
<http://discovermagazine.com/2008/feb/19-the-cuckoo-surgeon-who-did-ice-pick-lobotomies>



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Roger Gaboury

Your Newsletter Staff

Co-Editor
Dan Widsten



The President's Letter

By Allan Reid

Presidents Letter

Brothers and Sisters our National Rep Joie Warnock has been assigned to other Locals and we now have a new National Rep, Scott Doherty. I would like to thank Sister Warnock for all her assistance to this Local and I would also like to welcome Scott to his new position and look forward to working with him as we prepare for bargaining. Scott was our most recent Rank & File Board Member and President of Elk Falls Local 1123 Campbell River. His experience in the pulp & paper industry will be a definite asset at negotiations.

We now have a new president & CEO of Howe Sound Pulp & Paper, Mac Palmiere. Mac has an extensive background in the solid wood sector and also has experience in the pulp & paper industry. The Wage Delegates and a few Executive have had an opportunity to meet with him in brief. We have asked him questions about what plans he has for this operation and expect we will be seeing some of those questions answered in future communications once he has had time to settle into his new environment.

Issues around training or the lack thereof in most, if not all, mill departments are a grave concern. Finding replacements for the exodus of our union members leaving the mill or posting elsewhere is part of the problem. However, the Company has allowed itself to fall into this predicament by not maintaining adequate numbers to facilitate training or relief. A stark example is the matter of not providing coverage of a relief position in Clerical where a member is off on maternity leave. Another situation is in Newsprint where they have to bring in people from posted positions in other depts. to train. This is because they are not carrying enough people to provide both ongoing



training and cover contractual time off. Even though the Union has brought these matters to the Company's attention in advance of it becoming a crisis, they either refuse to hire more people or simply ignore or delay the inevitable until it is too late.

There have been many questions about whether or not we are part of the pattern setters for this round of bargaining and if this company is the target. The answer is yes to both. We are scheduled to have protocol meetings in early April and are to be exchanging agendas in the beginning of May. We reviewed our agenda at the Wage Caucus and are preparing a cost breakdown. We have also requested the employer provide details of their current costs per member to their operation. This is to determine the dollar value presently being provided under the present collective agreement. From this we will determine the dollar value of potential items for the agenda.

There have been unfortunate delays in getting an early start with the initial protocol meetings and the swapping of the agenda. Apparently these delays could not be avoided. We have now agreed to meet in Prince George on April 7th and on the lower mainland on April 10th. The lower mainland location is still to be announced.

Attempts to entertain coordinated bargaining in the east have failed. Abitibi-Bowater walked away from the table because CEP would not move on the Company's demand for major concessions.

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This Company would not listen to the Unions' suggestions of proposals to increase productivity and provide stability to their current operations. Abitibi-Bowater stated it wanted concessions with their pension plan, elimination of Sunday overtime and shift differential, 0 % wage increases and the elimination 2% wage increase of the final year of their current agreement before any discussion took place on extending the contract.

Another question that is being asked of us is, when are we going on strike and are we going out on May 1st? What I would like to clarify is that we must bargain with the Company and reach an impasse prior to requesting a strike vote from the membership. Secondly as Wage Delegates, we are charged with the duty to negotiate the best contract we possibly can to present to this Local and in this case as the Pattern Agreement. Calling for a strike vote only occurs when other negotiating options run out. We appreciate the enthusiasm that you are prepared to take on the fight if need be. We are committed to negotiating a decent new agreement for ratification at the earliest possible date.

Recently we were successful with one of our arbitrations by agreeing to a binding settlement award that satisfied both the grievor and the Union. Arbitrator Judi Korbin awarded financial compensation to the grievor for agreeing not to file any further claim including a complaint under the Human Rights Code of British Columbia. The award included holiday entitlement reinstatement. It was the Union's position this was owed to the member because of the Company's failure of a duty to accommodate with a medical placement. The Company was satisfied with the terms of the settlement. The cooperation of all the parties was key in the turn of events at this arbitration. The Company put forward an initial offer to settle. This offer was countered several times by the parties and mediated by the Arbitrator before reaching a binding arbitrated award.

The week prior to this arbitration we had discussions with the Company on how the relationship between Union and Management has deterio-

rated to a point where we can hardly come to terms on anything. This resulted in a backlog of grievances that need to be addressed before negotiations get underway. The Company has considered those discussions and has indicated starting from this arbitration that we may be able to come to terms with a number of current road blocks that have been a strain on the Union/ Management relationship. We are hopeful that this opens a chapter of good will in the spirit of cooperation. The proof will be in the pudding and the ultimate test will occur upon the exchange of agendas.♦

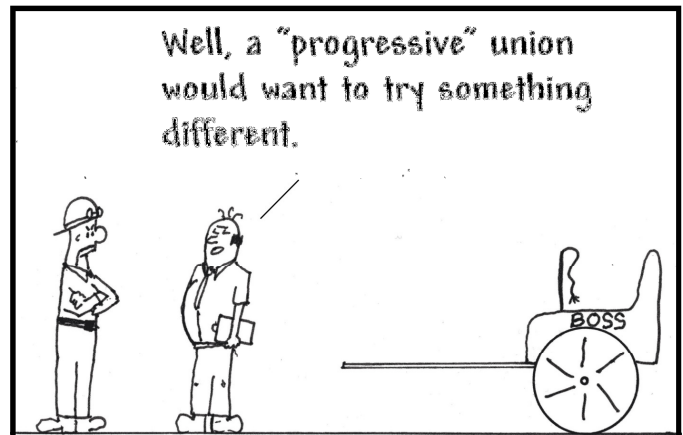
HSPP: A Haiku

Mill stands in the woods
Her lights shimmer in the night
Where's all the tradesmen?

-Andrew Appleton

Not Verbatim

"If people in this industry were walking around in a happy mood, we would have to institute alcohol and drug testing."



First Vice President's Report

Don Rheume



Your standing committee met with the company on the 19th and 20th of March, we had two meetings this month as our last meeting was Nov. 27th.

The main discussion items that we covered off were as follows:

1. We asked if the status of the relief supervision program had changed in the pulping area. The company said it had not changed, that they had just "clarified" their role. I intend to meet with them to find out just what that means.
2. We asked for an accounting of any premium surpluses for Sunlife.
3. The union responded to the company's published code of conduct. We told them parts of it were inconsistent with the collective agreement and we would defend our members if needed.
4. There were lots of discussion on the training deficit they have created by not providing adequate progression line training in the news dept. We said they were violating the dept. seniority rights by putting someone into the middle of the line to provide training, and should have consulted the local first. They replied that the "extra" training would be over within 6 months.
5. We also told them they violated the agreement by doing a crew change in the pulping area in order to realign "skills".
6. The company was refusing to fill the relief position in the clerical dept. and negatively affecting vacation selection. It appears the company's interpretation of "filled" and of "vacancy" is different than ours.
7. On ship tie up, we said it was their responsibility to round up the six people needed to tie up the ship, not the chip line utility's, and it was unsafe to have less than six.
8. Some of you may have been approached about time and attendance issues because of information from the swipe cards. We reminded the company that the security agreement prohibits the use of card readers for this purpose.

On the 20th we talked about these grievances

1. 07-006. Call out violation. The company to respond next meeting.
2. 07-008. Call out violation. On this one, we needed more information.
3. 07-009 was a failure to notify but we withdrew this as it was an emergency, However it was our position that whenever they bring in a super sucker in, our people should do the laboring component.
4. 07-010 is a failure to notify and it's ongoing.
5. 07-012 is a contracting out grievance of dock decking work where the company had committed to canvassing our people first before contracting it out. Again, this is ongoing.
6. 07-015. Supervision doing hourly work. This is ongoing.
7. 07018 Is contracting out bargaining unit work while we had members on layoff. The company will respond.
8. 07-003 Is a grievance on electric monitoring with 'shock watch". We said that it was a violation the settlement agreement and wanted to limit its use to the stated propose of safety but they re-

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fused to do that. This concerns the local as to where this could lead us in the future. This will be ongoing until our concerns have been addressed

9. 07-021. The Company gave the janitorial department's carpet cleaner away and then contracted out the work. This grievance was moved to 4th step.

10.08-001. Excessive discipline, This is still in the works..

Overall, these meetings went reasonably well and there seems to be an attempt to come to terms on some of these difficult issues. Outstanding grievances must be dealt with before we enter into bargaining, and much more will be needed to be done to ensure these grievances won't get in the way.

On the bargaining front, we now have some dates for protocol meetings, and hopefully we can get to the table soon and bring this set of negotiations to a successful conclusion. Then everyone can focus on making money, and not be distracted by the uncertainty that comes from not having a collective agreement in place.

On another issue, the other day some of the executive met with Mac Palmiere, the new C.E.O. of HSLP. My first impression was good; he seems to be a straight shooter. It remains to be seen what changes he will make, and what they will mean to us and the long term viability of this mill. We're always hopeful that with the skilled work force we have in place here, Howe Sound can reach it's potential given the right motivation. I have never seen morale lower than it is right now. We need to stop fighting over every clause in the agreement and start working together to meet the challenges that face our industry. We'll have to wait and see if it's more of the same, better or worse. One thing for sure, we'll always defend your collective agreement by all the means available to us.♦

Not To Code



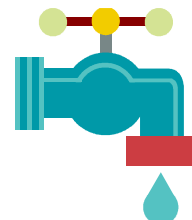
After reading the company's published code of conduct, a few questions came to mind. Under the safety heading they talk about how we are all supposed to follow the safety program and wear our PPE. True, we all should but I have been asking for the lights in the parking lot to be fixed since November. Here we are in March and still the lights are out (insert sarcasm here). Why is there still fly ash on the ground we have asked a number of times to have this cleaned up? For a year and half, the yard crew has asked for a proper monorail at the chlorate unloading dock. When it does show up, it sits on the ground for 6 months and then it's contracted out. How come the old welding truck is still being used when the driver's door is broken and the only way in is through the passenger door? Where is the pre-trip inspection of this vehicle? How come they don't shut the piping systems to fix the leaks and make it safe instead of roping it off? Where is the responsibility of the company in this code of conduct?

Blair Hunter

Playing Taps

A BIG Thanks to Danny Windsor for installing the new taps in the maintenance lunchroom. Yes Dan, you did a great job! You would make Pete proud. Not only does the water flow, but you went beyond the call of duty and changed the water filter in the hot water tank. Yes Dan, thank you from all who use the lunchroom.

Blair Hunter



Makes Cents

So we now know who the target companies are. So then, why doesn't the Western Region pay for it (the bargain)? This question was asked at the last general and the answer came back the Western region has never paid for the cost of main wage negotiations. So now, we as members, have to pay the CEP to negotiate a contract for us. We will be asked to cover the cost of our wage delicacies at the next general. I believe that if you are the target mill and are going to set the pattern for the industry then the cost should be covered by the Western Region. Is this not one of the reasons why we belong to a union? If the Western Region doesn't pay for anything then they should not have a say. Yes King Coles, it is time you bucked up and cover the cost of these negotiations and future negotiations.

Blair Hunter

Young Workers

I'd like to extend a hearty welcome to our newest brothers and sisters to the mill. There will be lots of blue hats walking around, so please be aware. Let's encourage them to be active in our local, and to work safely. Not to make fun, when the new hires walk around together with 4 or 5 blue hats on, it kinda reminds me of 'The Blue Man Group'- I keep waiting for them to spontaneously turn over some empty oil barrels, grab some ball-peens, and start playing a bombastic drum line in unison.

I digress; but all joking aside, the blue hat program is effective. We should all recognize our responsibility to guide and teach our neophytes to work safely, and to make them feel comfortable. Some new workers may be new to heavy industry, and might fail to see hazards which may be obvious to someone who's been here for awhile. Please watch out for them.

On March 16th, I traveled to Regina,

Sask., for a meeting with the CEP Young Worker's committee. (Relax; it was paid for by the National!) I learned way more than I expected, and it gave me some ideas that I'll be bringing back to our local. I'll be canvassing our young workers (29 and under) to see if there is interest in starting our own Y.W. committee. There are lots of issues that are specific to workers who are just starting their careers, so I think a committee like this would be appropriate. Any feedback from workers young and *not-so-young* would be greatly appreciated.

Our wage delegates have been very busy lately. Let's put on our rally-helmets, dig our heels in, and stand behind them as we head to the bargaining table!

In Solidarity,
Andrew Appleton



Andrew (AKA Jen according to the name sign)-Ed

“Those who crave solitude and hate receiving timely correspondence; those who find Microsoft’s quirky products entertaining; those who don’t mind criticism; these people are born editors.”

Inspired by the editor while waiting for the president’s letter.



Safety: An Ongoing Concern

By Andy Kutvonen

Spring is here!!!

It is officially spring. The clocks have moved ahead an hour and the weather has improved. Ok, the last statement is incorrect but we can dream.

Our safety captain/supervisor training has now been completed. From all accounts, it was well received with little or no negative feedback. There were various topics presented by IHSC. The two subjects I covered were inspections and hazards observed. These sparked some discussion with the most debate centering on the hazard observed program.

For those that are unaware, the hazard observed program is meant as a last resort and is applied only after giving your supervisor ample opportunity to try and remedy or address the situation. In the ten years I have been employed at HSLP, I have only encountered a handful of these situations. With the improvements to the program, there will now be an extra copy going to the safety department to help track its progress.

However, even with the improvements to the program, there are some unfinished areas still to complete: the hazard observed form and the hazard observed stations.

The new forms are only available online, under the safety captains homepage, under the hazard observed links, named record of hazard observe form. A copy will have to be printed off and filled out either electronically or by hand, producing five copies. The new forms require that extra copy that is currently not in place, to track the hazard. As for the stations, most do not have a sufficient box to place the larger forms into once completed. This should be corrected in the near future. We felt that the safety captain training days would be the best time to roll out these changes

instead of waiting a year for all the changes to have been completed.

This program, as well as others, may be viewed on the safety captain's home page. Simply scroll down to safety captain training information and click on the link. If further help is required, simply ask your area safety captain, supervisor, or IHSC representative.

Another hot topic as of late, have been the upcoming safety audits. These audits will commence Mar.27th, Apr. 1, 3, 7. The audits will take a "RANDOM" cross-section of the mills workforce and poll the employee. The audits will focus on our four major safety programs; heat stress, lock out, confined space and respiratory. Each section should only take 15 minutes, with a total of one hour of the employee's time. Approximately a quarter to one third of the workforce will be polled. Once the polls have been completed, they will be added to the physical portion of the programs and results will determine our strengths and weaknesses.

We have been negligent for some time on performing these audits. Upon completion, we will once again be compliant with our regulatory requirements.

Several individuals have commented on our lack of presence in the mill. It is true that we may not be as visible as we once were. With our current manning numbers, sometimes it is hard getting freed up to complete our regular IHSC duties. In saying that, all of our IHSC members do our best to respond to queries in a timely fashion. Hopefully we all do, and if we do not, please let us know. The business of safety continues on a daily basis, and we are tirelessly working behind the scenes on your behalf.

Be safe, work safe, think safe. Safety is your right.

Yours sincerely,
Andy Kutvonen



THE GREAT CANADIAN WATER RIP-OFF

by Rod Moorcroft

Since 2000, Alcan, the aluminum smelter in Kitimat, has been selling bulk power generated from the Nechako/Kemano River system in Northern British Columbia, generating huge profits at the expense of the aluminum industry and jobs. Once a partner in building our province, Alcan is now cheating British Columbians out of a valuable water resource.

Many believe this is breaking the terms of Alcan's contract with the province of BC, which gave the multinational access to one of the most valuable public water resource in the province to smelt aluminum.

In 1950, the BC government gave Alcan an entire river system in exchange for an aluminum industry and jobs in BC's northwest. For 50 years everyone prospered: Alcan made money, the Province got economic development and the City of Kitimat thrived. That all changed in the mid 90s when Alcan began selling more and more of the electricity generated from the Nechako River system and decreasing aluminum production, killing jobs and threatening an entire regional economy.

Why should you care?

This is a fight about who will control our water and who will benefit from it. Will it be the giant multinationals and their shareholders or will the real owners of the water, British Columbians, benefit as well? Right now, the town of Kitimat and the entire northwest region of BC is hurting because of Alcan's power sales. This is a fight for our resources and the future of our province. Equally important it is the fight for control of our water.

What can you do?

Write an email to the Premier asking him why Alcan is allowed to make \$140 million a year selling off our water with no benefit to British Columbians. Tell the government to enforce the agreement BC made with Alcan: A river system for an aluminum industry and jobs.

Also picked up this tidbit – have not been able to establish if it actually happened but it sounds good.

Premier Gordon Campbell of British Columbia was invited to address a major gathering of the Indian Nation last weekend in Kitimat, B.C.....

He spoke for almost an hour on his future plans for increasing every First Nation's present standard of living. He referred to his career as Mayor of Vancouver, how he had signed "YES" - for every First Nation issue that came to his desk for approval.

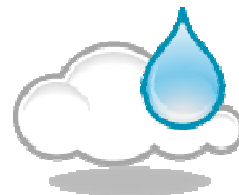
At the conclusion of his speech, the Tribe presented the Premier with a plaque inscribed with his new Indian name - Walking Eagle.

The proud Campbell then departed in his motorcade, waving to the crowds.

A news reporter later inquired to the group of chiefs of how they come to select the new name given to Campbell.

They explained that Walking Eagle is the name given to a bird so full of shit it can no longer fly.

Ninety percent Plagiarized from <http://www.dontsellusout.com/index.html>



Without a Second Thought

By Roger Gaboury

So you turn on a tap and clear fresh water rewards the minimal energy expended to twist the valve. This is the last step in a water delivery system that boggles the mind. A pump somewhere lifts water to a treatment plant that filters and neutralizes bacteria. The liquid then flows to your home to be safely enjoyed straight from the faucet or used to sanitize your home. This is a good life.

On my recent trip to old Mexico, the water flowed to the town only once a week. This untreated agua, warmed by the tropical sun, matured into a mix of flora and fauna while stored in a cistern on the roof. If you ran out of water, a new supply had to be purchased privately and delivered on some incomprehensible Mexican time schedule that was derived from a complex formula involving siesta, pesos, and a realignment of the space/time continuum.

Hot water derived from a propane powered heater was available between 4 and 5 PM.

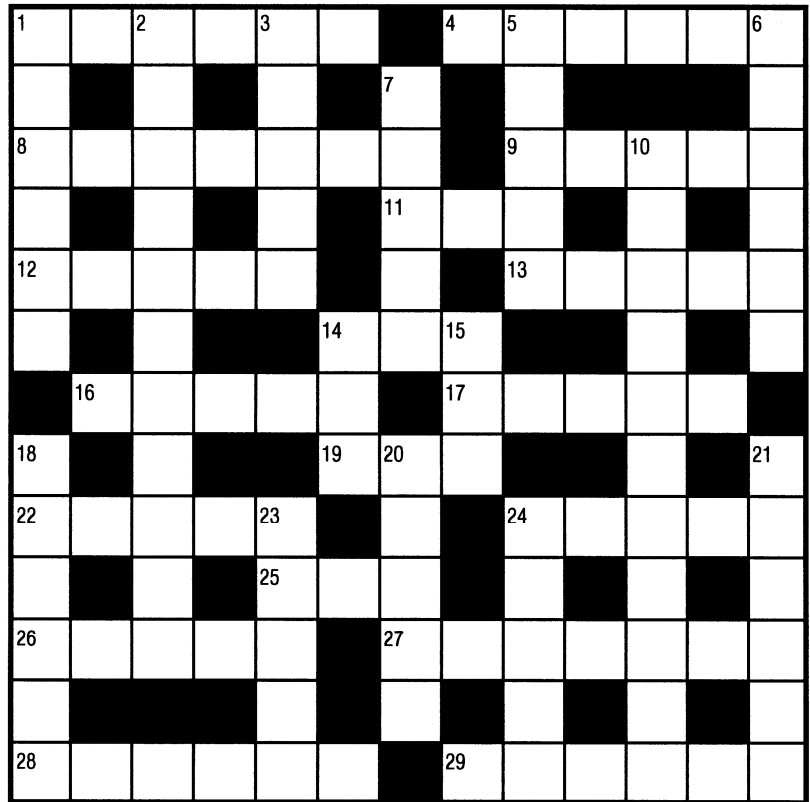
At around 8:30 AM, a cowbell ringing in the distance sparked a panic among the denizens of surrounding homes and condos. People were rushing out onto the street, eyes scanning the distance with anticipation, everyone holding money and plastic bags. Reminded me of the scene from Monty Python where they holler "Bring out your dead!" This was the garbage run.

With money in hand, we waited for the truck to negotiate the corner. They relieved us of our fragrant charges for a few pesos. In the heat of the day, refuse tends to evolve quickly into another life form and acquires such a strong persona that residents will wait for the truck and forego any other duties except for church on Sunday.

I'm glad to be back.♦

The Labour Crossword #1

by Freeperson, UFCW Local 1977 • (CALM)



Please note: As this is a Canadian puzzle, Canadian spellings are used. Some clues follow "cryptic" conventions, others are straightforward.

ACROSS

- 1. Job for a CUPW member (6)
- 4. Supervisor's refrain: "Because — — —!" (1,3,2)
- 8. Conrad Black, perhaps, or, more appropriately, Frank Stronach? (7)
- 9. Alberta union town & Canada's Slo-Pitch Capital (5)
- 11. CAW members help keep this employer on track (3)
- 12. Beverage served by CAW members in Vancouver (5)
- 13. OFL's Ethel LaValley is Reeve of Airy Township, Ont., a position equivalent to this (5)

- 14. In most provinces, where you can get certified (abbr.)(3)
- 16. Cuddly marsupial (5)
- 17. He wears a three-star belt! (5)
- 19. Discrimination based on this is illegal (3)
- 22. Building material for towers of Academe? (5)
- 24. Most union agreements provide for this in the event of bereavement (5)
- 25. If you have one to grind, you probably have a grievance; but if it falls, jobs could be lost! (3)
- 26. Job description for a member of BCTW or UFCW, for example (5)
- 27. Labour cannibalism (7)
- 28. March 21 is the International Day for the Elimination of this (7)
- 29. A late summer Day! (7)

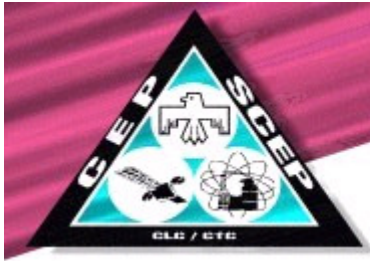
DOWN

- 1. I smile about a figure of speech (6)
- 2. Euphemism for workplace free-rider laws (5,2,4)
- 3. Clean the slate (5)
- 5. Something to let off on the weekend? (5)
- 6. Cantankerous (6)
- 7. In one version, not ever (5)
- 10. A boss favourite: "Do as I —, — — — —!" (3,3,2,1,2)
- 14. Sight of famous hotel strike of 1990s, — Vegas (3)
- 15. Big — Stores from the U.S. are invading Canadian communities (3)
- 18. Resource handled by IWA members (6)
- 20. January in Cuba! (5)
- 21. It can bring unions together (6)
- 23. Tales of woolens? (5)
- 24. Renowned camera, once made in Midland, Ont. (5)



Shop Stewards 2008

<u>Area</u>	<u>Name</u>	<u>Phone Number</u>
Electrical	Dan Bell	604-886-2626
Lubrication	Dave Gibson	604-485-0398
Garage	Tom Friesen	604-885-3394
Janitorial	Shane Nason	604-885-0186
Millwrights	Brian Pugh	604-885-1086
Instrumentation	Ray Dow	604-886-0371
Welders	Chris Lumsden	604-740-8046
Pipe Fitters	Russ Mcleod	604-886-6244
Millstores	Russ Mcleod	604-886-6244
Clerical	Danielle Heguy	604-886-2028
Casual/Longshore	Sharon Curlock	604-886-2448
Yard	Doug Allan	604-885-3229
Newsprint A Crew		
Newsprint B Crew	Phil Gagner	604-886-0100
Newsprint C Crew		
Newsprint D Crew	Carter Fulkerson (alt)	604-740-8183
TMP A Crew		
TMP B Crew		
TMP C Crew	Mike Macklam	604-886-9569
TMP D Crew	Kelly McLellan	604-740-1394
Power/Recovery A Crew	Aaron Morrissey	604-886-2028
Power/Recovery B Crew	Bob Byrne	604-886-8450
Power/Recovery C Crew	Bob Fraser/ Aaron Morrissey	604-886-3471 604-886-2028
Power/Recovery D Crew	Alisdair Michie	604-886-4215
Pulp Machine A Crew		
Pulp Machine B Crew	Paul Vanvliet	604-740-0575
Pulp Machine C Crew		
Pulp Machine D Crew		
Brown Fibre A Crew	Chris Campbell	604-885-5168
Brown Fibre B Crew	Jemas Rhodes	604-885-6226



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)	Roger Gaboury	885-5863
	Andrew Appleton	886-8461
	Danielle Heguy	886-2028
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