

**CEP 1119 Port Mellon,  
British Columbia**



# Guardian

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**Special points of interest:**

- Kids Xmas Party
- Xmas Dance
- Petro-Canada Boycott

## YOU Come Through Again

By Roger Gaboury-Editorial

Damn unions! They are responsible for driving the up the price of cars. Those comments have burned my ears many times over the last few years and the people uttering such truths merely parrot the newspaper articles put out by right wing think tanks. The Big Three cannot be paying decent living wages to its employees without passing on the costs to consumers. This is an arithmetical fact. But I offer as argument that most of the costs as well as the financial hardships the auto makers are enduring has little to do with labour.

The bonuses paid to non-performing managers and CEOs overshadow the labour component of the spreadsheet. The assembly line worker is only a convenient scapegoat for mismanagement. Union rhetoric you say? The recent faux pas by the hat-in-hand execs is hard to defend.

The automakers wanted a bailout using public cash but flew to Washington on corporate jets. "It was a last minute meeting," they squeaked. This jet fiasco reflects the misuse of funds and is only a snapshot of what must be bleeding off of the financial reports. I never heard the CEOs or other execs opting out of their fat bonus cheque.

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How about closer to home. Howe Sound has declined to be part of the children's Xmas party this year and this union has stepped in to fill the need. We even invited everyone's kids to the event as children should not be made to suffer for the short sightedness of the Company. The Company is pleading poverty again. Not in the business plan, they say. Must tighten the belt, squeeze every penny, cut costs to the bone, staunch the financial hemorrhage, and so on. But to axe the kids at Xmas? Shame!

If this corporation was seriously drowning in debt do you think staff would have been kept on during the layoff? Yes, we have been told it's none of our business but still, it makes no business sense. However, do you believe that they can afford golf gloves for staff for the 100th anniversary? That's the rumour anyhow. What about the golf hole the Company sponsors at one of the local establishments? Over a grand maybe?

I saw they fixed up the parking lot near the gatehouse to handle overflow parking during the shut. Few people used it. Wonder how much that costs?

Anyhow, these expenses could be explained in a number of ways or justified using the Dewey decimal system of accounting. I'm just glad and proud that this local had the gonads to dig deeper even in this time of layoff and come up with something for the wee people.

You see, it's not how much you make that should get criticized but rather what you make of what you have. Yes we union people earn a good wage but we put a lot back into the community. We think differently than corporations.

Years ago, when management gave us dilly bars for a job well done, most were outraged to be treated like children and many confronted the powers that be. Union members argued that such trivial bribery would have been better received if the money used to purchase the treats had been donated to a charity in our name say the elf club.

When people who are seldom seen at a union meeting suddenly show up with a request for funds for some event or other, we consider it. Often, we vote for it. Usually it has to do with kids.

Perhaps we could learn from the way the Company does business. Maybe we are too lenient with the demands from the community, the Xmas event, the golf tournament, the recovery fishing derby. If we were to limit spending on just the business essentials, we would be in a better financial position.

Xmas comes every year anyhow and I doubt the kids will remember that we axed Xmas 08. But some of those in financial straights might and that would really suck in the spirit of the season. We are not willing to go there. And that, my friends, distinguishes CEP Local 1119 from the multi-million dollar corporation called HSLP. See you at the dance!



Editor-In-Chief  
Roger Gaboury

**Your Newsletter Staff**

Co-Editor  
Dan Widsten



# The President's Letter

By Allan Reid

## Presidents Letter

Less than a month and a half to go and another year will have lapsed with so much happening at the local level. We have realized some fallout of being a pattern-setting Local and also the benefits that comes with being first out of the gate. Secondly we have been subject to a number of negative agendas instituted by Management. The Company continues to cut benefits to its employees that have been in place for years. As the cuts are announced, more are being brought forward before we have had time to deal with the ones just announced. In my thirty one and a half years, I can honestly say I've never seen a Management group more hell bent on challenging this Local Union on every front. Some of the changes brought forward are sheer cuts that can't be challenged at all through the grievance procedure, but a number may most certainly be challenged by other means. A lot of the recent Company initiatives are being advanced via grievances and arbitration in efforts to stop the bleeding.

In my other letter late last year when we faced a month of layoffs in the Newsprint / TMP curtailment, I mentioned this was a reflection of the early eighties and the layoffs that occurred then. Now in November and again in December we are looking at a total of a month of layoffs from the Kraft pulping side shutting down. In all of these layoffs it has been external drivers that have been cause and effect of production curtailments and layoffs for the hourly employees. We asked what was happening to the Staff employees. We were told it was none of our business, as it was the Company's prerogative to do as they wish with their staff. The Company went on to say they were only obligated to provide the Union information of the status of its members during periods of layoff. It is true Staff are not ever part of the Bargaining Unit in normal operation or during periods of layoff. However we have



told the Company “**there better not be one staff person doing any Bargaining Union work during this layoff.**” The Union has jurisdiction to protect the work we do. If the result of a poor economy , poor pulp sales and declining markets is the cause for impending downtime, the Local wishes that the effects won't solely be on the backs of the hourly workforce. It should not be them alone facing layoffs / job curtailment. It should be share and share alike if this Company is truly looking to reduce its costs.

The union has informed the Company that they have erred in a number of areas surrounding this layoff. In most if not all cases they are proceeding anyway without making the necessary changes demanded by the Union. We were hoping to avoid additional grievances on this layoff as we are still processing the grievances from the last Newsprint/TMP curtailment. (All of our grievances were tabled during the time of preparing and bargaining a new collective agreement.) Again we have bumping occurring where seniority and sufficient ability allow. Please remember that is a contractual right even though it may be difficult to have to train someone that may displace you from your job temporarily. Remember it is the Company laying you off, not the Union; the Union is only protecting member's seniority rights to ensure the Contract is being upheld. I understand that the bumping and training being provided is going quite well compared to last time, hats off to those that are helping the process.

The Company has recently notified the Union and our Safety Committee that they have unilaterally changed our Joint Root Cause Analysis Procedure and also our Card Investigation that was jointly agreed on not long

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ago. They continue to say they are ultimately responsible for safety and they alone will determine how and what will occur with **OUR Safety Program**. Does that give you a warm and fuzzy feeling? If it does, stand up, have a big stretch and give your head a shake. Don't be lulled into that "we know what's best for you" crap. Let's take our safety program back as we are the ones likely to be hurt on the job not them. Let's use our rights when needed to refuse unsafe work, the right to know and to participate. We can't let the fox guard the hen house if we are the chickens.

What happened to "It's everyone's role to be a part of safety?" We must unleash the dogs of determination to protect our rights with safety. Get our Joint Safety Program back and flush out the Company fox that wishes to swallow up your rights under safety. Let's harden our resolve to put our rights with safety back with us, as that is where it justly belongs.

We have exhausted our attempts to persuade the Employer to reconsider the changes they have instituted to override our contractual rights on safety. Now we are in the process of requesting our legal Council to contact the Company's Council to seek an arbitrator. This Arbitrator will hear our grievance on the fact the Company has not only violated our collective agreement on safety, but also hear how the company made unilateral changes to our collateral agreement, the joint safety booklet referred to as the green book.



*We can't let the fox guard the hen house if we are the chickens.*

From our last forth step meeting we managed to resolve three of the five grievances that were sat, violation of labour pool seniority, violation of CWW contractual leave and unjust discipline. The matter on Safety in article XXVIII as mentioned above in this letter and the grievance on a violation of Human rights / Labour pool seniority are now headed for arbitration. We hope to have the Arbitrators) picked and dates are announced soon.

It would be the wish of many members that we should avoid arbitration by both sides working to resolve our differences, and get back to a system where we don't require expensive third party's to decide our outcome. The Union believes we have made much effort to go down this road on numerous occasions but continue to

be challenged with our proposed compromises when offered to reach an agreement on grievances. Here is an example of what we face daily to avoid grievances.

One of our Clerical Sisters was recently asked by a Manager why she is being so particular in setting up a schedule of work occurring during the layoff prior to her being laid off. The Sister replied "to avoid grievances." The response from the Manager is "Don't worry about it, we can handle grievances." It begs the question who is really trying to stem the huge tide of grievances when that is an example of the attitude being demonstrated by Management.

We are in the final preparation for our arbitration on the Company not meeting the Intent of article XXV Contracting Out. We will be sitting the hearing starting December 1<sup>st</sup> then again on December 4, 5 the weekend of December 6 & 7<sup>th</sup>. We have set aside

December 9 & 10<sup>th</sup> for closing arguments if required. The Company believes there is too much material to finish and the Union will take steps to ensure we have a wrap on this arbitration so we can put it behind us.

We will be holding an election for President and Chief Shop Steward on November 25<sup>th</sup> of this Month. Please take the time to consider who would best represent this local in those elected positions. All the other positions of the Union Executive are filled by acclamation

I hope that I have your support for another term as President. We must continue to weather this storm and be steady at the helm until we are in less troubled waters. A lot has happened over the last two years and there are more troubled times ahead that will require some knowledge and experience to take us to safer ground. In the past two years I have worked with the Executive and have very much appreciated their efforts as well. I believe we can continue to work well together as a group and with your support that can happen again and we can best serve you as a cohesive crew.

My time away from the Mill during negotiations and arbitration has impeded a great deal my ability to get

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around the mill this year and I understand the frustration that this creates. As mentioned in a previous letter, we are dealing with this resulting back log of tabled issues now and have committed to being more available to this membership. I will always take calls at the Mill or at home if members need to speak to me on Union matters.

I would also like to take this opportunity to thank Dave Strom for all his hard work as the Chief Shop Steward and more recently his contributions and role as a Wage Delegate. Dave we will miss your copious notes that were invaluable to this Local and of course your dedication and time you committed to the Union cause. I wish you well as you spend time with your family which you had put on hold in order to do the bidding of this Local, especially in this past negotiating year. All the best and enjoy the quality time ahead of you and know that you will always be a valued asset to this membership.

There will be some changes to the Union Committees soon, as our EAP co-chair has retired and we need a replacement for this position. Also there will be some changes to IHSC as at least two positions will become vacant in the new year as these members have indicated they have made other commitments and will no longer be able to hold positions on our joint safety committee.

I would like to take this time to thank the Local for the opportunity to attend the CEP National Convention in Montreal both as President of this Local and also as a delegate on the Constitution Committee. Being on the Constitution Committee was both a rewarding and educational experience and I learned a lot through that process.

When we received the Officers Report, we noticed an omission of Local 1119's recognition as being involved as one of the Locals mentioned in negotiating the Western Region Pulp & Paper Pattern Agreement, as only the Prince George Locals 603 and 1133 being named in this historical document. That prompted me to go to the mike and address approximately 1,500 delegates of this omission and ask that it be noted for the record that Local 1119 Port Mellon must also be recognized as one of the Pattern Setting Locals to es-

establish the 2008-2009 Western Region Pulp and Paper Pattern Agreement. It was also mentioned that the employer refused to meet together at one location as they suffer an identity crisis with their ties to Canfor; we the Union experienced the difficulties of the traveling road show as a result of that Company decision.

Another big thing that came out of convention was a National boycott of Petro-Canada service station and fuel outlets. This Company is trying to break the Pattern Agreement that was negotiated over a year ago by holding CEP members of a Montreal refinery out on a lock out for over a year in an attempt to break the Pattern Agreement established across Canada. Not only are these members being replaced by scabs who continue to operate the refinery, this Company who has made billions in profits has hired thugs to guard the plant to prevent the members from taking over the gate to the plant. Let's be clear this is not about paying decent wages and benefits, but rather it is about breaking the Union and the solidarity required to maintain pattern bargaining.

Our CEP national Union and the BC Federation of Labour is calling upon all its members and affiliates to boycott all Petro-Canada outlets across the country to bring this National disgrace to an end. We must not buy gas, oil or other Petro-Canada products from those outlets. We should let the service station owners know why we can no longer purchase those products from their outlets and encourage them to write their head office to persuade them to end this unfair labour dispute and to have those workers locked out, back at work with the Pattern Agreement.

The Labour laws in the Province of Quebec allow for replacement workers or scabs as we prefer to call them and also their laws forbid secondary picketing at other locations so businesses can continue to operate unimpeded by a labour dispute. Let's send Petro-Canada a message and affect their bottom line with greatly reduced revenue right across this Country.

In solidarity,  
Allan Reid

# First Vice President's Report

Don Rheume



## Your Union

First thing I want to say is thank you for sending me to the national convention. It was very informative and we passed some good resolutions that will keep your executive board busy until the next convention.

A few highlights that you should be aware of are the national energy policy which was adopted at this convention. I encourage you to read this policy it explains what your national executive will be lobbying governments at all levels. Among other things, it asks to stop the de-regulation of Canada's energy industries in order to ensure energy security for Canada, "not just the U.S." With every pipe line that's built we export more of our oil to the U.S., and with it goes thousands of jobs. Successive Conservative and Liberal governments have in my mind betrayed Canadian's national interests by allowing these pipelines to run north-south instead of east-west and keeping our interests ahead of the U.S. A. I wonder if the new M. P. John Weston, will stand up for the workers in the petrochemical industry, or for U.S. corporate interests. My money's on an even deeper integration with U.S. energy policy. However the C.E.P. will be working with the N.D.P. and the Bloc Québécois to stop this selloff of your national security.

Speaking of the profitable oil industry, there are some workers just like you who very much need your help. They are the 260 locked out Petro-Canada workers from C.E.P. Local 175 in Montreal. I have never seen a more determined group of unionists in the face of a giant bully who has tried to intimidate and threaten them in order to break the same pattern agreement that Petro-Canada had no trouble signing with other locals. This company's arrogance must be stopped. They made record profits of **2.73 BILLION** dollars last year, and yet are using scabs to run the plant contrary to the Quebec labour code. Still want to buy your gas

there? The C.L.C. President Ken Georgetti called for a national boycott of Petro-Canada, and I urge you to get behind him and the rest of the labour movement by supporting these workers any way you can. There's protest cards you can mail in to Petro-Canada, "with your petro card", as well a "day of action" on November 21 or 22 to show your support by handing out leaflets at the gas stations, etc.

We are not against the owners of the gas station just don't buy Petro Canada gas or oil products. Anything else in the store is fine. We must support our local businesses but still show the Corporation we are not amused.

Other campaigns are the forestry crisis and the gutting of the manufacturing sector in Canada. The forestry campaign will come out some time in January. In other news, I'm happy to report that the national is now in the black. Although our union has faced some difficult years, they still managed to balance the books with the strike fund fully funded: good on them and good on you. If you have any questions, please contact me.

In solidarity,  
Don Rheume

## ATTENTION RETIREES

You are cordially invited to attend the December Union meeting on December 16 at the Legion.

Time : 7 :30 PM

Food and refreshments will be served.

(I made the font bigger for you old guys — Ed)

## A Woman's' Place at Howe Sound

### Presidential Bid

Hello all! My name is Gary Flumerfelt and I have decided to let my name stand for president. I have worked at Port Mellon for 17 years. I started in the yard labour pool where I was for approx 10 yrs before being classified for about a year. Then I moved to the chipline for about 2yrs and finally to longshoring. I let my name stand because I don't agree with the direction the union is heading in and, as Dan put it, if you are going to complain: get involved. I was a shop steward for years in the yard as well as longshoring and have also been the area rep. I would like to take this time to thank my nominator and any one who votes for me. I encourage everyone to get out and cast a ballot either way as the union is only as strong as the members' involvement. I encourage everyone to vote!

Thank you,  
Gary

### Election Time

Executive election time is upon us again! It hardly seems that a year could have gone by since the last elections. I guess because it has been such a busy year for all the executive, what with filling in the gaps left by having the wage delegates away for so much of the time, not to mention changes imposed by management and how they conduct themselves.

Many of the executive members have been elected, or re-elected by acclamation. I am one of those and I thank my nominator and the membership for your confidence in me. For those positions left to vote on, I urge you all to learn something about the candidates if you don't already know them, and choose the brother or sister who will best represent your needs. It looks like we have another tough year shaping up.

In solidarity  
Gert Leslie  
(Financial Secretary/Treasurer)



North Vancouver during the Second World War.

I have been struggling for the perfect analogy to express how the respect & appreciation of women, particularly in the Clerical department at Howe Sound has deteriorated significantly over the past 5 years and particularly over the past 2 years. Well there it was on the news last night — a story by Mike McCardelle on the Victory Ship Building in

One third off all the worlds ships were built by women while their spouses were off fighting the war. These women contributed as much to the efforts of the war and the industry of ship building as men. The women at Howe Sound contribute as much to the production at the mill as any of our Sisters and Brothers in the Yard, Shipping, Production or Maintenance. Why doesn't anyone up there get it?

Take us forward (actually for us it's backwards) 70+ years to Howe Sound where the Clerical work is viewed as non productive. According to management we do little to contribute to the daily operations and profits of our Company if anything at all.

Our work is so menial that we require no coverage for earned time away, no coverage for Maternity leave (unless you're staff, apparently staff produces tonnage). We do not merit a comprehensive training program (even though its' in our collective agreement), our entrance testing level requirements has been sliced virtually in half and to top it off, we were expected recently to do our work (actually to work harder and faster) and clean a toilet at the same time (as if we didn't it was declared by one manager, the mill was going down)!

So now we are in the middle of a curtailment and the Clerical department is virtually wiped out. Why? You guessed it, because we are non productive employees.

It's interesting to see though, how many staff members have time and the need during the curtailment to do

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our jobs.

Lastly, I am sick and tired of hearing the continual insults that we care too much about what we do, we take our work too personally and we take too much upon ourselves. Well, the reality is, and I think I can safely speak on behalf of the majority of the Clerical Department - WE REALLY DON'T CARE ANYMORE.

In Solidarity,

Candy Craven  
Area Rep  
Clerical/Millstores/Technical

## The Standing Committee Report

Meat and Potatoes

On Oct 16<sup>th</sup> and 17<sup>th</sup>, we held Standing Committee meetings with the Company.

- The first discussion item was the 75\$ charge the company had put in to one of their policies. We told them it was not going to happen, if they charged any one for lost equipment we would grieve it.
- We reminded them of their commitment to apprentices of one for every tradesman that retires; they said the program would be back on track for next year.
- We brought up leasing equipment and if it was to reduce our numbers, that would be a violation of art. 25. They said they had the right to lease equipment and it was not contracting out. We told them it was and they could not enter into lease agreements that violate the collective agreement, and that it was our intention to have the issue form part of the up coming arbitration on contracting out.
- They changed the contracting out form again and we argued they couldn't just change it whenever they wanted.
- The Company informed us they intended to follow the time lines in the C.A.
- We told them the sabbatical forms should be done by our time office, they agreed.
- We moved the green bus endeavor to the envi-

ronment committee.

- We said that anyone in the Fire dept. that works their vacation must take time off the same as the rest of us.
- The Company set out some guidelines over and above the new agreement on Dedicated Shift Relief
  - o they must hold a TQ
  - o they must have at least 1yr. mill seniority
  - o Vacation allotment would be 1 out of 3
  - o that they would have the first right of refusal for a regular shift job
  - o that the shift trades would have to give 7days notice for floaters. We told them we would get back to them, but on the floater issue that we would expect them to hit the call out list the same as in the past.

The grievances brought up were:

(07-006) Call-out violation

This is ongoing. The Company says they can't provide the phone records of calls out of the mill.

(07-010) Failure to Notify

It was moved the art. 25 arbitration along with 07-12 and 07-18.

(07-003) Violation of the Security Agreement

This was moved to 4<sup>th</sup> step with the intention of meeting first to see if the Union's concerns around the use of this information can be met, the same way it was in the security agreement.

(08-001) Unjust Discipline — chip line

This is ongoing. The Company said they would talk to their people and see if they would be willing to reduce the suspension.

(08-005) Violation of labour pool Seniority Rights

Last month I reported that the grievor felt the Company owed them money. I'm happy to report, the company has now agreed to pay him the difference in rates and any stats he would have missed. We have agreed to set aside the issue of the right to move him at all.

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### (08-006) Unjust discipline and Violation of the RCA program

This is ongoing. The Company said they disciplined for a performance issue, not for safety issue. We had to adjourn after a lot of talk around coaching and their commitment to the RCA. Program, and training in the news area.

We have dates for a protocol meeting on the new C.A. in early November as well to hear the list of outstanding grievances from the last layoff. ♦

## The Politics of Standing Committee

One hardly knows were to begin these days — is there a part of the collective agreement that the company is honoring? Oh sorry I meant “not misinterpreting”. We met with the company on the current layoff, and although we had some differences on the use of the bumping forms (which we are advising anyone who wants to bump to fill out), and the issue of sufficient ability for bumping into jobs like the Terex, there was far more understanding then the last layoff. However things aren't perfect as the Company's use of staff to do “YOUR” jobs while you're on layoff is unacceptable and will be addressed. So far it's mail delivery, yard services, and clerical, that I can say with certainty will not be tolerated by this membership. Please be on the lookout for any staff people doing hourly work. Anyone asked to work alongside a supervisor should do so only under protest, and must report it to your union. A.S.A.P. If you see a supervisor doing our work, report it to a shop steward NOW.

We have a Standing Committee meeting scheduled for Nov. 24<sup>th</sup> where we will once again try and deal with the “pile” of outstanding grievances. It's been a long year on standing committee, and I want to thank the membership for their patience in dealing with what seems like an endless stream of contract violations. I have some ideas on how we can maybe streamline the grievance procedure (with your approval) for next year.

One thing will still remain, and that is your union's resolve to protect the collective agreement that this company signed in good faith. I have heard some people complain about where we are headed or how things are handled, well I say to them what would you do? “NOT” hold the company's feet to fire in order to save money? My personal favorite has to be “can't we all just get along?” We need to be real — yes there will be things that we can agree on, and I pledge to work very hard with the company to reach a consensus wherever I can but we will not let this company wear us down. Your concerns will be addressed no matter what the cost or how ever long it takes.

So don't be fooled by the naysayers, because brothers and sisters, there's just no other way until this company sees that they can't just roll over us and do what ever they want to our safety program etc. We have to take them on because it doesn't matter where the battle takes place, whether it's at the bargaining table or at arbitration, we will never turn tail when it's comes time to stand up for the gains we have fought for.

In solidarity,  
Don Rheume

## Exit Stage Left

It has been some time since my departure from HSPP and I just missed the last publication of the Guardian. HSPP was a good place to work for my eleven year stay, primarily due to its employees. I so appreciated all those who bid me kind words of farewell and especially thank those who attended the gathering at the pub. I'm not quite sure on the numbers who attended due to the fact my vision seemed to be somewhat impaired as the night dissolved.

HSPP has a strong core of employees. Certainly there are obvious issues that in most consciousness have simple solutions — e.g. morale (treat people better) and safety (keep safe). Since HSPP does not entertain any type of exiting interview, I thought it be appropriate to use the Guardian to pass on my one noticeable, repetitive shortfall — communication. Communication is the key to understanding and acceptance (well, maybe not so much acceptance). From my initial employment to end, I found there to be a huge abyss and therefore a

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lack of the aforementioned. From this lack of communications also came the ever so popular rumor mill, probably the most detrimental type of destruction to morale and motivation available (next to of course the ever so enlightening extreme tactics with horns for hours of work and penalties on safety).

With a new driver at the helm of the mighty ship I believe that communication has strengthened. We may not like what we hear but at least we are informed hopefully minimizing rumors. This brings me to the ultimate communication tool currently available on a street near you “**speakers’ corner**”. We could park one of these state-of-the-art bad boys (maybe even two) on the site in a convenient, quiet, private and safe location. Maybe somehow incorporate them into the grand security system. Only the supreme commander (sorry that’s not you Dave) would be able to access and hopefully address these comments if worthy. Of course to keep obscene acts to a minimum, security cards would be mandatory prior to activation. Now everyone (hourly, staff and visitors) would be able to speak to the top with hopeful discretionary insight but not anonymity. For those reserved individuals, perhaps an opinion box could be ventured.

Seriously, I enjoyed my time at HSPP. The ever changing ‘flavors’ of the month always proved entertaining. Politics and morale never really affected my mindset, however, the doom and gloom rumors seemed to cause tension (almost like fear mongering). I’m sure that managing this company is no easy task given current markets and financial conditions. Use your most important resource, your people, and keep them informed. As the big shepherd’s crook ushers me off, please know how fortunate we all are, stay positive, healthy and safe. Keep improving communication — there are no masters...

Thanks for the memories,

Randy Walter

## The Injury Cost Reduction Program

Although I don't miss the mill in the least, I am still vitally interested in its politics. And its politics are best understood through the "Joint Safety Program". In my

view, the union never had equal participation and the program was never “joint.” It was always a company program that some upwardly mobile union members (with the support of the local executive) wanted to co-manage.

The "program" is actually an Injury Cost Reduction program. I think it was always to the local's shame that they referred to it as a Safety program. The company, a financial organization, doesn't give a fig newton for a worker's health or safety. It is only concerned with a worker's cost. This is not news.

The union should have its own safety program whose only goal is the health and safety of the worker. To that end, I suggest it issue a statement to the company stating that it will no longer tolerate the company's prioritization of financial health over human health--and if it is found to be doing so, serious consequences will result: when something is deemed to be unsafe, or unhealthy, by the union safety committee, it should erect a do not cross tape around the site and prevent any union access until the problem is fixed. Once tanks start to empty and the bottom line is challenged, you will be amazed how quickly the company fixes the problems and replaces those who created them.

On a personal note, retirement continues to be a lot like Life...In the beginning of October, I ran my first marathon in Victoria with my daughter Meaghan: 4 hours, 52 minutes, 17 seconds. Nothing like Keith Comeau's times but, hey, I'm alive. We made it all the way without stopping. I was exhausted and delighted. I never really thought I would or could do it. It was hard--but not as hard as trying to stay awake all night on the hog pile....Really.

Joe Dougherty (Retired)



## How's Your Environment?

– JEC Report (Gert Leslie)

Our Joint Environment Committee finally managed to get together for a meeting last month, after several unsuccessful attempts over the summer.

Several of the projects we started earlier are still ongoing. One of those is the investigation into carpooling and establishing some incentives to encourage more of it. Not that we're doing so bad with carpooling to work at HSPP as a lot of vehicles have more than one person in them, but we can still do better. In that regard, we sent out a survey to all employees to find out what would motivate you and help us to develop a better focus. Thanks to all of you for the great response and especially for all the comments and suggestions. We received back almost a hundred completed surveys. The results have been put into a spreadsheet and we will review them at our next meeting. Unfortunately, we had to postpone that into December due to the layoffs.

Along the same note, one of the items in the new Contract was an agreement "to the establishment of a working committee" to investigate whether the existing B.C. Transit system can increase their service to provide for travel to and from the mill. Since this item is right in line with investigation into bus service that JEC was already doing, the committee agreed that we would propose to standing committee that we be that "working committee".

We also discussed a few of the company's current environmental objectives at our last meeting. Highlights include:

- Work on Cell 2 of the landfill has begun, though the existing Cell 1 should last for another two years. The total landfill is expected to have a life span of 25 years.
- Replacement of Halon fire extinguishers with 3M-Novec is ongoing and must be completed by the end of 2009 in order to meet federal requirements.

An interesting bit of news is that HSPP has dropped their appeal on the issue of burning coal in the power boiler. If you happen to be looking for a mountain of coal, I can tell you where you could probably get a real good deal on one. Or does anyone need a lump of coal for Christmas stockings?♦

## Convention Report 08

Sisters & Brothers,

This years CEP National Convention was a huge eye opener for myself, a first time delegate & a relatively new small town union activist here at Howe Sound. To be aware of how large the CEP membership is, is one thing, but to be engaged with 1500 other members, from different industries within the CEP was very impressive.

This year's theme was "Mobilize— making a difference at work in our communities through collective action". Along with Convention Resolutions, much discussion was based around the importance of Young Workers, CEP recruitment & the financial crisis we are in & its effects on manufacturing.

There were many great highlights. For me, it had to be my first protest at the Petro Can refinery in Montreal, & the fantastic guest speakers. My personal favorite was Laura Penny (I believe brother Gaboury has met his match). Laura is a woman with an attitude - love it. Her background ranges from student activist, union organizer to her current position as a professor at the University of King's College in Halifax. Her book 'Your Call is Important to Us: the Truth about Bullshit' says it all. Laura spoke humorously, yet true to life of the phoniness in our daily lives through the media, politics and the way the culprits of powerful institutions distort our reality. Laura had us thinking twice yet laughing with her. She is the woman who says what everyone else is thinking, but afraid to say.

The National Convention I believe met the hopes of our CEP President Dave Coles. I met many delegates who like me often feel a little overwhelmed and, for others, burnt out. The Convention renewed our faith in activism and the motivation to continue to fight the good fight.

We are a very large Union Sisters and Brothers. We come from all walks of life. We all carry personal burdens. We are all going through difficult times. Unlike us, our Sisters and Brothers at the Petro Can refinery in Montreal have faithfully been on the picket lines for a year. They are fighting a good fight and we must remember them in our times of struggle. They

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have been locked out, but not broken. Let's not be broken during our tough times.

My sincerest thanks go out to my Sisters and Brothers who voted for my attendance at the Convention. I felt truly honored and now inspired to be a part of such a great Union.

In Solidarity,

Candy Craven  
Area Rep  
Clerical/Millstores/Technical

PS - my apologies for not elaborating more on the other speakers as I had planned. My convention bag has been on quite a journey and has yet to reach me.

◆

## CEP Xmas Dance

We came up with the idea of having a good old-fashioned Christmas dance to bring back the dances we used to have. I knew would be a hard sell because most of the old crowd is gone or retired. I still thought it would be a good way to bond the old (that are still here) and the new employees. The old dances used to be a fight just to get tickets. We would have Santa brought in from the North Pole. The floor would be packed with couples showing off their dance steps. We would put out a cold plate of food and just have a good time. The band is Local Traffic; Santa is on his way. We got the munchies. All we need is for you to come out and have a good time. I think we all need to let our hair down when times are tough as they are today. Come out December 6, 2008 at the Roberts Creek Hall. See you there.

Russ MacLeod

**P.S. Tickets are free if you're on the layoff BUT YOU MUST GET A TICKET!!**



## Road Rage on the Port Mellon Highway

It was Thursday, October 23rd, 2008 and we had worked 4 fairly long days but still were not halfway through the October Shut. I had to take off at about 6:30 P.M., so I checked out through the turn style and up to the parking lot.

It was a beehive of activity; HSPP shift personnel were coming and going, and there was an abundance of contractors coming and going as well - it was way busier than normal, but normal for a 'shut'.

My car crested the hill past the car wash and there were at least 15 cars waiting to go through the gate. A line of headlights was quickly building behind me as it was right at dusk; a few raindrops were hitting the windshield as well. The fourth vehicle in front of me was an older Ford one ton dually welding truck with all the gear on the back, belching diesel smoke from the engine that had yet to be warmed up. Yep, it was going to be a slow ride to Langdale.

Vehicles proceeded through the gate at a reasonable pace; a fairly steady stream was coming into the Mill from the West (contractors for sure due to the volume) and re-verifying the slow drive home thought. I was tired and resigned myself to the fact that if we hit 70 km on the straight stretches, it would be about right.

Through the gate we went; it wasn't long before the pack in front of the Ford distanced itself out of sight, and the three vehicles behind the welder and I spaced ourselves accordingly - 50 km up checkerboard hill, 70 km if we were lucky on the straight stretches - the combination of our winding road to and from work, as well as the stream of traffic headed East kept it that way - I was in a happy zone — stay alert and get home in one piece I thought.

The guy behind me, in a dark, older GMC Sierra with Marty Feldman'esque' (severely misaligned) headlights had other ideas. OK, he was following close for the first couple of clicks. Surely he would back off when we started to get to some straight sections and it was very obvious it was unsafe to pass for several reasons. Yeah right! Beside the fact that I had flipped my

*(Continued on page 13)*

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rear view mirror accordingly, each misguided headlight was blinding me via my side mirrors, and to top it all off, the fool was so close that I could not see his tires most of the time - definitely not the minimum 2 - 3 seconds between vehicles under ideal conditions let alone a drizzly evening at dusk.

We got to a straight stretch well before the summit with a couple vehicles coming the other way, so I hit the brakes fairly hard to let my tailgater know to back off, which he did for a few hundred meters, and then he was on me again. I was quickly slipping out of my 'happy place' but nothing else I could do about it, so I stayed about four seconds behind the Toyota FJ in front of me, a steady barrage still coming from the West.

We crested the hill leading into the last straight stretch before YMCA Road (my destination), a vehicle heading east was still a ways off, and mister smarty pants guns the GM, passes me and swerves in behind the guy in front of me - I had to hammer the brakes to give him room. NOW I AM PISSED - a little over half a click to my turnoff and I nearly get slammed into the rhubarb. Most vehicles these days have pretty good lights - my 6 year old Corolla is no exception. High beam at close range can effectively cauterize optic nerves and maim retinas if necessary, so I snapped it onto high beam, after getting a good distance back from my 'buddy'. This went on for a couple hundred meters at most, and two or three hundred meters from my turnoff, the GM's owner slams the truck to a complete stop in the middle of the highway.

The driver jumps out of the truck, runs back towards me - it didn't look like anything was in his hands, thank Christ - I put my car in neutral, lifted the e-brake and rolled my window down about 4 inches. The guy yells "I don't even have high beams - the front end of my truck is jacked up" (he knew he was in the wrong I guess).

I yelled back "Well then back off you f%\$king asshole, you were way too close", to which he turned, ran back to his truck, and took off. I looked in my rear

view, there were at least 15 vehicles stopped - thank God there wasn't a chain reaction collision. I was pretty flustered and didn't even get a plate number, it happened so fast.

I didn't recognize the 30 something fellow - but I wanted to recount this for a few reasons:

- As an explanation for the people that had to stop short as well that evening,
- I admit that my retaliation was wrong as well - I felt he had to know he had screwed up badly.
- I suspect it was a contractor in the truck that night - if it was a fellow HSPPer and you need to talk, contact me.

- I have witnessed some aggressive driving going to and from work, but this was right up there. (The only one more stupid was an HSPPer who passed me at the top of Checkerboard Hill with 3 - 4 inches of slush on the Highway, with the snow plough

CLEARLY 300 feet ahead - another story for another day.)

- When cruising along @ 70 km / hr. (which is slow for the PM Highway as we all know) you are hurtling along at about 62 feet per second. On an ideal day (dry, good light etc.) you should be at least 125 feet away from the guy in front of you. On a rainy, dark evening, at least double that distance.

- Tailgating just isn't worth it - it puts many things and people at risk - by the way, make sure your headlights are aligned.

Regards,  
Dave Beauchesne





## Communications, Energy and Paperworkers Union of Canada

### 2008 OFFICERS & EXECUTIVE CEP1119

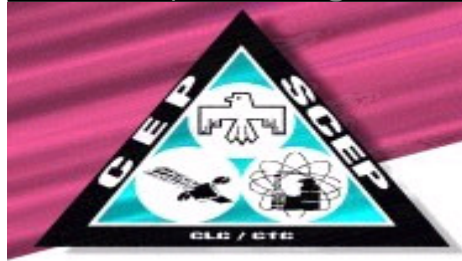
President	Allan Reid	886-4988
1st V.P.	Don Rheume	886-2653
2nd V.P.	Dan Widsten	886-8380
Rec/Secretary	Gerry Sauve	886-3682
Financial/Sec.	Gert Leslie	886-7253
Chief Shop Steward	Dave Strom	886-2676
Trustees (3)	Roger Gaboury	885-5863
	Andrew Appleton	886-8461
	Danielle Heguy	886-2028
Guards (2)	Adam Todd	886-9682
	Peter Hart	885-3327
<b>Area Reps:</b>		
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
Electrical/Instrumentation	Ray Dow	886-0371



## Communications, Energy and Paperworkers Union of Canada

### CEP 1119 SHOP STEWARDS FOR 2008

Area	Name	Phone Number
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	Pete de Boer	604-886-3272
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	Melanie Gibb	604-886-3543
Yard	Doug Allan	604-885-3229
Newsprint A Crew	Garth David	604-886-7785
Newsprint B Crew		
Newsprint C Crew	Rob Gower	604-886-8214
Newsprint D Crew	Phil Gagner	604-886-0100
TMP A Crew	Shauna Gourlay	604-886-8682
TMP B Crew		
TMP C Crew	Mike Macklam	604-886-9569
TMP D Crew	Kelly McLellan	604-740-1394
Power/Recovery A Crew		
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 Van Vliet	604-740-0575
Pulp Machine C Crew	Carter Fulkerson	604-740-8183
Pulp Machine D Crew		
Brown Fibre A Crew	Chris Campbell	604-885-5168
Brown Fibre B Crew		
Brown Fibre C Crew	Pat Momer	604-218-5916
Brown Fibre D Crew		
Chip Line B Crew	James Rhodes	604-885-6226
Chip Line D Crew	Brad Beggs	604-245-3455
Shipping/Longshore	Gary Flummerfelt	604-886-9656
Shipping/Longshore	Rob Giroux	604-212-2224
Shipping/Longshore	John Sheehy	604-886-8057



# Communications, Energy and Paperworkers Union of Canada

## Notice of Executive Election

**Tuesday, November 25, 2008**

Gate vote from 6:00 am to 8:00 am

CEP Office – Noon to 5:00 pm

Gate vote from 6:00 pm to 8:00 pm

Gibsons Legion Hall – At end of the General Meeting

### **For The Positions Of:**

#### **President:**

**Gary Flumerfelt  
Allan Reid**

#### **Chief Shop Steward:**

**Candy Craven  
Dave Gibson  
Adam Todd**

All other positions have been filled by acclamation:

<b>1<sup>st</sup> Vice</b>	Don Rheume
<b>2<sup>nd</sup> Vice</b>	Dan Widsten
<b>Recording Secretary</b>	Gerry Sauve
<b>Financial Secretary</b>	Gert Leslie
<b>Trustee (1)</b>	Danielle Heguy
<b>Guards (2)</b>	(1) Ray Dow (2) Rob Humphries



## A DAY OF ACTION

### BOYCOTT PETRO-CANADA!

On November 17, 2007, Petro-Canada locked-out 260 workers at its refinery in Montreal, Quebec. The company decided to pick a fight with a small group of refinery workers who are simply asking for the same contract conditions that it has already agreed to with its workers in other provinces.

Petro-Canada has earned over \$8 billion in profits over the last three years, so this lock-out is not about money. It is about breaking the union. Over the last year, Petro-Canada refinery in Montreal has been found guilty of operating using scabs – which is illegal under Quebec law – of intimidating and threatening workers and of ignoring orders to return to the bargaining table and negotiate in good faith.

Running a refinery with a skeleton staff, who are working extremely long hours is a recipe for disaster. The Quebec Ministry of the Environment, the Workers Health and Safety Commission and the City of Montreal have launched inquiries about disturbing safety and environmental incidents.

Enough is enough!

The Canadian Labour Congress and the Communications, Energy and Paperworkers Union of Canada (CEP) have called for a national boycott campaign of Petro-Canada until the company ends the lock-out of 260 CEP members at the Montreal refinery. Join us in solidarity and boycott all Petro-Canada products!

Visit our webpage at [www.cep.ca](http://www.cep.ca) for more information.

## Day of Action on November 21 or 22, 2008

**Organize and hold demonstrations at Petro-Canada gas stations** across the country (except in Quebec) urging motorists to boycott Petro-Canada on Friday November 21 or Saturday November 22:

**For those who won't be able to participate in an information picket line at a Petro-Canada gas station and for our members in Quebec: Call Mr. Ron Brenneman, CEO of Petro-Canada** on November 21 or 22 at 1-800-668-0220. Tell him you will boycott all Petro-Canada products until the end of the lock-out of the 260 workers at the Montreal refinery. Ask him to go back to the bargaining table and negotiate in good faith. If the line is busy..., call later!

Published by the Communications, Energy  
and Paperworkers Union of Canada





## Communications, Energy and Paperworkers Union of Canada

# **GENERAL MEETING** **GIBSONS LEGION HALL**

**November 25, 2008@ 7:30pm**

### **Agenda:**

Moment of silence: Brother Keith Gibson

New Members

Committee Reports

Old Business

### **Executive Recommendations:**

**That we:** Send up to 5 Members to the 2009 Winter School in Harrison.

**That we:** Hold a Social after the December General and invite all the retirees refreshment and snacks will be provided.

New Business

2nd Nomination for Area Reps.

Discussion of potential Wage Delegate Position

Adjournment

Voting for 2009 Executive Positions

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# 2008 Family Christmas Party

*Open to all children of current and retired H.S.P.P. employees  
Brought to you by CEP Union Local 1119*

**LOCATION:** ELPHINSTONE SECONDARY SCHOOL

**DATE:** Saturday, December 6<sup>th</sup>, 2008

**TIME:** 12-3 pm kids receive a gift from Santa

Entertainment and refreshments provided



Santa has gifts for children ages 12 and under who are registered and in attendance.

## **REGISTRATION DEADLINE: Thursday, November 27<sup>th</sup>, 2008**

To register children 12 & under fill out the registration form below & drop off at:

**Time Office** (or contact Sarah Roberts - email [ebingley@telus.net](mailto:ebingley@telus.net), ph# 886-7292)

*Provide first and last name & age of child \*Please indicate number of adults attending.*

### 2008 REGISTRATION FORM

Employee Name:

No. of adults attending:

PLEASE ENTER INFORMATION BELOW FOR EACH CHILD ATTENDING:

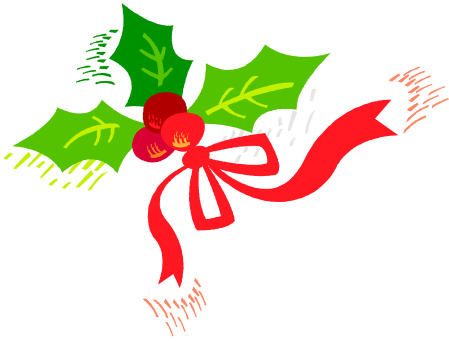
NAME OF CHILD	AGE OF CHILD	BOY OR GIRL?

**REGISTRATION DEADLINE: NOVEMBER 27, 2008**

**DROP OFF: GATEHOUSE or TIME OFFICE or email [ebingley@telus.net](mailto:ebingley@telus.net)**

*The "Kids Christmas Party Committee" cannot be responsible to provide a gift for late registration. No late-comers or non-registered people please.*

**DONATIONS TO THE FOOD BANK WOULD BE GREATLY APPRECIATED**



# CEP 1119 ANNUAL CHRISTMAS DANCE

**DEC. 6,  
ROBERTS CREEK HALL  
DOORS OPEN 7:30 P.M. - 1:00 A.M.**

Tickets: \$30.00 couple, \$15.00 single

**MUSIC BY - LOCAL TRAFFIC  
FOOD - REFRESHMENTS**

**(CAB WILL BE STANDING BY, TIME TBA)  
FREE CAB HOME!**

TICKETS WILL BE AVAILABLE TO CEP MEMBERS PAST & PRESENT NOV. 3  
TICKETS OPEN TO THE PUBLIC NOV. 24TH

Tickets are free to those on layoff but you must obtain a ticket

## For TICKETS SEE:

Engineering/Mtce - Rosa Reid  
Fire Protection - Russ MacLeod  
Millstores - Laurie Cerolini  
Newsprint - Cathy Murphy  
Power/Recovery - Karen Holland  
Time Office - Daniel Heguy  
Yard - Aron Reid

