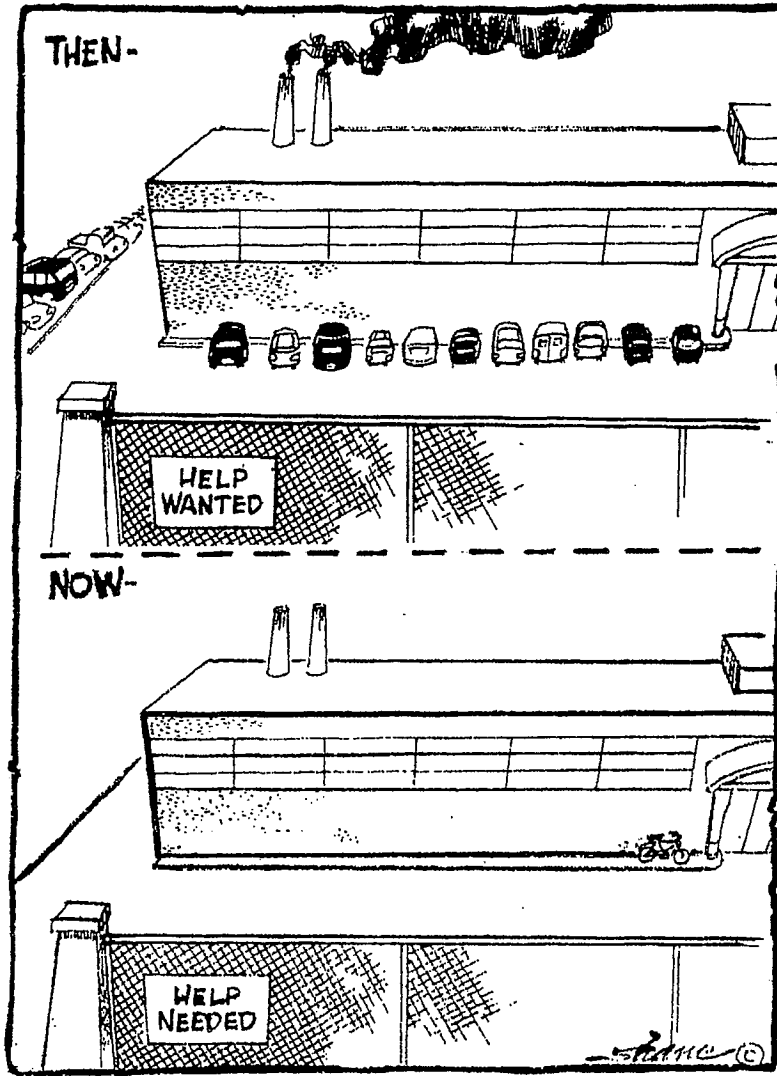


CEP Local 10-B's

Pulp *Friction*



**July/August
2009**

CEP Local 10B is now
a proud member of...



!! WARNING !!

This publication is rated:

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As in Union

It may contain some material that some individuals may find offensive. Therefore, it is recommended that if you are one of the above individuals and feel you may be easily offended or harassed,

DO NOT READ THIS PUBLICATION

Pulp Friction will be published six times yearly by the Communications, Energy and Paperworkers Union of Canada, Local 10-B. It is an open forum in which members of Local 10-B are encouraged to express their views and opinions.

Articles and opinions appearing in **Pulp Friction** do not necessarily reflect the opinions of the C.E.P., Local 10-B Executive, the Editor, or other Officers of Local 10-B.

Editor: Tami Teshima

email: cep10-b@telus.net

OFFICE HOURS: MONDAY – THURSDAY 8:00 A.M. – 4:30 P.M.

2009 EXECUTIVE – COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA, LOCAL 10-B

<u>Position</u>	<u>Name</u>	<u>Home Phone #</u>	<u>Pager #</u>	<u>Local # - Crew</u>
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1st Vice – President	Pat Turgeon	374-4448 (cell: 318-6816)	851-3490	78793
2 nd Vice – President	Charlie Fraser	579-8338 (cell: 778-220-4980)	314-8928	77420
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	Lynne Monteith	374-0072		77243
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	Lynne Monteith	374-0072		77243
	Jeff Pentney	320-1623 (cell)		77835
Disability Management Coordinator				
Environmental Committee	John Meyers	376-4431		77228
Forestry Officer	John Meyers	376-4431		77228
Guards	Sandra Donaldson	374-3559		
Health & Welfare Committee	Chris Austinson	434-5368 (cell: 320-1623)		
	Rob Bruno	374-2665 (cell: 320-1609)	851-3324	77292
	Lynne Monteith	374-0072		77243
I.H. & S.C.	Dan Moffat	374-4570		78865
	Jeff Pentney	320-1623 (cell)		77835
	John Meyers	376-4431		77228
Job Evaluation Committee	Terri Twamley	554-0280		
K.D.L.C. Delegates	Dave McDonnell	376-8426 (cell: 318-8754)		77685
Pension Committee	Tami Teshima	376-9674		
Pulp Friction Editor	Rob Bruno	374-2665 (cell: 320-1609)	851-3324	77292
Safety Committee Chair	Doug Cumming	376-3429		78791 – B
Standing Committee	Charlie Fraser	579-8338 (cell: 778-220-4980)	314-8928	77420
	Homer Hamm	374-5473		77223
	Daryl Moen	578-7707		77865
	Jeff Pentney	320-1623 (cell)		77835
	Pat Turgeon	374-4448 (cell: 318-6816)	851-3490	78793
Sunshine & Cheer Committee	Barry Salonen (Steam)	828-0195	N/A	78791
	Terry Paluck (Production)	376-1934		78799
	Dave McDonnell (Maint)	376-8426 (cell: 318-8754)		77685
Trustees	Doug Cumming	376-3429		78791 – B
	Lynne Monteith	374-0072		77243
	Jerome Thorne	376-4607		77632
W.C.B. Appeals Officers	Chris Austinson	434-5368 (cell: 320-1623)		
	Rob Bruno	374-2665 (cell: 320-1609)	851-3324	77292
Wage Delegates	Lorne Christianson	376-4882	N/A	77224
	Dave McDonnell	376-8426 (cell: 318-8754)		77685
	Rob Regnier	579-5289 (cell: 319-9189)	851-3537	77243
	Bob Stephens	372-3724 (cell: 318-6816)	851-3378	77228 – D
Women's Committee	Lynne Monteith	374-0072		77243
	Terri Twamley	554-0280		
Women's Conference Delegates	Lynne Monteith	374-0072		77243
	Terri Twamley	554-0280		

EDITOR'S COMMENTS

Tami Teshima/CEP Local 10B Editor

More summer, more heat, and some news. As was recently announced, we now have approval from the Utilities Commission to go ahead and sell power. This is, to quote the doyenne of all things house and home, a good thing. It has come with the assurance that so long as the mill is producing power, it will be producing pulp.

I am not convinced. I think that we as the labouring chunk of those employed by the mill need to be very careful about how things proceed as far as what exactly is getting produced and by whom.

Don't get me wrong, the fact that we have a buyer is fantastic. But I wouldn't get ahead of ourselves and presume that one automatically equals the other. It would not be a stretch to maintain only certain aspects of the mill in order to feed the generation of electricity without bothering to do that whole pulp thing. Saves on importing anything but hog, saves on those pesky quality issues, saves on production costs.

This approval is a double-edged sword. I would just encourage everyone to be aware that many of us could still get bit.

So here lands in your hot little hands the late summer mini-edition of the Friction with bonus rant. Mini, because frankly I don't have nearly enough material for a full one. This go around I've elected to show off exactly what a poorly participated in, non-fluffed out Pulp Friction looks like. Just me, a note from Brother Matheson, a women's report, a wage caucus report, the pension report, and a segment of the JLA which Brother Petney would like seen.

Pretty sparse, isn't it?

I've said it before and I'll say it again: the newsletter, a pale imitation and reflection of the union itself, doesn't run on the single person steering, it runs on the people who uphold and

contribute to it. In case I'm not making myself completely clear, I mean that all of you reading this issue, and even those who don't, are what this paper, and ultimately the union, runs upon.

To those scoffing about idealistic, silly young people, of course I realize that it's the summer and that people are pulled in even more directions than usual. Of course I do. Personally, I hate badgering and nagging people for submissions, so this time I didn't nag. Do note that the page count is considerably down as a result.

So now that we see what's what, now is the time to raise a little hell here. This mill is fully of employees with something to say. I know it because I've been to the meetings, and I've heard members go on at length over issues they are so awe-inspiringly passionate about that steam runs out their ears and spittle is frothed about their mouths.

I know you have the passion. Share it with the world! Share it with anyone who wasn't lucky enough to have heard it from you live. Let me help you share that righteousness burning inside you -- either by just sending me something, or if you think maybe you don't have the words yourself, contact me and I'm so far beyond excited to help you get your thoughts and view out into print that it's silly. I might only be a monkey at the typewriter, but this monkey does have a few tricks upstairs for making some snappy copy.

Sisters and brothers, it's not me nor any other editor that made the Friction sublime or sub par, it's you and always has been. So this edition, I urge and beg you to pitch in and share something with the rest of us. A rant on the state of the union? A reminder of the importance of a value you feel has fallen by the wayside? Government policy got your gut in a twist? Safety issue sparked your ire? Have kudos for someone unsung? I and every other member of this local want to hear about it!

I got into this position wanting to contribute something to the union, but maybe the real job is encouraging all those silent people out there to find their voices and ring their own bells in the hopes of finding a better balance of everything in this union.

PRESIDENT'S REPORT

Murray Matheson/CEP Local 10B President

The Collective Agreement should be at the printers by the time this edition of Pulp Friction is out. The company was trying to delete a paragraph in Exhibit "C". This was the last outstanding issue and now that the company has come to their senses and realized that this paragraph was not bargained away, the paragraph stays!

There are two addendums to our Local Agreement that are not allowed to be out in print as they are considered to be a competitive advantage. The decision to keep this private was made at the bargaining table. The path to the addendums is in "R" drive. One of the addendums speaks specifically to Operations/Support Services, the other to the Two Maintenance classifications. We all need to become familiar with these two documents as they are part of our local agreements. If you have any questions please ask.

Manning... This is arguably the most important issue facing us right now. No summer students, crews running short across the mill, and we have reached our "numbers" before we are fully implemented. The Community Trust Fund that has been offered to employees 60 and over will negatively impact our numbers as well. We will be pushing hard to drop the "Hiring Freeze" that we are in right now.

National Representative Scott Doherty has advised that Norampac Burnaby and Local 1129 have agreed to exchange agendas on September 3rd and commence bargaining on September 18th. The employer has also provided a commitment that if the Norampac Richmond and Local 433 negotiations conclude prior to those dates that they will look at dates in August.

At Wage Caucus it was decided to return half of the Defense Fund that the National was holding. With only two locals left to achieve the pattern, the remaining half will be sufficient to support our brothers and sisters those last two locals.

PULP AND PAPER DIVISION
FINANCIAL REPORT FROM THE BOARD OF TRUSTEES

The Board of Trustees are pleased to report to you on the operation of the trust fund of the Pulp and Paper Division of the Pulp and Paper Industry Pension Plan to December 31, 2008.

The custodian of the Trust Fund is RBC Dexia. Contributions and investment gains are credited to the fund and benefit payments are made from the fund. There are currently over 8547 pensioners and beneficiaries in receipt of pensions.

GROWTH OF TRUST FUND IN 2008					TOTAL
Balance at January 1, 2008 with investments at Market Value					\$2,549,084,291
Contributions:	Employer Contributions			\$48,039,893	
	Employee Contributions			\$34,931,423	\$82,971,316
Other Receipts:	Realized Gain (Loss)			\$ 45,867,779	
	Interest and Dividend Income			\$125,518,661	
	Securities Lending Income			\$44,221	
	Unrealized Gain (Loss)			\$(212,237,230)	\$(40,806,569)
Disbursements	Benefit Payments			\$112,324,502	\$(112,324,502)
Expenses	Fees and Expenses ¹			\$3,355,507	
	Investment Expenses paid directly by the Trust Fund ²			\$1,391,198	\$(4,746,705)
Balance at December 31, 2008 with investments at Market Value					\$2,474,177,831
¹ Includes costs except investment expenses					
² These do not include investment expenses paid indirectly by the Trust Fund amounting to \$2,229,666.					
SUMMARY OF TRUST FUND INVESTMENTS DECEMBER 31, 2008					TOTAL
Bonds:		PH&N	CIBC AM		
	Government of Canada	\$78,657,033	\$44,657,338	\$123,314,371	
	Provincial Government	\$240,368,057	\$124,747,653	\$365,115,710	
	Municipal	\$33,241,481	\$3,180,000	\$36,421,481	
	Corporate	\$219,956,156	\$26,796,537	\$246,752,693	
	PRisM Fund-Long ³	\$750,710,488		\$750,710,488	\$1,522,314,640
Mortgages:	Debenture Fund One			\$37,682,946	
	Mortgage Fund One		} ACM Advisors	\$90,982,831	
	Mortgage Fund Two			\$79,947,446	
	Phillips, Hager & North Fund			\$212,564,488	\$421,177,711
Real Estate:	Castle I investments Inc.			\$5,510,800	
	Pacific Point Corporation			\$4,890,905	
	Concert Properties			\$122,202,656	\$132,604,361
Infrastructure:	Macquarie Infrastructure Partners Canada LP			\$ 13,225,993	\$ 13,225,993
Equities:	High Dividend Yield Equities (Phillips, Hager & North)			\$133,706,292	\$133,706,292
NEIT I:	Hedge Funds - Northwater			\$61,957,004	
	- Harris			\$41,923,956	
	PH&N PRisM Balance Fund			\$61,829,647	
	Cash, short-term investments, and other			\$66,539,282	\$232,249,889
Cash and short term holdings					\$9,645,989
Total Investments at Market Value					\$2,464,924,875
Asset Receivable					\$10,546,719
Accounts Payable					\$(1,293,763)
Balance in Trust Fund December 31, 2008					\$2,474,177,831

³ Includes long-term Government of Canada and Provincial bonds

We have set forth below a Table that shows important and relevant information about the Plan assets, change in actuarial liabilities and rates of return achieved since 1997.

Plan Year	(1) Pension Plan Rate of Return	(2) Approximate Rate of Return needed to prevent a deterioration in the Plan's funded position	(3) Market Value Of Assets at end of Plan Year \$000	(4) Excess of Assets over Accrued Liabilities at end of Plan Year \$000 ⁷
1997	23.14%	27.7%	\$1,093,140	(\$55,216)
1998	14.67%	16.5%	\$1,255,104	(\$52,871) ⁵
1999	-6.84%	-10.6%	\$1,180,872	(\$31,846) ⁵
2000	13.73%	15.7%	\$1,351,794	(\$1,103) ⁵
2001	4.49%	3.9%	\$1,423,458	n/a ⁶
2002	11.10%	11.6%	\$1,578,770	(\$18,960) ⁵
2003	9.56%	8.2%	\$1,728,126	(\$14,502) ⁵
2004	13.49%	10.6%	\$1,964,589	\$50,012 ⁵
2005	19.20%	15.8%	\$2,335,993	\$155,624 ⁵
2006	6.1%	3.9%	\$2,472,348	\$177,166 ⁵
2007	3.9%	-4.5%	\$2,549,084	\$195,275 ⁵
2008	-1.6%	1.7%	\$2,474,177	

Notes: ⁴ Rate of return on Government of Canada and Provincial bonds having a duration approximately equal to the accrued liabilities

⁵ After Plan improvements granted at January 1 of the following year

⁶ No valuation prepared

⁷ These results do not include the liabilities for any future improvements including increases to the flat benefit rate, earnings updates and post-retirement pensioner increases.

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MODIFIED/TRANSITIONAL WORK

**This is right out of the JLA I would encourage all members to read Section J of our local agreement .If you have any concerns or question please feel free to contact me
JeFF @250-320-1623**

2. Basic Principles.

- 2.1. Confidentiality will be respected at all times.
- 2.2. Assisting disabled workers is a joint union-management responsibility. A joint union-management committee, known as the Modified Work Committee, will administer the program.
 - 2.2.1. Disability coordinators will be appointed by the Company and the Union. The coordinators will work together with the health of the client as their primary focus.
- 2.3. Timely return to work in a safe and controlled manner will facilitate rehabilitation.
- 2.4. Success of the program depends on the degree to which it integrates the needs of disabled workers, the Union, the Company, supervisors, and co-workers.
- 2.5. The Modified Work Program works in conjunction with the Transitional Work Program.
 - 2.5.1. The Modified Work Program will not be available when full rehabilitation is estimated to take eight weeks or less.
- 2.6. All disabilities will be fully considered under the modified work program but the proposed work must be meaningful to the worker and useful to the Company.
- 2.7. Each case will be considered on an individual basis but must conform to the objectives and basic principles of this program.
- 2.8. Whenever possible, it is best to return the disabled

worker to his or her original department. Alternatives in order of preference are:

- (a) return to original job if it can be modified to suit the worker
- (b) alternate job within the same department
- (c) alternate job within the mill
- (d) special job, which may include a group of tasks, created to accommodate the worker

- 2.9. Workers requesting modified work will be considered after they have seen their family doctor and have been diagnosed by a specialist (except in the case of pregnancy).
- 2.10. Modified work will only be offered after a complete medical assessment of their limitations, including hours of work and overtime, has been done and reviewed by the Case Coordinators.
 - 2.10.1. Any assessment costs not covered by Medicare or the insurance carrier will be borne by the Company.
- 2.11. Clients on Modified Work will be eligible for overtime if allowed by medical assessment.
 - 2.11.1. Any overtime worked, when eligible, must fall within the scope and limitations identified in their individual modified work program.
 - 2.11.2. Development, implementation, and problems that may arise from the overtime issue will be handled by Standing Committee.
- 2.12. Co-workers and supervisors will be involved in discussions if they are being asked to accommodate a disabled worker.
- 2.13. The Company will allow disabled workers time off for rehabilitation therapy if prescribed by their doctor and all reasonable efforts have been made to schedule appointments during non-working hours.

WOMEN NEED UNIONS

CEP National Webpage /
http://www.cep.ca/human_rights/women/womenwork_e.html

About 20 per cent of CEP's 150,000 members are women. They work in every region of the country at all kinds of different jobs secretaries, telephone operators, camera operators, pipefitters, paperworkers. And it's no wonder more women are joining CEP every day.

Consider that:

- Three-quarters of all part-time workers, and two-thirds of all minimum-wage earners are women. That means low pay, few benefits and little job security.
- Women don't always have the same access to good jobs as men.
- Women often do work of equal value to their male counterparts but get paid less for it.
- They are segregated into clerical, sales and service jobs where their skills are undervalued and underpaid.
- Women are sometimes subjected to harassment and even violence in the workplace.

Women's health problems, such as breast cancer, repetitive strain injuries, and substance abuse are increasingly being linked to working conditions.

WOMEN NEED CEP

CEP is waging the battle for equality on a number of fronts - at the bargaining table, in the courts, through union education, public campaigns and by lobbying politicians.

Action-oriented policies outline how to achieve our goals, be it developing an equality bargaining agenda for Locals, joining forces with other unions or creating a media campaign.

The CEP Women's Committee is the driving force behind the union's progress on women's issues. Elected every two years at the CEP National Convention, the committee sets priorities and develops a plan of action.

Bargaining and Legislative Gains

We were one of the first unions to negotiate paid maternity leave, paid adoption leave and shorter work time.

We've also fought for:

- Higher wages - (Unionized women earn 33% more on average than women workers who are not unionized according to Statistics Canada.)
- More paid holidays
- Childcare subsidies and workplace childcare
- Better job security
- Protection against discrimination and harassment
- Paid leave for family responsibilities
- Pay equity
- Pension benefits

Healthier workplaces

Action-Oriented Policies

One reason women have unequal status at work is that they are still expected to do most of society's child-care and other family service work.

The CEP policy paper on Working Families defines what women need to balance their busy schedules. The Equality Action Plan proposes steps we can take within the union, at work and in society at large to benefit equality-seeking groups, including women.

Other policies outline the union's political action and bargaining goals on part-time workers, pregnancy-related disabilities, human rights, employment equity, anti-harassment, child-care and pay equity.

Representative Women's Committee

The growing number of women in our union is providing CEP with a whole new source of strength and leadership. Each region and sector where we have members is represented on the CEP Women's Committee, and at least one visible minority sits on the committee.

To help address the needs of CEP women, the committee is building a network for communication and support. It organizes a women's conference every two years that brings together members from across the country who share their experiences and learn new skills. In addition to promoting specific policies on women's issues, the committee works to improve CEP's outreach to all women workers. For example, racial minorities and women are now active in CEP organizing efforts. And to reflect the diversity of our membership,

(Continued on page 7)

(Continued from page 6)

there are positions on CEP's executive board for women and for visible minorities.

The Women's Committee also publishes a newsletter regularly as well as specific materials on women's issues, like the anti-harassment kit . It makes a special effort to publicize significant dates, like International Women's Day, March 8th, and the National Day of Remembrance and Action on Violence Against Women, December 6 .

CEP NEEDS YOU!

Clearly, the union movement has been a prime force in improving the quality of life for women.

The Communications, Energy and Paperworkers Union of Canada has and will continue to play a major part in this struggle. But we can't do it without our members' help.

Getting involved in the union will give extra meaning to your life and to the lives of so many others.

Contact the CEP Women's Committee for more information on how you can be a part of our growing strength.

WAGE CAUCUS REPORT

Murray Matheson/CEP Local 10B Chief Shop Steward

At Wage Caucus there were discussions regarding the Strike Fund. With only two locals left to bargain it was decided that the total fund was not necessary. Therefore approximately half of the fund has been paid back to the locals and the cheques will be cut and distributed to each member that has paid into it. (This cheque will be approximately half of your original contribution.)

Please do not bother Deb at the hall as she is making ever effort to get the cheques out before she goes on holidays. The remainder of the Strike Fund will stay with the national until the last two locals have achieved the pattern. Barring strike action the rest of the Strike Fund will be sent back to the locals and distributed to its members. If you have any questions please ask.

GET YOUR ISSUES HEARD!

(Well okay, at least read.)

Any and all rants, articles, updates, issues, or general grumblings welcomed.

**Next issue: September/
October.**

**Submissions due:
September 30, 2009**

Submissions to:

tami.teshima@domtar.com

THE LOCAL IS SEARCHING!

We're looking for the following ex-members or spouses
in order to continue to serve the needs and
business of the local:

Employees

Mike Elbury

Newton Gordon

Ken Morgan

Lawrence Vandaele

Spouses/Beneficiaries of Members

Mervin Bauer

Paul Boutin

Raymond Cunningham

Howard Dack

Arthur Dahl

J. Edward Daoust

Arnold Humes

Ernie Nickel

David Payne

Robert Winter

If you know where to find any of these people,
we need them to get in touch with the Union Hall with a
Social Insurance Number and address.

Send info to the union office: contact Debbie, 250-828-8722