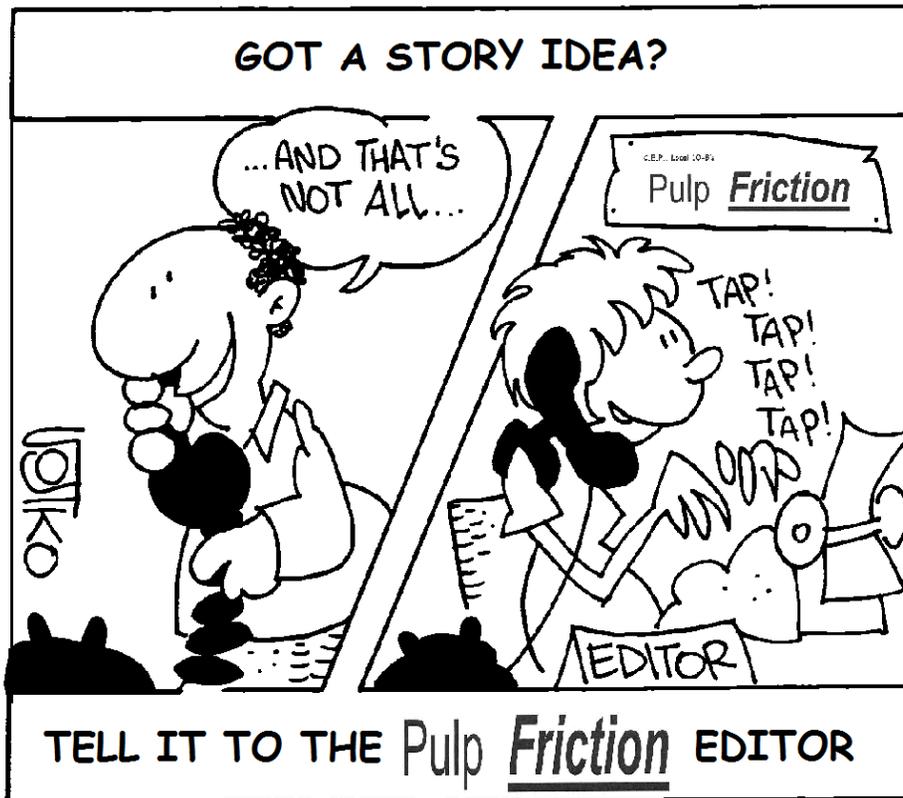


C.E.P., Local 10-B's

Pulp *Friction*

JULY 2013



C.E.P., Local 10-B is a proud member of...



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!! WARNING !!

This publication is rated:

UAs 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

PROCEED AT YOUR OWN RISK

Pulp Friction will be published four 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: Lynne Monteith

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	Dave Maw	579-9767		
	John Meyers	376-4431		77228
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	Terri Twamley	320-3693		
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	Terri McKim	778-469-4495		

EDITORS REMARKS

By Lynne Monteith

We are a couple of months into the running of "B" Mill only. One thing that has become apparent is that this Mill was designed for both Mills to be running. For instance Reicast needs to run both "A" and "B" slakers and there needs to be an Operator there. The Chip Tower Operators might also need to stay. I could go on but the point is every area has issues and we are all trying to work them out. We have extra bodies here until August 31st and yet manning still seems to be an issue. For those of you who did get time off in prime time, have a great vacation; for those of you who did not, better luck next year.

We are supposed to be happy we still have jobs. For how long? Who knows? Is there viability in "B" Mill? Some of the brave ones with vision are seeing the signs and have found employment elsewhere. We have lost four Tradesmen and at least one from Operations since "A" Mill shut down. (Oil and gas is a booming industry whereas pulp is a sunset industry.) Our hourly numbers are down, but we still seem to have the same number of staff. Sure some were let go (the ones who actually knew how to run this place), but there are many new faces on Staff. At this rate the Staff will soon outnumber the Hourly.

Our hourly workforce is now made up predominantly of much older and longer service employees. We are held here under a form of professional emancipation known as "The Golden Handcuffs." Our pay and benefits are "too good" to leave. In my case I have 24 years in the Mill. I have six weeks of vacation and three years until I could take my earliest form of pension. I am not happy about the way Domtar is treating us, but my own "Golden Handcuffs" keep me from looking for another job ... for now.



Disgruntle - To put into a state of sulky dissatisfaction.



PRESIDENT'S REPORT ... PAST/PRESENT/FUTURE

By Charlie Fraser

In the past we worked in an environment where there were the normal "everyday" problems, but for the most part, the Mill kept producing as we dealt with Safety, Standing Committee, Production issues as they arose. Although there always seem to be more "issues" than one wants to have on the go, the issues were not insurmountable, nor were they "life changing".

Around September 2012 we had signed a new Labour Agreement, achieving the Pattern and felt that things were going to be smooth running. That is, focus on those small problems as they arise, produce a quality product that would continue to secure Domtar Kamloops as a place to do business with. The fall out being decent paying jobs with the community benefiting from the members spending their hard earned \$\$ within the community.

Enter December 2012 and the announcement of the closure of "A" Mill and the layoffs that would take place as a result of that. To say that things were sent into a tail spin and pandemonium ensued would be an understatement.

Many, many discussions took place in an attempt to work out some form of Adjustment Plan as the Labour Code allows for. Without going into all the details of how that all transpired, the end result was that the Union couldn't accept the Adjustment Plan in the form that Domtar wanted and Domtar wouldn't accept the Adjustment Plan that the Union put forward (which was very close to an Adjustment Plan that had been worked out by Kruger and the CEP). Thus, all that was left is the Labour Agreement. Both parties had further discussions to ensure that the intent of the Labour Agreement was being followed. There were/are some areas of concern, but we are working those through the grievance procedure and have had a 4th Stage meeting on those that encompass contracting out. Once we receive answers from the employer we will have further consultations with Counsel to determine our path forward for arbitration.

While all of this is going on, we had approximately 27 members laid off on April 22nd, who have decided to be placed on the recall list. We have another 20 members approximately that are working until August 31st, at which time the employer has made it clear these members will be laid off. There are some questions around what happens after August 31st as we can all see that the training that these members were kept back to do isn't happening as planned. In many instances, these members who remained are performing relief for those off. This begs the question, if we are struggling with the additional people now, how can we hope to manage the workload after August once the next wave of members have been laid off?

(Continued on page 5)

(Continued from page 4)

This remains to be seen, we are a much smaller group now and there is only so much that we can accomplish. To say that the challenges are huge ... again, understatement.

All we can do what we have always done, our jobs to the best of our ability, making sure we understand risks and hazards and mitigating those accordingly. Being diligent in pointing out violations of the Labour Agreement, either by filing grievances or bringing these instances to the attention of your Shop Steward.

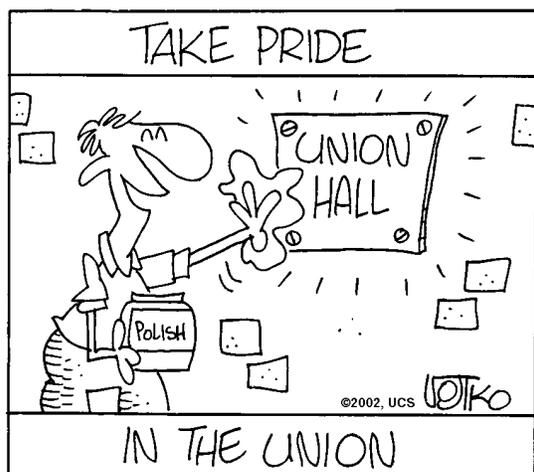
We will do our best to answer any general questions that arise prior to the August layoff, if you have any specific questions, please get in touch with any of the Transition Group.

Shutdown also brings a number of questions to mind. We will be working through some questions and answers with the employer over the next few weeks regarding shutdown and more specifically manning. As soon as we have definite information to share, we will update everyone.

On another note, your Convention Delegates will be attending the final C.E.P. Convention in late August and also attending the founding Convention for Unifor late August/early September. We will prepare a report for the membership upon our return. If you have any questions regarding the Merger, please feel free to ask any of the Convention Delegates that will be attending (Dave McDonnell, Daryl Moen and Charlie Fraser).

We hope to have our Hall back up and running in the next few weeks, in the meantime our Office Secretary has been working from another location; although not ideal, it seems to be working in the short term.

Fraternally,
Charlie Fraser



QUESTIONS AND ANSWERS

Please find below questions that were posed to us on April 23, 2013 by Jen St Denis, who is a Reporter for "Business in Vancouver". Following her questions are our answers, although very little of it made it into her Article, we thought this is worth sharing with the membership.

Hi Charlie,

Here are a few questions about what is happening at the Domtar pulp mill in Kamloops:

- 1) How have workers been affected? How would you describe morale at the present time?*
- 2) What has the union's relationship with the company been like during the transition? Have you been able to work together?*
- 3) Over the history of the mill, have there been layoffs in the past? If so, how does this one rank in terms of size?*
- 4) What is the average age of the employees and how long have they worked at the mill?*
- 5) What kind of help (financial, otherwise) will the laid off workers be given?*
- 6) Do you agree with the reasons for downsizing the mill? Do you think it could have been done another way? Did the union attempt to suggest other options?*

Thanks. I realize you and your co-workers are very busy right now and appreciate your attention to these questions. If there is anything I haven't asked which you would like to say, please feel free to add it.

Best,

- Jen St. Denis

Reporter, Business in Vancouver

Hi Jen,

Please find below our answers to the questions you posed.

1. The Members of CEP Local 10-B have been affected in many ways. Those who have lost their employment have gone through the whole gambit of emotions. Frustration, anxiety, hatred, bewilderment, fear and devastation ... to name a few. Concessions gained from the Union by Domtar in the 2008 negotiations were to secure the investment to operate the mill for the next 15-20 years and our members had invested their future in Domtar by this commitment, just to have it torn away from them. Some Members have found other employment in or near Kamloops, others have had to travel far to seek meaningful employment, some have yet to find employment. In all of these cases, most of the emotions mentioned have been experienced, in varying degrees. It is never easy picking up and moving your entire family. In some instances, relationships have become strained between partners, due to this major event.

A large number of those Members remaining are having their roles within their lines of progression (LOP) altered, performing work they haven't done for years or work that they have never done. Other Members have been displaced to other areas of the mill. These transitions aren't easy, it's hard to remain focused on the task at hand, especially when the ever present threat of complete mill closure looms if we don't become "viable" with our remaining "B" mill.

The morale at the present time is at an all time low, Members are frustrated with the method (or lack thereof) in how this whole ordeal was announced and handled. Imagine hearing about losing your job through the media, or being called by a neighbour, asking of you are one of the ones losing your job!!

2. The Union's relationship with the employer has been strained. In some instances we have to battle to maintain the integrity of the Labour Agreement and end up following the language as intended, in other instances we are unable to reach consensus and will have to follow the grievance procedure.

Upper Domtar management, east of the Rockies, have made it abundantly clear that we (the Union Executive) are viewed as militant and leading the Membership down a dangerous path. They have personally delivered this message to us on more than one occasion. Labour relations can't help but be strained.

Despite this strained relationship, we continue to attempt to work with the employer, we have a number of issues that we are attempting to work through at the present time and as the days, weeks, months unfold, we are sure there will be many more issues. We remain committed to working through the issues, letting the Labour Agreement, that each party signed, be our guide.

3. Yes, there have been other layoffs in the past, 1985 was of significance when approximately 50 Members were let go. This layoff is the largest, the whole "A" mill has been shutdown and 80 members have been directly affected as of April 22nd and another 26 that have been kept over until August 31st, will be affected at that time.
4. I can't give you an accurate average age of those who have lost their employment, I don't have the data required to do that calculation, if I had to guess, I would say 32 years of age, but that is a guess. Of the approximately 229 hourly left 40 are 60+, 100 are 55+ and 180 are 50+ ... last time we checked. (about a month ago) The number of years' service of those laid off ranges from a few months to over 8 years.
5. The Members who have been laid off will be provided their entitlement (Contractual) to financial severance and continued benefits (Contractual) for 2 months (May/June).
6. No, we don't agree with the reasons for downsizing. One of the employer's reasons to close "A" Mill was due to there being no market in sawdust pulp. The investment has not been forthcoming to maintain "A" Mill's operation. We have been recently informed that the product produced by "A" Mill will be produced in a Domtar mill in the US, this has yet to be confirmed. We question what will happen to the 150,000 tonne of sawdust that we converted into a high value pulp product sustaining the 107 jobs in Kamloops? There are no other sawdust pulp producers in Western Canada.

The employer did not inform the Union of their decision ahead of time, hence we were unable to engage in any form of discussion prior to the event being publicly announced. The Union did attempt to engage in discussions around "saving" "A" mill (after the fact), but we were told on more than one occasion (by upper Domtar east of the Rockies management) that "A" mill was a dead issue!

I hope that these answers provide you with at least some insight with regards to our plight here at Domtar Pulp, from a Union Member's perspective.

Best Regards,
Charlie Fraser
CEP Local 10-B

Facts do not cease to exist because they are ignored.

- Aldous Huxley

1ST VICE PRESIDENT'S REPORT

By Doug Cumming

When I was a young boy one of life's rules instilled in me was, if you have nothing nice to say don't say anything at all. It's difficult to adhere to this rule while commenting on the transition we are currently experiencing at our work site. In the Production Department the employer has enacted the new lines of progression. Our members have not received proper training. Instead they have been given a timeline that must be kept at all costs as the driving force. As a result of job description redesigns, we have in more than one case been reduced to one member trained to work one of the new positions in the line of progression. This complicates summer vacation season as the frustration of being the only member trained, you are expected to work OT to get your mate their contractual vacation. OT has become the only option in a lot of time off approval.

Grievances - we are taking a number of grievances to 4th Stage in July and will be keeping the membership informed with the outcome. As members have retired and others have moved on this Spring the recall process has for the most part worked as contractually designed. This is a timely process in some instances but does eventually conclude with the recalling of a member laid off. Stay tuned folks as the second half of 2013 will indeed be as busy as the first half.



There is no calamity greater than lavish desires, no greater guilt than discontentment, no greater disaster than greed.
- Loa Tzu, 6th Century BC

DMC REPORT

By Jeff Pentney

Well it's been 3 months since the Arbitration/Mediation which resulted in elimination of the DMC position as a fulltime position, I would like to thank everyone for their patience as we transition into this new way of doing business.

Due to the outcome, I'm not able to provide the same service as in the past, I have been forced to relocate to the Union Office on site above the Fire Hall and due to this being a shared arrangement, this may require meeting clients at the Union Hall. I have not yet been given the time to follow up with those of you that are presently on Modified/Transitional work or those coming back to work after being off on WI ... I'm on "D" Crew in the Machine Room and will answer any questions or concerns you may have regarding current or new accommodations. I can be reached at 250-320-1623; if I'm unable to answer your calls please leave a voice mail and I will get back to you as soon as I can.

If you become sick or injured off site and are going to be going on WI the first thing you need to do is advise the Company that you will be going on WI. You should not disclose any medical information. Once this has been done contact one of your Health & Welfare Reps and they can advocate on your behalf.

If you require any assistance with WI, getting application forms, filling out forms, faxing forms you should contact one of your Health & Welfare Reps. Your Health & Welfare Reps are Rob Bruno, Pat Turgeon and myself (Charlie Fraser can also assist). It is a good idea to discuss the WI application form prior to having your physician fill out the form as this will save possible issues with Manulife. Your personal information while on WI should only be between you, your physician and Manulife; the only information that the Company requires is a time frame (dates) so that scheduling can be provided and payroll needs to know as well.

Have a great Summer ... JeFF

IT'S YOUR NEWSLETTER ...

e-mail
us your
OPINION!

cep10-b@telus.net



INDISPUTABLE LAWS

I didn't believe these laws at first, but have found them to be true from actual experience.

1. Law of Mechanical Repair - After your hands become coated with grease, your nose will begin to itch and you'll have to pee.
2. Law of Gravity - Any tool, nut, bolt, screw, when dropped, will roll to the least accessible corner.
3. Law of Probability - The probability of being watched is directly proportional to the stupidity of your act.
4. Law of Random Numbers - If you dial a wrong number, you never get a busy signal and someone always answers.
5. Supermarket Law - As soon as you get in the smallest line, the cashier will have to call for help.
6. Variation Law - If you change lines (or traffic lanes), the one you were in will always move faster than the one you are in now.
7. Law of the Bath - When the body is fully immersed in water, the telephone rings.
8. Law of Close Encounters - The probability of meeting someone you know increases dramatically when you are with someone you don't want to be seen with.
9. Law of the Result - When you try to prove to someone that a machine won't work, it will.
10. Law of Biomechanics - The severity of the itch is inversely proportional to the reach.
11. Law of the Theater & Hockey Arena - At any event, the people whose seats are furthest from the aisle, always arrive last. They are the ones who will leave their seats several times to go for food, beer, or the toilet and who leave early before the end of the performance or the game is over. The folks in the aisle seats come early, never move once, have long gangly legs or big bellies and stay to the bitter end of the performance. The aisle people also are very surly folk.
12. The Coffee Law - As soon as you sit down to a cup of hot coffee, your boss will ask you to do something which will last until the coffee is cold.
13. Murphy's Law of Lockers - If there are only 2 people in a locker room, they will have adjacent lockers.
14. Law of Physical Surfaces - The chances of an open-faced jam sandwich landing face down on a floor, are directly correlated to the newness and cost of the carpet or rug.
15. Law of Logical Argument - Anything is possible if you don't know what you are talking about.
16. Brown's Law of Physical Appearance - If the clothes fit, they're ugly.
17. Oliver's Law of Public Speaking - A closed mouth gathers no feet.
18. Wilson's Law of Commercial Marketing Strategy - As soon as you find a product that you really like, they will stop making it.
19. Doctors' Law - If you don't feel well, make an appointment to go to the doctor, by the time you get there you'll feel better ... but don't make an appointment, and you'll stay sick. This has been proven over and over with taking children to the pediatrician.

TODAY IN LABOR HISTORY FOR THE WEEK OF JULY 29, 2013

From UCS Website <http://www.unionist.com/>

July 29

- The Coast Seamen's Union merges with the Steamship Sailors' Union to form the Sailors' Union of the Pacific - 1891
- A preliminary delegation from Mother Jones' March of the Mill Children from Philadelphia to President Theodore Roosevelt's summer home in Oyster Bay, Long Island, publicizing the harsh conditions of child labor, arrives today. They are not allowed through the gates - 1903
- Following a 5-year table grape boycott, Delano-area growers file into the United Farm Workers union hall in Delano, Calif., to sign their first union contracts - 1970

July 30

- President Lyndon Johnson signs the Social Security Act of 1965, establishing Medicare and Medicaid - 1965
- Former Teamsters President Jimmy Hoffa disappears. Declared legally dead in 1982, his body has never been found - 1975
- United Airlines agrees to offer domestic-partner benefits to employees and retirees worldwide - 1999

July 31

- Members of the National Football League Players Association begin what is to be a 2-day strike, their first. The issues: pay, pensions, the right to arbitration and the right to have agents - 1970
- Fifty-day baseball strike ends - 1981
- The Great Shipyard Strike of 1999 ends after Steelworkers at Newport News Shipbuilding ratify a breakthrough agreement which nearly doubles pensions, increases security, ends inequality, and provides the highest wage increases in company and industry history to nearly 10,000 workers at the yard. The strike lasted 15 weeks - 1999

August 1

- After organizing a strike of metal miners against the Anaconda Company, Wobbly organizer Frank Little is dragged by six masked men from his Butte, Mont., hotel room and hung from the Milwaukee Railroad trestle. Years later writer Dashiell Hammett would recall his early days as a Pinkerton detective agency operative and recount how a mine company representative offered him \$5,000 to kill Little. Hammett says he quit the business that night - 1917
- Sid Hatfield, police chief of Matewan, W. Va., a long-time supporter of the United Mine Workers union, is murdered by company goons. This soon led to the Battle of Blair Mountain, a labor uprising also referred to as the Red Neck War - 1921
- Police in Hilo, Hawaii, open fire on 200 demonstrators supporting striking waterfront workers. The attack became known as "the Hilo Massacre" - 1938

(Continued on page 12)

(Continued from page 11)

- A 17-day, company-instigated wildcat strike in Philadelphia tries to bar eight African-American trolley operators from working. Transport Workers Union members stay on the job in support of the men - 1944
- Government & Civic Employees Organizing Committee merges into State, County & Municipal Employees - 1956
- Window Glass Cutters League of America merges with Glass Bottle Blowers - 1975
- Ten-month strike against Wheeling-Pittsburgh Steel wins agreement guaranteeing defined - benefit pensions for 4,500 Steelworkers - 1997
- California School Employees Association affiliates with AFL-CIO - 2001

August 2

- The first General Strike in Canadian history is held in Vancouver, organized as a 1-day political protest against the killing of draft evader and labor activist Albert "Ginger" Goodwin, who had called for a general strike in the event that any worker was drafted against his will - 1918
- Hatch Act is passed, limiting political activity of executive branch employees of the federal government - 1939

August 3

- Uriah Smith Stephens born in Cape May, N.J. A tailor by trade, in 1869 he led nine Philadelphia garment workers to found the Knights of Labor - 1821
- Fighting breaks out when sheriff's deputies attempt to arrest Wobbly leader Richie "Blackie" Ford as he addressed striking field workers at the Durst Ranch in Wheatland, Calif. Four persons died, including the local district attorney, a deputy and two workers. Despite the lack of evidence against them, Ford and another strike leader were found guilty of murder by a 12-member jury that included eight farmers - 1913
- Florence Reece dies in Knoxville, Tenn., at 86. She was a Mine Workers union activist and author of *Which Side Are You On?*, written after her home was ransacked by Harlan County sheriff J.H. Blair and his thugs during a 1931 strike - 1986
- Some 15,000 air traffic controllers strike. President Reagan threatens to fire any who do not return to work within 48 hours, saying they "have forfeited their jobs" if they do not. Most stay out, and are fired August 5 - 1981

August 4

- The Amalgamated Association of Iron and Steel Workers is formed. It partnered with the Steel Workers Organizing Committee, CIO in 1935; both organizations disbanded in 1942 to form the new United Steelworkers - 1876
- An estimated 15,000 silk workers strike in Paterson, N.J., for 44-hour week - 1919
- Nearly 185,000 Teamsters begin what is to become a successful 15-day strike at United Parcel Service over excessive use of part-timers - 1997

Victory is won not in miles but in inches. Win a little now, hold your ground, and later, win a little more.
- Louis L'Amour



Kamloops and District Labour Council

Mailing Address PO Box 369, Kamloops, B.C. V2C 5K9

President: Peter Kerek

Secretary/Treasurer: John Hall

LABOUR DAY 2013

Dear Brothers and Sisters:

Mark your calendars for the **Annual KDLC Labour Day Picnic** on **September 2, 2013** from **11:00 am to 3pm** at the **Riverside Park Bandshell**. The picnic will feature local musicians, free kids activities, giveaways and KDLC Affiliate displays.

We would encourage all of our KDLC affiliates to come and participate in this years' event. Tables will be provided for Unions wanting to participate so please RSVP to Lois Rugg at lrugg@gmail.com if you will be setting up a display.

The KDLC is also seeking financial donations from our affiliates to help cover the costs of the picnic. Any amount your affiliate can donate would be greatly appreciated. Don't forget to bring your Union give-aways and prizes for the draws throughout the day. We will be putting together gift packages for draws and would love to include your Union SWAG. In addition if you know of local singers, magicians, children's performers, dancers etc who may like to perform during the picnic please contact Lois Rugg prior to August 14th so we can try to put them in our program.

The Kamloops and District Labour Council would like to thank you in advance for your participation and we look forward to hearing from you soon.

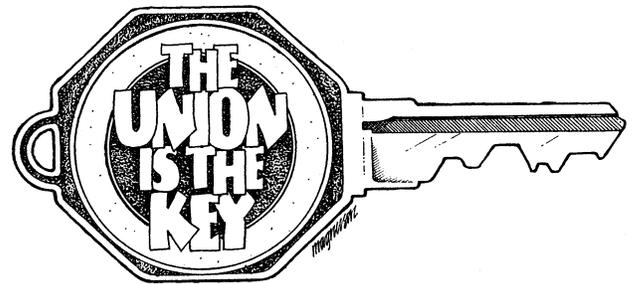
In Solidarity,

Lois Rugg, On behalf of the Social Action Committee
Kamloops and District Labour Council

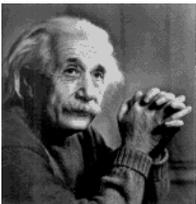
ATTENTION: MEMBERS LEAVING DOMTAR KAMLOOPS EMPLOYMENT

Please be advised that once any Local 10-B member has left employment at Domtar Kamloops (regular or temporary), the union office is unable to obtain personal information to update its database. As such, if you want the Local to be able to contact you, or mail out any information (such as dues rebates or receipts), please notify the office of any change of address, phone number etc., should it change. Local 10-B contact information can be found on the front cover of this issue.

Thank you.



EINSTEIN'S THOUGHTS



Two things are infinite: the universe and human stupidity; and I'm not sure about the universe.

When you are courting a nice girl an hour seems like a second. When you sit on a red-hot cinder a second seems like an hour. That's relativity.

