

UNIFOR, LOCAL 10-B's

Pulp ***Friction***

JUNE 2014

Happy



Unifor, Local 10-B is a proud member of...



Unifor, Local 10-B
427 Lansdowne Street
Kamloops B.C. V2C 1Y2

Phone: (250) 828-8722
FAX: (250) 828-8733
e-mail: unifor10-b@telus.net
Website Address: <http://unifor10b.org>

!! 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 Unifor, 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 Unifor, Local 10-B Executive, the Editor, or other Officers of Local 10-B.

Editor: Lynne Monteith

2014 EXECUTIVE – UNIFOR, LOCAL 10-B

Position	Name	Home Phone #	Pager #	Local # - Crew
President	Charlie Fraser	778-220-7566		77421
1st Vice – President	Bob Stephens	372-3724 (cell: 319-9189)		
2 nd Vice – President	Rob Bruno	374-2665 (cell: 320-1609)	851-3324	77292
3 rd Vice – President	Jesse Priestley	376-2316 (cell: 574-1135)		
Recording Secretary				
Financial Secretary	Daryl Moen	578-7708 (cell: 320-8401)	851-3467	
Apprenticeship Chair	Dave McDonnell	376-8426 (cell: 318-0189)		
Apprenticeship Alternate	Bob Bley	573-0024		
	Tim McQueen	778-220-1263		
Provincial Council	Daryl Moen	578-7708 (cell: 320-8401)	851-3467	
	Dan Morneault	320-4619 (cell: 320-4619)		77685
Chief Shop Steward	Paul Fehr	374-8754 (cell: 319-5690/571-4898)		
Contracting Out	Bruce Steinson	851-9244 (cell: 320-1277)		
Contracting Out Alternate	Sheldon Morice	579-2520		
Convention Delegates	Charlie Fraser	778-220-7566		77421
	Dave McDonnell	376-8426 (cell: 318-0189)		
	Daryl Moen	578-7708 (cell: 320-8401)	851-3467	
	Dan Morneault	320-4619 (cell: 320-4619)		77685
Disability Management Coordinator	Jeff Pentney	320-1623 (cell: 320-1623)		77835
Environmental Committee	Robert Regnier	299-6836		
Forestry Officer	Roy Connell	376-1166		
Guards	Keith Trainor	828-1795		
	Jim Twamley	579-8508		
Guard Alternate	Bill Turley	374-4576	377-9285	
Health & Welfare Committee	Rob Bruno	374-2665 (cell: 320-1609)	851-3324	77292
	John Meyers	376-4431 (cell: 320-0710)		
J.S.C.	Les Jenner	579-2235		
	Jeff Pentney	320-1623 (cell: 320-1623)		77835
J.S.C. Alternate	John Meyers	376-4431 (cell: 320-0710)		
Job Evaluation Committee	Paul Fehr	374-8754 (cell: 319-5690)		
	Dave Maw	579-9767		
	Keith Trainor	828-1795		
K.D.L.C. Delegates	Homer Hamm	374-5473		77233
	Terri Twamley	320-3693		
Pension Committee	Dave McDonnell	376-8426 (cell: 318-0189)		
Pulp <i>Friction</i> Editor	Lynne Monteith	374-0072		77243
Safety Committee Chair	Dan Moffat	374-4570 (cell: 778-220-4980)		78865
Standing Committee				
Chip Yard/Br Stock/Bleach	Bob Stephens	372-3724 (cell: 319-9189)		
Mach Rm/Recaust/Guards	Homer Hamm	374-5473		77233
Maintenance	Bob Bley	573-0024		
Maintenance	Dan Morneault	320-4619 (cell: 320-4629)		77685
Steam Plant/Tech Dept	Doug Cumming	376-3429 (cell: 320-3829)	851-3351	78791—B
Yard Crew	Joe Knuit	574-6283 (cell: 314-8910)		
Sunshine & Cheer Committee	Dave McDonnell (Steam)	376-8426 (cell: 318-0189)		
	Terry Paluck (Production)	376-1934		78799
	Dave McDonnell (Maint)	376-8426 (cell: 318-0189)		
Trustees	Homer Hamm	374-5473		77233
	Lynne Monteith	374-0072		77243
	Dan Morneault	320-4619 (cell: 320-4619)		77685
W.C.B. Appeals Officers	Rob Bruno	374-2665 (cell: 320-1609)	851-3324	77292
	Charlie Fraser	778-220-7566		77421
Wage Delegates	Rob Bruno	374-2665 (cell: 320-1609)	851-3324	77292
	Doug Cumming	376-3429 (cell: 318-6816)		434-8790 – B
	Dan Morneault	320-4619 (cell: 320-4619)		77685
	Les Jenner	579-2235		
Women's Committee	Lynne Monteith	374-0072		77243
	Terri Twamley	320-3693		
Women's Conference Delegates	Lynne Monteith	374-0072		77243
	Terri Twamley	320-3693		

EDITOR'S REMARKS

BY Lynne Monteith

It's great to see our recalled members back on site. We have missed you. All our "support" workers, as they are being called, have been deployed and yet there are still issues of folks being able to get time off in Prime Time. There are lots of changes happening at the Mill. HR; human resources. Is that an oxymoron? Our old HR Manager left. We have a temporary fellow from Canfor, for now. Our new HR Manager coming in August, used to be a Regional Manager for Domtar; now he is going to be our HR Manager. Someone is being punished but I am not sure if it is him or us.

We are still seeing our Union members "Retiring" from the mill to go on to do other things. The company can fool themselves if they want to insist that no one is actually "Quitting" the mill they are "Retiring." We all know they are going on to work elsewhere. The magic number of 55 looms happily to those of us who just don't like the way things are going at Domtar.

This week we had a practice evacuation drill at the mill. As I stood there at the Muster Station I realized that:

1. There sure are not a lot of "coloured" hats out there
2. There sure are a lot of "white" hats out there
3. There sure are a lot of "new" white hats

Where did the new white hats come from? Why are we "training" staff people when our apprenticeship program is in the tank? Why do we have so many white hats? Were staff numbers ever actually considered when we were Benchmarked as the hourly numbers were?

I guess I am a little biased. Have a good Summer. I hope you get vacation in Prime Time to enjoy time with your families and friends.

Fraternally.



PRESIDENT'S REPORT

By Charlie Fraser

First, I haven't been in the Mill a whole lot lately to say hi to all of you members who have returned, so please allow me to take this opportunity to welcome you back.

The Executive continues to work on all the different initiatives, ranging from safety to arbitrations and everything in between.

I will only comment on a couple of areas, I am quite certain Bob Stephens and/or Paul Fehr will have some things to say about current Standing Committee issues and grievances that haven't yet reached 4th Stage.

Safety:

The Safety Audit was conducted the week of June 2nd and a couple of our JSC Reps assisted (as Union JSC always does).

I had the opportunity to sit in on the "wrap up" meeting, where the outside auditors gave a brief overview of their findings in the area(s) they had been assigned. I then worked my day shifts following the audit. I heard some very encouraging comments during that meeting and remember thinking that it would be great, if in fact what they see in that brief snapshot in time were an accurate reflection of how things actually are here in Kamloops. Don't get me wrong, we have some "second to none" policies, we have some "second to none" people who care about Safety, but the policies are only as good as the willingness to rely on them and adhere to them. I won't go into specific detail here, but suffice it to say, in my opinion, the audit findings didn't quite match what I see on a regular and ongoing basis.

One of their (audit groups), main concerns was the Corrective Actions not being completed in a timely manner. They indicate we need to put some emphasis on that. Wasn't it just a few weeks ago where a member reminded the JSC that there was a corrective action that had hit it's two (2) year anniversary and **still not been completed(!!)?** I believe this illustrates their point quite emphatically!! The disconcerting aspect is, instead of focusing on the outstanding corrective action, time and effort were spent on reprimanding the member for bringing this instance to all employees' attention.

As I said earlier, I worked a couple of days following the audit and what I saw, referring to housekeeping, was pretty damn good!! I challenge Management to hold this as the Standard and not let the site return to the way it usually looks. On any given day before the audit, I

(Continued on page 5)

(Continued from page 4)

would question compliance with the Regulations, during the time of the audit, I bet there were very few areas of real concern. I have seen this over the years (real effort to cleanup for an audit or special visitor(s)), only to revert back to where we were before the event. I truly hope this is **THE TIME** that we continue, no ... let's make that improve upon, the level of housekeeping that we achieved for the audit!!

Ongoing "A" Mill Issues (fallout):

Although we have been working through the issues, very little has been settled with certainty. We have reached consensus on a couple of issues, but by and large, the other issues are still being discussed and/or in the grievance process/arbitral process. We did finish the first of the Carpenter's contracting out grievances, we haven't heard yet when we will have a ruling. In the meantime, we are likely going to decide to put on hold any more dates with regards to the current arbitrations, until a ruling is made.

I want to take this opportunity to say thanks to those Carpenters who attended the hearing dates, both in town and in Vancouver. Arbitrations are never a pleasant experience, this was no exception.

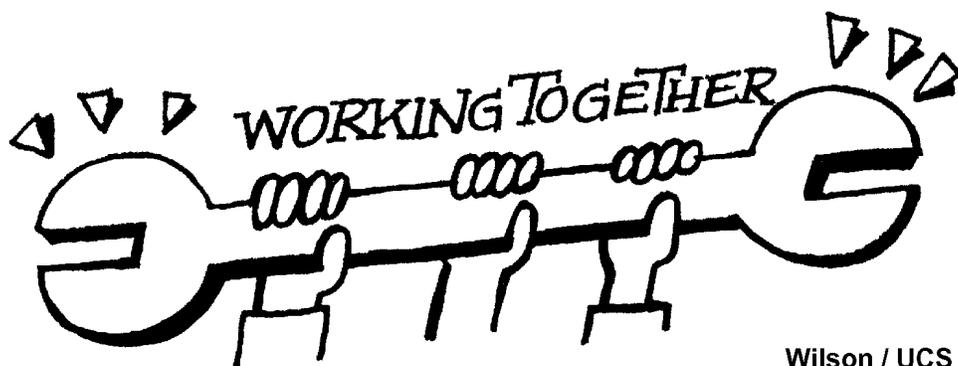
Over the course of the next few weeks, we will have to make decisions regarding the outstanding issues and either come to consensus at the site or move forward to arbitration, for interpretation and ruling. We will keep you posted on those as we make these decisions (with the memberships blessing).

Other Issues:

There are many issues that are outside the areas that are discussed above; they range from Health and Welfare to WCB to integrating systems into Unifor. We will make every effort to keep you informed through reports at the General Membership Meetings!!

Enjoy your Summer!!

Fraternally.



1ST VICE REPORT

By Bob Stephens

Welcome to summer Brothers and Sisters and a special welcome to our members recalled back to work. Without planting false hope, I sincerely hope that this recall is permanent for everyone.

To say it's been a difficult year would be an understatement. While there are some indications that the mood around the Mill is a little more positive, I attribute a lot of that to the recall. Knowing that you have friends out the gate looking for work while you toil away inside the Mill is very heartbreaking. Having everybody back on board allows us to stop worrying about their livelihood for the time being and focus on the issues and the Mill.

For the last month or so, the Mill has been suffering. Machine Room issues have curtailed production and caused havoc for the folks in the area. OT rates are very high, morale is very low and just being in the area gives you a feeling that things are spinning out of control. The Local is going to be spending a lot of time in the M/R over the next few months to help fix the things that are in our control, and hopefully the Company will be able to straighten out the Machine problems and get this Mill back up to speed. Our survival depends on # 2 Machine producing pulp and TGC producing power.

Speaking of TGC, the Local spent 3 weeks or so trying to put a plan together to do Major TGC maintenance in June and July. There's more detail on this in the Standing Committee report but it is important to mention that some of our Maintenance crews were willing to sacrifice their own summer vacation to claw this work back. TGC is literally the only piece of equipment in the Mill that is reflected in the contract. It is the Local's position that ALL equipment in this Mill will be maintained and operated by the Local, but there is actual language on TGC. (Letter of Understanding # 9 at the end of the Contract). Ultimately even though we got enough tradesmen lined up to do the TGC work; the company felt that it did not leave enough resources available for the rest of the mill. This has to speak to a manning problem. I think it is fair to say that we need at least enough people to honour the contract?! None the less, we tried our hardest to make this work and I would specifically like to thank Brother Bob Bley for taking on this challenge along with the rest of the Maintenance folks. I was very proud of the effort you guys put into trying to make this work.

With the continued exodus of people from the Mill we have now also lost HR Manager Julie Rachynski. After spending years across the table from someone in Standing Committee, you can't help but develop some kind of weird relationship with them. While we were at odds on a lot of the issues, personally I felt that Julie tried hard to understand our side. There was always a degree of respect there and we sincerely wish her well in her next endeavor.

(Continued on page 7)

(Continued from page 6)

Coming on board to replace Julie is David Scott, former HR Manager at Canfor. He is on a temporary assignment with Domtar dealing with priority HR issues. As well, Nels Goddard from Domtar corporate will be stepping in as HR Manager at the end of summer. Both of these guys obviously know their stuff so I expect the pace to pick up pretty quick. People always say that sometimes it takes so long to reach a resolution that by the time you come to resolve you forgot what the original issue was. I don't think it's going to be that way with these guys. Everybody better sharpen their pencils and get their shit together because things are going to change. And I don't mean that in a bad way. I already have respect for these guys and if we play our cards right, maybe we can come out of the other end of this mess with a better Mill, a better relationship and a better future for us here in Kamloops, and maybe gain a little respect ourselves.

In closing, I feel there is something that needs to be said. Dad started in this Mill in the early 70's, I started in this Mill in 1981 and after all those years I've seen a lot. I saw my Dad almost literally eaten by the "A" Machine nip roll, and a bag of his bloody clothes dropped on our doorstep the next morning. (Thank you Jim Fenwick and all others who saved his life!). I've seen coworkers and friends become stricken with cancer and the whole Mill rallying around them to support and help them out during the worst time in their lives. I've seen wide-eyed summer students become competent and confident operators and watched them personally grow up in two short months with the aid and sometimes strange, "challenging" help of the senior Operators. And I have seen many people retire with dignity and respect, happy to be gone but also happy to have been a part of this Mill. This pulp mill is a small town within a city, and many of us have known and worked with each other for decades. We have been through two companies and four unions but the faces have largely remained the same. We are simply Kamloops Pulp and the fence is around all of us, it doesn't run between us. For all the good and bad, when the chips are down we rally together and help each other and that should never be taken away from us. Our common goal should be the existence of this Mill for another 50 years so our kids and grandkids can grow up together as well and develop the kind of relationships that we have forged over the years. Even in the worst of times, we should always be thankful that we have each other. Now let's put our nose to the grindstone, deal with our issues from the past and start building for the future. Oh yeah, and don't layoff my Brothers and Sisters at the end of the summer. That would be a good starting point!

Fraternally.

The harder the conflict, the more glorious the triumph.
- Thomas Paine

STANDING COMMITTEE REPORT

By Bob Stephens

Union pre-meeting on June 9th.

S/C # 999 on June 25th.

Redesign Update: Currently building an agenda for Machine Room input meeting. Had a meeting scheduled on June 2nd but was cancelled at last minute due to lack of coverage. Made a small presentation for Service Crew input group. We are going to allow the Heavy Equipment Operators to bid on the Shift job when we train and backfill the two Heavy Equipment dayshift operators. There is also one outstanding issue in the department that is being referred to the Steering Committee. Lab Techs also have a meeting planned for next week. Just need to confirm a time.

Staff Update: All members have been recalled but we are still working through a lot of issues around the layoff of our members. Time off allotments, recall out of Mill seniority order, severance, severance pay issues etc. continue to plague the Committee. We are trying to get resolve to the time off issues as some of our recalled members may want to take a day off over the summer with their families. We know there are a lot of unanswered questions out there but we are pushing hard to get answers.

We also spent a lot of time trying to claw the TGC work planned in June back from the contractors. After many meetings with the Maintenance workers and the Company, we gave the Company a "without prejudice" proposal to have Local 10-B members do the work. Long story short was the Company felt they would be leaving the rest of the Mill at risk while our members were committed to the project and a deal couldn't be reached. To be clear, we had members cancel their vacation, we had members using flexibility, and we entertained using the Temp Trade Agreement to make this happen but we still couldn't get enough people to do the job. If that doesn't point to a lack of manning then nothing does.

We are still in major meetings with the Company over priority issues. First Right of Refusal, severance backpay, TGC Maintenance and Operation, Seniority/Recall Grievance # 69074, Contracting Out Grievance # 76034 and the severance of one of our members from the recall list are all being dealt with in separate meetings with Domtar. The Reps for these meeting are the President, Vice-President and Chief Shop Steward. The pace of these meetings is starting to pick up a bit as we are getting answers faster at the table. It would be nice to report on some resolve to these issues but with so much on the plate it is going to take a while.

(Continued on page 9)

(Continued from page 8)

Job Evaluation is again underway. The Service Crew hasn't been evaluated since 2010 so we are putting together the data to see if there is any increase in that department.

Grievances in the process are as follows:

4th Stage Grievances

- # 09365 (M/W Elevator bid procedure); Union response/carried over S/C # 998;
- # 69074 (Seniority/recall list); Company written response?
- # 46969 (Steam Plant call out procedure); Union response.

3rd Stage Grievances

- # 58973 (Fire extinguisher inspections); Union Response;
- # 76058 (TGC Letter of Understanding); Union Response;
- # 76056 (TGC Letter of Understanding); Union Response;
- # 76034 (Contracting Out Policy Grievance); Union/Company discussion.

2nd Stage Grievances

- Grievance # 0065 (Paystubs).

Moved to 4th Stage

- Grievance # 58928 (Staff doing Hourly Work/PPO);
- Grievance # 69081 (Staff doing Hourly Work/PPO).

Presented at 4th Stage-awaiting answer

- Grievance # 69074 (Seniority/Recall) - Presented on April 30/14 at S/C # 997.

Answered by Company at 4th Stage

- Grievance # 32489 (Union DMC) December 4/12 - Outstanding resolve is understanding how many days our Union DMC has to contact members.
- Grievance # 09365 (Elevator Seniority Bid) August/11 - Union sent this for legal opinion at May GM meeting.
- Grievance # 46969 (Steam Plant call in) - Put in abeyance at S/C # 998 pending Company offering this work to our members.

Moved to Arbitration

- Grievance # 69031 (Stores Contracting Out);
- Grievance # 46973 (Painter Manning).

The art of living lies less in eliminating our troubles than in growing with them.

SAFETY AS A PRIORITY

By Pat Turgeon

Safety 1st or Safety is # 1 or Safety Focus are all buzz words that are often used to show that safety should always be the # 1 priority at Kamloops Pulp Mill. I recently raised a concern with our Management's Senior Safety Leaders around a corrective action that was closing in on two (2) years over due and was asking for a reason that explained why this had been put on the apparent "back burner". The answer that I received from the Company Chair Person for our Joint Safety Committee astounded me. He said "I will not elaborate a long answer on that concern. Leadership had to manage a major mill re-organization during last 18 months".

As a person that was involved in the events quoted above, I can tell you that all parties were very busy with the turmoil resulting from the "A" mill closure. I can also share with you that despite all the contentious issues that the Union and Management dealt with, there was one theme that we all agreed on. That was that we needed to highlight the importance of not allowing safety to take a backseat to the negative results of the closure on our co-workers. We would stress that we could not let the closure compromise our safety program and that it could not be accepted as an excuse for not following our safe practices or procedures. I will ask the reader to decide if the above quote is a bonafide reason or an excuse.

When the corrective action reached its two (2) year overdue date and it wasn't being resolved in a satisfactory time frame for me, I decided to send an email to all Kamloops Pulp identifying the facts around my concern. It was a reminder to all employees (both hourly and staff) that we should follow the commitments to our safety concerns to ensure that they are completed. For this information sharing, I was given a reprimand and told that my message was an inappropriate use of Company email. I was also warned that any further such actions could be cause for discipline. I acknowledged their message, and decided that this would be a more appropriate facts friendly forum to share their conduct.

Safety 1st
Overdue days for corrective action
Days it took to have a senior manager reprimand me
Extreme Irony of it all

365 Days a Year
769
10 days
Immeasurable

Fraternally.



KAMLOOPS WOW FACTOR: MUSINGS FROM A KAMYR COOK

By Pat Turgeon

A huge thank you to all Machine Room and Warehouse employees for being the backbone of the Mill for the past year.

Where has all the in house expertise gone? I have watched them either retire or move on to a less toxic environment.

Quote #1: A senior manager told me that when the railroad company removed cars from service, they cut too deep.

Quote #2: At Kamloops Pulp Mill, we are the cars. 150 days with out a lost time accident.

A big welcome back to all returning laid off employees. Your contributions to the productive running of the Mill were sorely missed.

I encourage all employees to raise public relations for Domtar in our community. Donate your latest safety jacket to a homeless shelter. When an hourly employee violates a safety procedure, discipline is in order. When a Manager violates a safety procedure, a deep understanding of how overworked they are is in order.

Quote #3: All animals are equal, but some animals are more equal than others.

We don't have enough Trades people to maintain the day to day upkeep of the Mill, but on WOW day it was a productive use of their time to go through the Mill picking up nuts and bolts, counting SCRAM packs in elevators and doing general clean up. Some are wondering why we can't retain the quality employee's that we educate and train.

Quote #4: You can catch more flies with honey than with vinegar.

Are we really a safer Mill than we were 10 years ago, or are other factors contributing to our low recordable injury rate? Make sure you all give our new Human Resources Manager a warm welcome when he arrives in August.

Thank you Executive members for all your dedicated work over this past year of turmoil. Your efforts have been noticed!!

Finally this is one cook who is looking forward to getting back to cranking out 1200 tons per day. We have done it in the past and we will be doing it in the future. I think the infamous "Pulp Gods" have punished our Mill enough.

Fraternally.

PENSION REPORT

By Dave McDonnell

**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, 2012.

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 were over 9,200 pensioners and beneficiaries in receipt of pensions as at December 31, 2012.

GROWTH OF TRUST FUND IN 2012				
Balance at January 1, 2012 with investments at Market Value			3,326,027,342	
Contributions:	Employer Contributions	\$40,041,615		
	Employee Contributions	\$29,036,519	\$69,078,134	
Other Receipts:	Realized/Unrealized Gain (Loss)	\$83,428,831		
	Interest and Dividend Income	\$124,586,909		
	Securities Lending Income	\$25,690	\$208,041,430	
Disbursements	Benefit Payments	\$148,019,433	\$(148,020,778)	
Expenses	Fees and Expenses ¹	\$3,650,842		
	Investment Expenses paid directly by the Trust Fund ²	\$2,515,339	\$(6,167,526)	
Balance at December 31, 2012 with investments at Market Value			\$3,448,958,602	
¹ Includes costs except investment expenses				
² These do not include investment expenses paid indirectly by the Trust Fund.				
SUMMARY OF TRUST FUND INVESTMENTS DECEMBER 31, 2012				
Bonds:		PH&N	CIBC AM	
	Government of Canada	\$95,707,884	\$44,428,715	\$140,136,599
	Provincial	\$385,606,162	\$177,624,164	\$563,230,326
	Municipal	\$35,344,518	\$6,405,575	\$41,750,093
	Corporate	\$319,994,953	\$71,016,714	\$391,011,667
	PRisM Fund-Long ³	\$770,578,489		\$770,578,489
	Supranationals		\$7,028,880	\$7,028,880
Mortgages:	Debt Fund One			\$50,348,829
	Mortgage Fund One		ACM Advisors	\$116,567,420
	Mortgage Fund Two			\$152,716,995
	Phillips, Hager & North Fund			\$287,483,599
				\$607,116,843
Real Estate:	Castle I investments Inc.			\$4,067,862
	Concert Properties			\$203,824,544
				\$207,892,406
Infrastructure:	Macquarie Infrastructure Partners Canada LP			\$22,254,909
	Pacific Gateway Infrastructure Fund			\$8,006,711
	Concert Infrastructure Fund Inc.			\$10,001,410
				\$40,263,030
Equities:	High Dividend Yield Equities (Phillips, Hager & North)			\$256,781,003
	Infrastructure Debt Fund			\$2,267,673
				\$259,048,676
NET I:	Hedge Funds - Crestline			\$70,751,540
	- Aurora			\$70,937,864
	PH&N PRisM Balanced Fund			\$127,056,449
	Cash, short-term investments, and other			\$82,498,890
				\$351,244,743
Cash and short term holdings				\$61,696,042
Total Investments at Market Value				\$3,440,997,794
Asset Receivable				\$9,634,787
Accounts Payable				\$(1,673,979)
Balance in Trust Fund December 31, 2012				\$3,448,958,602

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) ⁸
1999	-6.84%	-10.6%	\$1,180,872	(\$31,846) ⁸
2000	13.73%	15.7%	\$1,351,794	(\$1,103) ⁸
2001	4.49%	3.9%	\$1,423,458	n/a ⁶
2002	11.10%	11.6%	\$1,578,770	(\$18,960) ⁸
2003	9.56%	8.2%	\$1,728,126	(\$14,502) ⁸
2004	13.49%	10.6%	\$1,964,589	\$50,012 ⁸
2005	19.20%	15.8%	\$2,335,993	\$155,624 ⁸
2006	6.1%	3.9%	\$2,472,348	\$177,166 ⁸
2007	3.9%	4.5%	\$2,549,084	\$195,275 ⁸
2008	-1.6%	1.7%	\$2,474,177	\$59,079 ⁸
2009	6.8%	4.0%	\$2,540,197 ⁸	\$30,678 ⁸
2010	14.3%	12.6%	\$2,855,792	\$46,916
2011	20.20%	18.2%	\$3,326,027	\$151,977
2012	6.6%	5.0%	\$3,448,958	

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.

⁸ Revised from previously reported (previous value was \$2,546,087,000)

MEMO FROM "THE BOSS"**SICK DAYS:**

We will no longer accept a doctor statement as proof of sickness. If you are able to go to the doctor, you are able to come to work.

SURGERY:

Operations are now banned. As long as you are an employee here, you need all your organs. You should not consider removing anything. We hired you intact. To have something removed constitutes a breach of employment.

PERSONAL DAYS:

Each employee will receive 104 personal days a year. They are called Saturday and Sunday.

VACATION DAYS:

All employees will take their vacation at the same time every year. The vacation days are as follows: January 1, July 1 & December 25.

BEREAVEMENT LEAVE:

This is no excuse for missing work. There is nothing you can do for dead friends, relatives or coworkers. Every effort should be made to have non-employees attend to the arrangements. In rare cases where employee involvement is necessary, the funeral should be scheduled in the late afternoon. We will be glad to allow you to work through your lunch hour and subsequently leave one hour early, provided your share of the work is done enough.

OUT FROM YOUR OWN DEATH:

This will be accepted as an excuse. However, we require at least two weeks' notice, and it is your duty to train your own replacement.

RESTROOM USE:

Entirely too much time is being spent in the restroom. In the future, we will follow the practice of going in alphabetical order. For instance, all employees whose names begin with 'A' will go from 8:00 to 8:20, employees whose names begin with 'B' will go from 8:20 to 8:40 and so on. If you're unable to go at your allotted time, it will be necessary to wait until the next day when your turn comes again. In extreme emergencies employees may swap their time with a coworker. Both employees' supervisors in writing must approve this exchange. In addition, there is now a strict 3-minute time limit in the stalls. At the end of three minutes, an alarm will sound, the toilet paper roll will retract, and the stall door will open.

LUNCH BREAK:

Skinny people get an hour for lunch as they need to eat more so that they can look healthy, normal size people get 30 minutes for lunch to get a balanced meal to maintain the average figure. Fat people get 5 minutes for lunch because that's all the time needed to drink a Slim Fast and take a diet pill.

DRESS CODE:

It is advised that you come to work dressed according to your salary, if we see you wearing \$350 Prada sneakers and carrying a \$600 Gucci bag we assume you are doing well financially and therefore you do not need a raise.

(Continued on page 14)

(Continued from page 13)

Thank you for your loyalty to our company. We are here to provide a positive employment experience. Therefore, all questions comments, concerns, complaints, frustrations, irritations, aggravations, insinuations, allegations, accusations, contemplations, consternations or input should be directed elsewhere. Have a nice week.

-- Management

MORE FUNNIES

Reaching the end of a job interview, the Human Resources Officer asks a young engineer fresh out of the Massachusetts Institute of Technology, "And what starting salary are you looking for?" The engineer replies, "In the region of \$125,000 a year, depending on the benefits package." The interviewer inquires, "Well, what would you say to a package of five weeks of vacation, 14 paid holidays, full medical and dental, company matching retirement fund to 50% of salary, and a company car leased every two years, say, a red Corvette?" The engineer sits up straight and says, "Wow! Are you kidding?" The interviewer replies, "Yeah, but you started it."

A Pulp Mill is like a tree full of monkeys, all on different limbs at different levels. The monkeys on top look down and see a tree full of smiling faces. The monkeys on the bottom look up and see nothing but assholes.

A lawyer runs a stop sign and gets pulled over by a sheriff. He thinks he's smarter being a big shot lawyer from New York and has a better education than a sheriff from West Virginia. The sheriff asks for license and registration. The lawyer asks, "What for?" The sheriff responds, "You didn't come to a complete stop at the stop sign." The lawyer says, "I slowed down and no one was coming." "You still didn't come to a complete stop. License and registration please," say the sheriff impatiently. The lawyer says, "If you can show me the legal difference between slow down and stop, I'll give you my license and registration and you can give me the ticket. If not, you let me go and don't give me the ticket." The sheriff says, "That sounds fair, please exit your vehicle." The lawyer steps out and the sheriff takes out his nightstick and starts beating the lawyer with it. The sheriff says, "Do you want me to stop or just slow down?"

Two Pulp Mill workers are talking. The woman says, "I can make the boss give me the day off." The man replies, "And how would you do that?" The woman says, "Just wait and see." She then hangs upside down from the ceiling. The boss comes in and says, "What are you doing?" The woman replies, "I'm a light bulb." The boss then says, "You've been working so much that you've gone crazy. I think you need to take the day off." The man starts to follow her and the boss says, "Where are you going?" The man says, "I'm going home, too. I can't work in the dark."

PAPER AND PENS

The clerk complained to the manager that the office workers couldn't do their jobs because there was no paper. So the manager called the supervisor into his office and said, "We're out of paper. Go to the office supply store and buy a case of paper. And if they have red pens, buy six."

The supervisor returned a little while later with six cases of paper. "Why did you buy six cases of paper?" the manager asked.

The supervisor replied, "They had red pens."



A BEAUTIFUL STORY

One afternoon a lawyer was riding in his limousine when he saw two men along the road-side eating grass. Disturbed, he ordered his driver to stop and got out to investigate.

He asked one man, "Why are you eating grass?" "We don't have any money for food," the poor man replied, "We have to eat grass." "Well, then, you can come with me to my house and I'll feed you," the lawyer said. "But sir, I have a wife and two children with me. They are over there, under that tree." "Bring them along," the lawyer replied.

Turning to the other poor man he stated, "You may come with us, also." The second man, in a pitiful voice, then said, "But sir, I also have a wife and SIX children with me!" "Bring them all as well," the lawyer answered.

They all entered the car, which was no easy task, even for a car as large as the limousine was. Once under way, one of the poor fellows turned to the lawyer and said, "Sir, you are too kind. Thank you for taking all of us with you."

The lawyer replied, "Glad to do it. You'll really love my place. The grass is almost a foot high."

Come on now ... you really didn't think there was such a thing as a heart-warming lawyer story ... did you????



CANNIBALS

Several cannibals were hired by a big corporation. "You are all part of our team now," said the HR rep during the welcoming briefing. "You get all the usual benefits and you can go to the cafeteria for something to eat, but please don't eat any of the other employees." The cannibals promised.

Four weeks later their boss remarked, "You're all working very hard, and I'm satisfied with you. However, one of our file clerks has disappeared. Do any of you know what happened to him?" The cannibals all shook their heads no. After the boss had left, the leader of the cannibals said to the others, "Which one of you idiots ate the file clerk?" A hand raised hesitantly, to which the leader yelled, "You fool! For four weeks we've been eating Managers and no one noticed anything, but nooooo, you had to go and eat the file clerk!"

WANTED ... LOOKING FOR RETIREES

Domtar HR recently contacted the Union Office as they'd come across some old photos and wanted to give them to the appropriate retirees. It was suggested that if they sent them to the office, we could track the retirees down ... there are 11 x 14" photos (mounted on foam board) of the following retired members:

Ed Campbell, Machine Backtender
 Steve Edgar, Brown Stock Team Leader
 Al Gushta, Chip Yard Team Leader
 Pete Hardy, Assistant Shift Engineer
 Ian McAndrew, PM Technician
 Brian Patterson
 Wayne Russell, Bleach Plant Team Leader
 Wally Weaver, Machine Tender
 Andy Wild, Painter
 Mike Yamamoto, Machine Tender

If you are on the list and would like to collect your photo, please come by the Union Office to collect it, or call and it can be mailed out. If you are in contact with any of these members, please pass the word along.



The only disability in life is a bad attitude.
- Scott Hamilton