

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

Pulp *Friction*

MARCH 2012



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



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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

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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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	Greg Hermiston	374-3386		
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Standing Committee	Homer Hamm	374-5473		77233
	Dave Maw	579-9767		
	John Meyers	376-4431		77228
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	Terry Paluck (Production)	376-1934		78799
	Dave McDonnell (Maint)	376-8426 (cell: 318-0189)		77502
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Editors Remarks:
Lynne Monteith

It seems the major topic on everyone's mind these days is the end of our contract and the bargaining of a new one. How the fabric of our work environment has changed over the last four years and what will a new contract give or take from that? Normally this time of year we are planning the Shutdown, but that has been moved to the fall. Hopefully the mill can limp along though we have had quite a few unplanned outages as of late. Also, there is no opportunity for students who benefit from a couple of weeks of shutdown work. Yes, there will be some summer jobs but only to a few. This would be a good time to remind the parents of post high school children of the CEP scholarships that are out there. There are two categories; one open to anyone and another for women in male dominated fields of study. The applications are available on line at:

<http://www.cep.ca/en/cep-action/education/we-are-now-accepting-cep-scholarship-applications-2012>

I also have hard copies in the Main Lab if you would like to pick one up. The deadline for applications is April 20, 2012. Good luck.



PRESIDENT'S REPORT

Murray Matheson

<http://www.cep.ca/docs/en/policy-903-e.pdf> This link will take you to C.E.P.'s Anti Harassment Policy. This is a reminder that we all have obligations and lines that we must not cross.

Our Collective Agreement expires April 30, 2012. Wage Delegates from all participating C.E.P. Locals have reached agreement on an agenda as well as choosing the Company that will represent the lead agreement. Locals 603 and 1133 from two Canfor mills in Prince George will set the Pattern with input and direction from Wage Caucus. Canfor Company Representatives and the Wage Delegates from Locals 603, 1133 along with the Wage Caucus Spokesperson will set a start date for the bargain. We will pass the information along as soon as it is available. Our agenda will remain confidential until it is exchanged with the Company's agenda for obvious reasons.

The pre-bargain posturing continues with the Company pushing hard to coerce a culture change more suitable to their bug under the foot direction in management style. This has, in itself, created a culture that has drawn our Local closer together than I have seen in quite a while and will help us as we strive for a fair contract. Unfortunately it has taken a Company that is trying to do more with less in regards to overtime, contracting out, reliability, safety, and planning.

Contracting out is still the Company's biggest band-aid or should I say compression bandage or should I say tourniquet when it comes to getting work done. This is in contradiction of our Addendums and has lead to numerous grievances and potential arbitrations on the horizon.

Lack of manning is starting to take a lead role in reliability or lack thereof with links to training, demographics, preventative maintenance, and planning. The Company continues to elect to "take the business risk" and it appears to be biting us all in the #&%. This comes at a time when we are trying to operate a Mill with reduced manning and high turnover. Couple this with a reduced number of Supervisors and Planners and we are on a collision course with reliability issues.

Oh, and did I mention the staff group that has had to deal with this proverbial bug under the foot, management style? They are far from immune and have no union for backing. (At this rate that could change.) They have seen a change in benefits, manning, etc. and we are all left with the morale that comes with the negative change.

We look forward to your strength, support, and solidarity for the upcoming bargain.

1ST VICE PRESIDENT'S REPORT

Brothers and Sisters,

To say looking after the business needs of Local 10-B at this Mill is challenging at the moment. Would be along the lines of saying we are living in a land where it is always summer, no one ever dies and no one ever gets old.

Grievances that should probably have been solved at 1st Stage are making it to 3rd and 4th Stage. Arbitration is a word not used very often at Domtar Kamloops Pulp; it looks like it will be used a few times down the road later into spring. Work that is historically Local 10-B work is being contracted out. When grieved and attention brought to addendum language clearly stating the use of contractors in carrying out the running of the Mill. The Company has answered at Standing Committee "the Local can't grieve a call out procedure violation when we didn't call anyone to do the work before we contracted the work out."

"It is a risk we willing to take." No doubt most of you working in Production have heard this phrase used by Management. It is a favourite when trying to justify cuts to manning numbers, changes to proven methods of operating, changes to job descriptions. Well as we have found over the past few months in Power and Recovery when the risk you were willing to take bites you back ... please accept the result of your risk and act accordingly, maybe even accept responsibility.

Stay tuned Brothers and Sisters as I am sure before Local 10-B gets through bargaining this year there will be more business issues that should have been resolved without much time and energy involved. But somehow end up using resources best used differently.

In solidarity,
Doug Cumming



JSC MEMBER REPORT

By John Meyers

In January I participated in Occupational Health and Safety Part 2 (Advanced) BC FED course put on at the CLC Winter School, included additionally were classes in Prevention of Violence in the Workplace and Understanding and Preventing Stress. It is my intent to give a brief (or not) review of each course.

In OH & S Part 2 we reviewed the responsibilities of the Joint Health and Safety Committee and the employee's four rights:

The right to know about workplace hazards

The right to participate in health and safety

The right to refuse unsafe work

The right to no discrimination (punishment for participating).

We discussed how each is evident in our workplaces and experiences we have had. We did exercises with situations, how to resolve issues and response to violations. It is important that these rights are translated into action at our workplaces.

How do we move forward? We need to be organized. We follow legal procedures. We gather the facts to resolve the issues. We document the facts. We work productively with the employer. As an employee we involve coworkers and the Union JSC. We use Legislation and Regulations. We contact the WCB Prevention Officer. We do not give in. We always move in a forward direction.

Prevention of Violence in the Workplace was a very informative course. There is a difference in employee to client violence and employee to employee violence which can fall under different parts of the Regs. The pertinent parts of the Workers Compensations Act (Part 3 Division 3) and the Province of BC OH & S Regulation (3.12, 4.24 thru 4.31) were reviewed with emphasis on the obligation to investigate as in any other workplace incident. The definition of violence in the workplace is not only physical force or sexual contact, but also includes attempted force, intimidation, stated threats, behavioral threats, property damage, verbal abuse, abusive behavior, harassment, improper behavior, bullying, and coercion.

The ILO (International Labour Organization) reported that Canada Ranks 4th out of 32 countries for number of women assaulted in the workplace and 5th for the number of men assaulted. In Canada 1/5 of all incidents of violent victimization (physical assault, sexual assault and robbery) occurred in the workplace.

What can we do? We need to report violence. We can do this through the Union Trustees for member to member issues. Ultimately the responsibility falls on the employer to provide a

safe workplace.

Understanding and Preventing Stress in the workplace. Two out of three Canadians are coping with moderate to high levels of stress. Normal stress is a part of our daily lives. It helps us rise to the occasion to accomplish goals. Once the challenges are met we are satisfied and happy. The stress goes and is over and our body relaxes. Toxic stress resulting from high job demands and low control in the workplace is harmful with physical, mental or emotional response. What are the causes or contributing factors of toxic stress in your workplace? It could be job design: work demands and control. Work pace, physical environment, shift work and lack of autonomy can contribute. There could be a lack of support by supervisor, coworkers or a system to address concerns. There are many health effects of toxic stress that can become evident as physical, psychosocial and behavioral. I find it hard to believe that some form of stress could not be found to contribute in most incidents or accidents.

I believe an employer must do the basic of complying with OH & S Regulations, implementation of violence prevention, ergonomics noise programs and education through training. Good job designs, support from management and reducing sudden changes in the workplace would be a start. The Joint Safety Committee has a difficult task of looking for the hazards, identifying workers at risk, evaluating risks, implementing control measures and monitoring the effectiveness. As an individual employee we need to report stress OH & S hazards to the employer and JSC Committee. Ask for help from your supervisor, co-worker and if needed TNEFC.

Please take care
and work safely,

Fraternally
John Meyers



C.E.P. B.C. PROVINCIAL COUNCIL REPORT

By Kyle Ackles (from Dec 2011)

I would like to thank the membership for sending us to this year's fall meeting of the CEP BC Provincial Council meeting. We have 1100 more CEP members in the west in the last year. Revenue has been up in general and the strike fund is sitting at \$ 40 million. We have \$ 4 million dollars in our organizing budget which was helpful in organizing the 1100 new members. CEP has also been cutting a lot of our own staff jobs in the last few years to make better use of the money we have. Overall they have cut 30 jobs in the last 3 years (all of these job cuts have been by attrition).

There have been some issues with not having a Staff Rep in the north. The Locals around the Chetwynd area and Peace River area would really like to see one located up there for their convenience. They also feel that this would help with some of the potential members that we could be gaining in the tar sands. Lots of the oil and gas sector is going to associations like CLAC because there aren't many unions up there fighting for their membership.

Purdy's chocolates just got a new collective agreement. The membership felt that they could have gotten a lot more and the contract only passed with 56% in favor. Purdy's is going to have to open up a bit more for their next collective agreement because it may not pass. So remember if you're buying chocolates for a loved one this Christmas or for Valentine's Day make sure you buy Purdy's and support our CEP Brothers/Sisters.

Some other Locals are having some struggles or successes this year also. Local 2000 (media) just organized the Merritt News. Local 467 (BC Government) is having issues over whether or not their temporary workers should have a vote. Local 433 (Burnaby - composite) merged with the box plants in Kelowna and Penticton. Local 1119 (Port Melon) is talking about putting in a Paper Machine. Local 1-M (media - global) managed to get a great contract for their members in Edmonton (giving them parity with Calgary). Local 1115 (West Fraser) is optimistic about the new turbo generator they are going to be getting as well as R8 generator. Local 448 (Chetwynd) has really hard time keeping their trades people because the oil and gas sector are paying so much more hourly around that area. They basically consider themselves a training ground for apprentices.

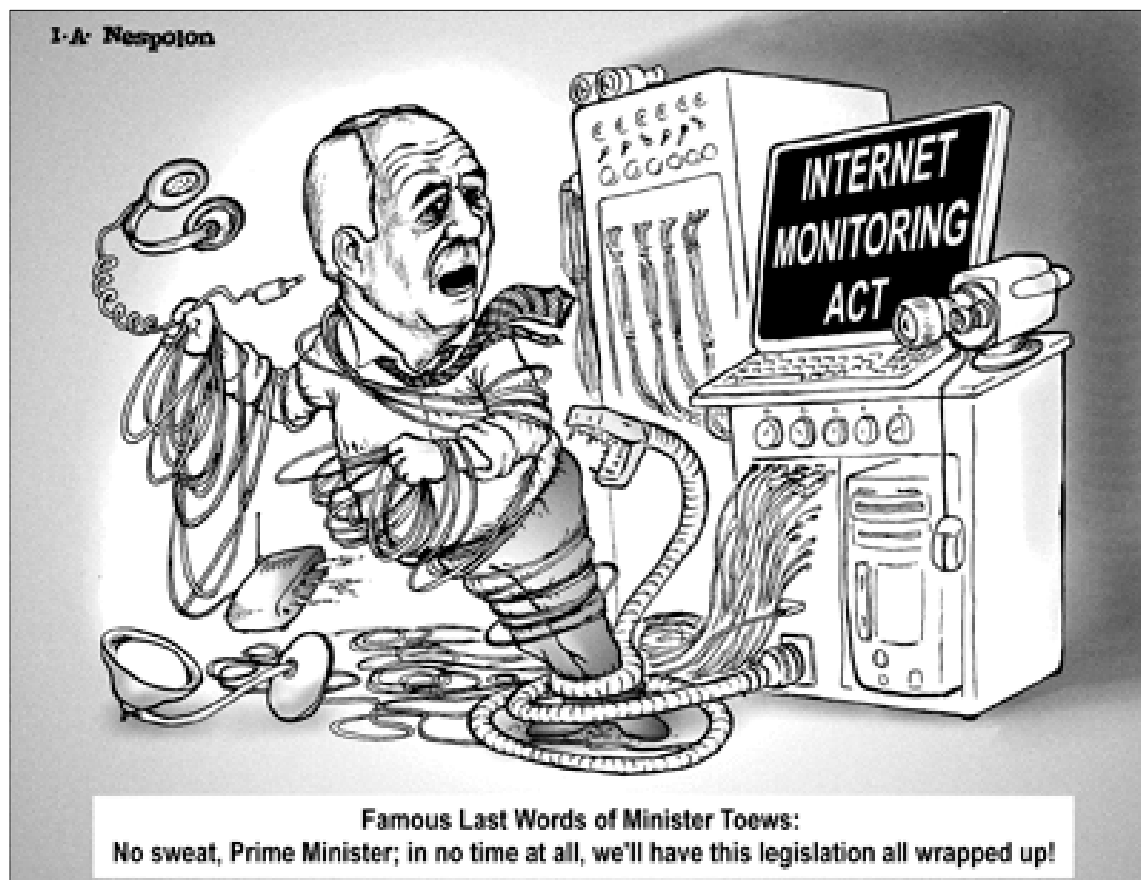
The Young Workers Convention got canceled this year. There was actually a lot of interest from Locals out here in the West but not as much from the East. We need to keep the young workers interested in the union movement as much as we can. Without them there is no future for the union movement as a whole. If you have a new member in your area encourage them to come out to a union meeting and just see what we do. Also if you know of someone who is angry

with what our Local is doing encourage them to come out to a meeting. Everything that the Executive does is directed by the floor.

In conclusion one of the main things that they really wanted us to bring home to all our members is to watch what you say or post on social media sites. There have been lots of companies that have been monitoring what people are posting. And also be warned that WCB could be watching what you are posting on Facebook and Twitter. Keep your security settings "high" if you don't want people you don't know looking at what you are posting.

Thanks again for sending your Delegates to this Provincial Council Meeting. It was very informative.

Kyle Ackles & Dan Morneault



FORESTRY OFFICER REPORT

By John Meyers

Last March I attended the Kamloops Community meeting put on by the BCGEU. They travelled the province from January through the summer canvassing communities, workers, industry and government trying to brainstorm ideas to save BC's Forest industry and Ministry of Forest jobs. The campaign was named "BC Forests, Our Future". More information can be found at: http://www.bcgeu.ca/campaigns_and_issues/forestry_cuts

The BCGEU has committed to continuing this campaign province wide so stay tuned as we may be called upon to support our Sisters and Brothers. The support may be demonstrations, letter writing and or calling our MLA's.

During last a recent Council meeting a letter was requested from the District of Clearwater Council instructing staff of the Minister of Forests, Land and Natural Resource Operations to write to the Minister, Steve Thomson, and instruct him he should reinstate the Thompson Rivers field office in Clearwater as a district office.

Issues a District Office should deal with are forest jobs, Ministry jobs and the importance of long-term, sustainable funding for maintenance and repair work on wilderness roads.

The United Steelworkers on January 5/12 presented a submission to BC Ministry of Forests on Log Export Policy. I will not cut and paste the entire submission but here are some highlights:

Log Exports Distort the Domestic Price Structure

Log Exports are Killing BC Manufacturing

Log Exports have Undermined the Forest Sector

Log Exports Help China's Competitiveness

Steelworkers Urge BC Jobs from BC Resources

The entire submission is available on line. The news release:

<http://www.usw.ca/districts/3/releases?id=0003>

And the submission:

<http://www.usw.ca/districts/3/news?id=0311>

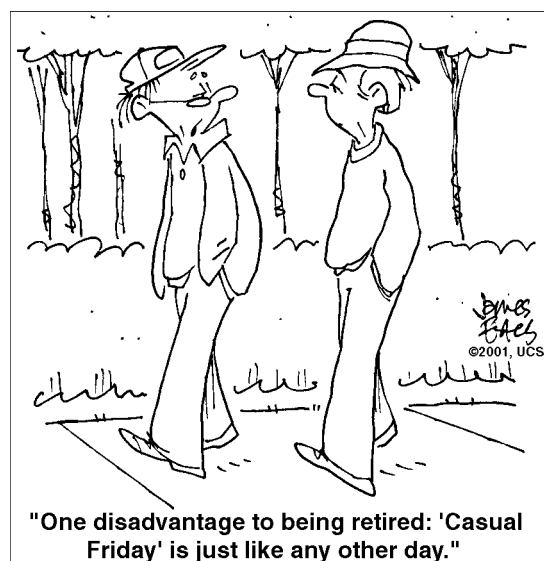
Please do not think these issues do not affect us. Whole log chipping is a very expensive way to provide wood fibre to a pulp mill. If more sawmills and manufacturing were running we could benefit from it.

I will put this article on the 10-B website and I will update the membership as information becomes available ... John Meyers

GREY POWER

From *The CCPA Monitor*, March 2012

- Number of times Prime Minister Stephen Harper campaigned on proposed changes to Canada's Old Age Security (OAS) during the 2011 federal election: **0**.
- The last time a Prime Minister (Brian Mulroney) tried to change the public pension system without campaigning to do it during the federal election, when a seniors' movement dubbed Grey Power forced him to back off: **1985**.
- Year Canada implemented the Old Age Security Act: **1952**.
- Percentage of Canadians covered by a work-place pension, making public programs such as the OAS important, especially to lower income Canadians: **38%**.
- Percentage of lowest income Canadian parents who reported in 2009 that they were not preparing financially for their retirement: **39%**.
- Number of middle-income baby boomers in Canada who face a severe cut to their living standards in old age, due to falling employer pension coverage: **1 in 2**.
- The most common pensionable age within OECD countries and Canada's official retirement age: **65**.
- The speculated hike in OAS age eligibility following Prime Minister Harper's ominous warnings of changes in Davos on January 26, 2012: **67**.
- Amount seniors could lose if Canada pushes the OAS eligibility age from 65 to 67: **\$12,192**.
- Proportion of all low-income Canadian men who will collect an OAS/GIS cheque for only 10 years, since the poorest 20% die 5.6 years earlier than the richest 20%: **Half**.
- Percentage of GDP the OAS and CPP combined cost Canada (a bargain compared to Germany's and Belgium's 10% and Italy's 14%): **4%**.
- Canadian poverty rate among seniors in the mid-2000s — one of the lowest among OECD nations, whose average is 13.3%: **4.4%**.
- Percentage of Canadian seniors over the age of 65 who are "reliable voters," meaning they voted in the previous federal, provincial, and municipal elections: **75%**.
- Canada's next scheduled federal election: **October 19, 2015**.



April 28: Day of Mourning**WHICICALM**

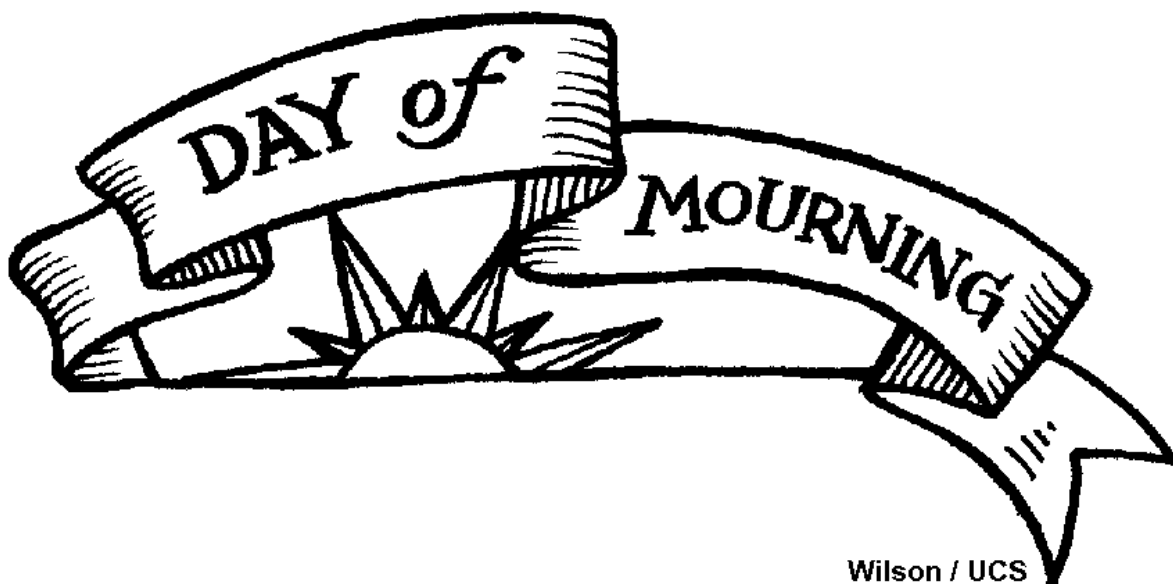
MORE THAN twenty years ago the Canadian Labour Congress declared April 28 a national day of mourning for workers who have been killed, suffer disease or injury as a result of work. Every year since, unions, labour councils, families and community partners gather by the thousands to mourn for the dead. What began through the efforts of Canada's labour movement is now observed in more than 100 countries.

On April 28 to honour those who have lost their lives or paid with their health. You can

- encourage others to attend a Day of Mourning event
- draft a message for your organization's publication or web site
- work with local media to promote the day
- write about worker monuments and cover Day of Mourning events
- lobby politicians to recognize the day through proclamation
- invite faith communities and social justice groups to observe the day
- convince employers and public institutions to lower flags to half-mast.

The Day of Mourning is also intended to focus attention on what we can do to break the silence of indifference and say enough to the suffering caused by hazardous working conditions. On April 28, let's resolve to bring about action that restores and promotes dignity and health in our workplaces and our communities. On this day and each that follows you can:

- educate others about basic health and safety rights and prevention measures
- help social justice and other groups educate at-risk members of our communities
- negotiate greater decision-making power for worker representatives and joint committees
- make health and safety a collective bargaining priority
- encourage local media to report on health, safety and environmental issues
- encourage members of parliament to support ergonomic and violence regulations and enforce of existing laws
- create monuments to promote public awareness of workplace health and safety.

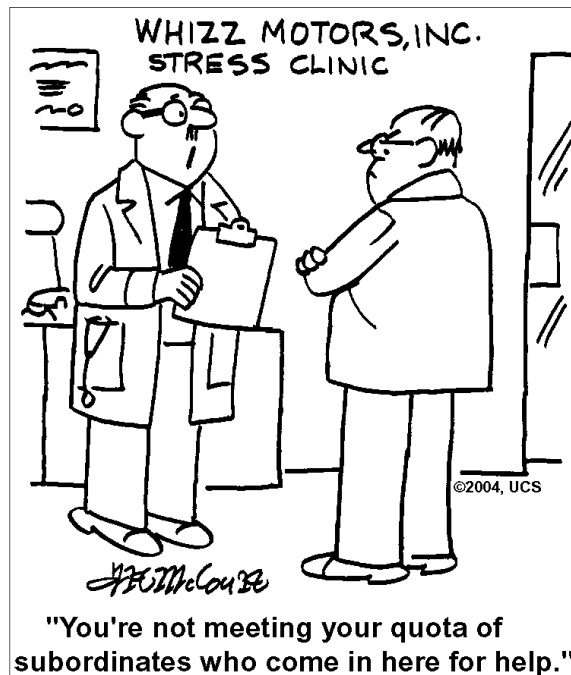


Wilson / UCS



The TNEFC is available to employees and their dependants (must be on employer medical plan) of Domtar. Support is also available to retirees. However, with retirees this does not extend to family members. A retired employee and their spouse can access the EFAP. Our service is completely confidential and is no charge to the employee or dependant family member. The TNEFC sincerely thanks all the members of the CEP for their continued support of our agency.

We turn lives around and enrich families through counselling!



ATTENTION: NEW RETIREES

Members who have retired since the December 2011 issue was published will receive the March 2012 issue of *Pulp Friction* ... if you would like to continue receiving a hard copy, or would like to have a copy emailed to you, please contact the Local 10-B office at (250) 828-8722 or cep10b@telus.net. Past issues of *Pulp Friction* are available on the Local 10-B website at www.ceplocal10b.com.

General Membership Meetings

As per the Motion passed at the February 8th 2012 General Membership meeting; Dues Reimbursement has increased to \$250 paid to members attending the required number of regular scheduled General Membership Meetings. The required number of meetings is 6 (six) for day workers and 4 (four) for tour workers. The schedule for General Membership Meetings is as follows:

- April 11, 2012
- May 9, 2012
- June 13, 2012
- July 11, 2012
- August 8, 2012
- September 12, 2012
- October 10, 2012
- November 14, 2012
- December 12, 2012

