

Communications, Energy and Paperworkers Union of Canada



Chinook Local 630 Paper Break

Elk Falls, Campbell River, BC

Local 630 President—Terry Hoff

Well its been quite a month or two and I am not sure where to start so I will tell you what I know. We have been pushing hard to get some answers on number one paper machine but fibre is still an issue. The consolidations in the east are helping with pricing but overall demand is still sliding.

With the Canadian dollar continuing to remain strong, my belief is that until demand, pricing and overall cost structure change, things are going to be tough going forward. In January your wage delegates met in Vancouver to formulate our upcoming contract, we will give a full report at the February Union meeting. On January 31 we met with both Union executives along with senior management to discuss 2008 plans as well as reviewing 2007 . We discussed Safety and talked about Union Management relationships. While there was some talk about number 1 machine, we are awaiting information that might flow next week after the Catalyst Board of Directors meets on February 14.

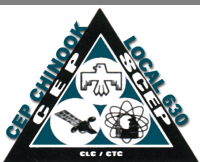
Local 630 standing committee met last week to discuss many issues revolving around current curtailment as well as many other issues that we will discuss at our next union meeting on February 14. Hope to see you there. Stay focused, work safe and stay positive, even in tough times good things can happen.

Terry Hoff

D.G. McDonald Bursary Deadline Looming

Applicants must be a son or daughter of a CEP Local 630 member. The bursary amount \$750. Applicants must be pursuing a post- secondary education now or in the near future. Applicants must write an essay no less than **1000 words** describing what the **Union Movement** means to them. Deadline for submissions is March 15, 2008 (First Round). All submissions must be received by the **Recording Secretary** before the deadline date.

SEND ALL SUBMISSIONS TO THE LOCAL'S OFFICE OR BRING TO THE NEXT GENERAL MEETING.



Union regular meeting
Thursday March 13th 2008
Voice your opinion come to meetings



Local 630 1st Vice—Brent Reid

Greetings,

There are a number of issues that the executive is dealing with. Let me start with one of the local struggles that are being looked at. Seniority and hours of work continues to be a huge problem. It seems that the company believes that our language in the collective agreement around training to access work, only applies if it makes good business sense. To the contrary, the language is to allow people with seniority to access work before junior employees. There are too many incidences of junior employees accessing full weeks of work while senior people are not.

We are in a situation that has members displaced and or on layoff. During these times it is essential that we pay attention and police supervisors doing hourly work. That means lockout, de-locking, and or being a helping hand in any way. It is the company's decision to operate without utility personal. Going so far as to not living up to agreements negotiated in good faith. There has been no trade off or any discussions just unilateral decisions to ignore of current practices and agreements.

The process of negotiations for a new collective agreement is getting started. This process is still in the planning stage as to how it will unfold. Catalyst Paper seems only concerned with the lowering of its labour costs, at this time. Pulp prices continue to be performing well. For us at Elk Falls, sawdust remains to be a supply problem. With the dollar high and paper prices low, time will tell as to how long this current picture of our industry will remain.

Brent Reid

Local 630 Standing Committee—Nevin Marsh**Memorandum**

To: All Managers and Supervisors of Printing and Specialty Papers at Catalyst Paper, Elk Falls Division.

From: CEP Local 630 Standing Committee

Date: Jan. 21, 2008

Re: Managers and Supervisors doing hourly work

It has recently come to our attention that there has been several incidents where supervisors have been doing the work of hourly employees. The feeling on the floor is that this practice has been escalating in recent months. Supervisors and managers know this is a violation of our collective agreement and continually need to be reminded of that.

We will be instructing our membership to watch for and police this practice and will convey this message to all supervisors in our jurisdiction. Should this practice continue we will take appropriate action to protect our members and their jobs.

We look for your cooperation in this matter and hope we can continue to work together in the future.

Nevin Marsh



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Trustee	Rob Fuccenecco	830-8232
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Local 630 Wage Caucus—Nevin Marsh

I am writing to thank the membership for sending me to wage Caucus and to give you some insight. This was a great learning experience for me as I am new to the process. As we approach the end of our 5 year deal the Western Caucus has the task of building an agenda that represents the needs and wants of its membership and then pitch it to our employers some time in the spring. With the state of the industry one could speculate that we are in for the most difficult set of negotiations we have ever seen. I can assure you as I myself have a lot of confidence in our Caucus to represent you diligently as we face each employer at the bargaining table.

Our Caucus itself is filled with a lot of experience when it comes to facing the employers. Our Catalyst locals including Terry and Brent carry a lot of knowledge and therefore are a great influence on the Caucus when it comes to voting and decision making. I can't say too much about our actual agenda until it is presented to the target employer this spring; however I will say that the process of building it is very democratic and represents all members belonging to the Caucus.

Dave Coles, our National President spoke to the group on Jan. 17 to address the long difficult road we have in front of us. Our union is lobbying the Feds and asking for some kind of Forest policy change to address the difficult market conditions that are affecting so many of our members. The feeling is that if they can provide relief for the Auto Industry they can also support the Forest sector as we too have been decimated by a high dollar and rising energy prices.

Dave also informed us that AbitibiBowater has approached our National Board to entertain the idea of opening their collective agreements back east a year early. Our Caucus has very mixed feelings on this because eastern companies are bleeding much harder than ours and their Caucus is much larger. Myself, I see the positive side as being AbitibiBowater wants to bargain now because they are afraid the consolidation they are doing will drive product pricing much higher in a year. I also put trust in our National Board to point us in the right direction and they are asking the Western Caucus to meet with the Eastern Caucus next month in Montreal to plan a strategy to bargain as one.

In conclusion I have heard many of our members ask their delegates to strongly send the message that we will not accept concessions. I feel the same way and believe that concessions will not fix the problems our industry faces and will only make it hard to keep and attract the skilled labour it needs to survive.

In solidarity,
Nevin Marsh

Facing up to Facebook – TUC/CALM

On their working life website the Trade Union Congress is advising employers about policies covering social networking sites as well as e-mail and the web.

TUC says employers are within their rights to forbid workers from using sites such as Facebook, MySpace or Bebo in work time, but a total ban may be an over-reaction.

Instead TUC suggests that sensible employers realize that workers lead busy lives and spend much of their waking hours at work. Workers should be trusted to spend a few minutes of their lunch break “poking” friends or making plans.

It is clearly not acceptable for someone to spend hours a day on social networking sites when they should be getting on with their work. However, policies drawn up with the involvement of the workers can set out what will and what will not be allowed.

Workers have always discussed aspects of their jobs in private with their friends and family. Now that online social networking is becoming mainstream, many of these private conversations are written on the web, potentially searchable by the public.

TUC points out that not enough workplaces are being up-front about what they expect from workers when they use social networking sites. As a result, a number of employers have

disciplined workers for their conduct online, and more cases are likely to follow unless sensible precautions are taken.

Employers may have valid concerns about commercial confidentiality or reputation damage, but in most cases they should not over-react by attempting to stop workers from using such tools to help organize their personal lives. Working together with workers and their unions to devise a sensible conduct policy that everyone is aware of, would prevent problems



from arising in the first place.

TUC also warns employers not be tempted to check out the profiles of job applicants on Facebook. It's likely that only a minority of potential recruits have public profiles on social networks and using information from this source can give an unfair advantage or disadvantage to certain candidates.

TUC's advice for workers can be found at www.worksmart.org.uk/rights/socialnetworking

Porn Blocked in Boonies

Tahsis Internet users receive government warnings; glitch blamed.

When William Davidson started getting government warnings saying he's blocked from visiting favourite Internet sites from his home computer, he didn't suspect it might have something to do with a government push to bring broadband to rural communities.

"A couple of us were scared there'd been a new Internet policy thrown at us," said Davidson. "I don't think anybody should be able to decide what we look at. I have a kind of libertarian view of that."

Davidson lives in Tahsis, a small community west of Campbell River on northern Vancouver Island. His Internet provider is Cable Rocket, which is part of a company called Conuma Cable. He has used the local provider for two years without problem.

Then in early February he and other users began having trouble with their e-mail. All but the smallest notes were being rejected. A few days later Internet users started getting what Davidson called, "The red screen of inappropriate use."

Restricted Categories

An attempt to visit a pornography site, for example, would return a red screen with a British Columbia logo and a "*** WARNING ***" message: "This connection has been refused. The Internet site you are attempting to access has been designated by a web classification service as containing material that contravenes the BC Government's Internet usage policy."

The warning linked to a page that said, "Users must not access Internet sites that might bring the public service into disrepute or harm government's reputation, such as those that carry offensive material."

Restricted categories include sex, adult content, racism/hate and "extended government inappropriate." It also blocked sites deemed security risks containing spyware, phishing software and bot networks. The screen would be familiar to government workers, who have contended with the filter for years.

Davidson said private users should not be blocked from going where they want on the Internet. "Our whole community has succumbed to 'Big Brother,'" he wrote in an e-mail. "I don't know how far this problem extends, but some of the folks here are pretty upset."

Hard to analyze

The Tyee.ca – Andrew MacLeod

The manager of Conuma Cable, Steve Savola, said the company is working to fix the system and doesn't need any negative publicity. "We're in a difficult little pinch right now," he said. "We've had a problem for a few days We're trying to deal with a problem that's out of our control." The explanation for what was going wrong was technical, not one of censorship, though a person in the office working on the problem joked that "aliens" had taken over the system. It has to do with how the community's broadband is wired.

"We route through a government tunnel in Tahsis," said Savola. Normally there are parallel ports that keep private users separate from the government line, but something had changed somewhere. They were working to figure out what. He believed the problem was in New Westminster or Vancouver. "It makes it very hard to analyze."

The warning screens are the kind of thing government employees or students would normally get, he said. Asked what he makes of people worrying about the government controlling what sites they visit, he said, "Go smoke another doobie."

Partnership with Telus

The problem may, however, be related to the province's attempts at Closing the Digital Divide that aimed to bring broadband Internet service to rural communities.

Now known as Connecting Communities, in 2005 the government signed a \$117 million partnership with Telus to provide broadband infrastructure to 119 communities, said Telus spokesperson Shawn Hall. Telus's website says so far 116 communities have been connected through the program. The remaining three have had right-of-way issues.

Tahsis was not part of that project, said Hall, but was the subject of an earlier, similar agreement. The problems there were probably not caused by Telus, he said. "It sounds very odd to me," he said. "It sounds to us like it's probably a configuration issue between Network B.C. and the ISP provider."

A spokesperson for the Labour and Citizens' Services Ministry, which is responsible for Network B.C. and the project, said the problem in Tahsis is an isolated incident. The government buys Internet service from Conuma Cable, he said, and somehow "the pipelines crossed" because of a "technical glitch."

Conuma's Savola said nearby Woss, which was in the Connecting Communities program, had Internet routed through the government's computers when it first started and had restrictions like the one that hit Tahsis last week. "Everyone had to live with that for six months," said Savola. In that case customers were warned ahead of time about the limits of the service. "People were told up front and it was their choice."

Despite the limitations, said Savola, the program has been a great success. "What the government's done for small communities has been probably the most proactive in North America."

#4 Safety Achievements

What a year of uncertainties and speculations 2007 was for our mill. Stressful and frustrating doesn't even begin to describe what has marked this as one of the most changing times our mill has faced. Every member that we have come across has their own spin on the situations we face and solutions needed to overcome, or what is facing us in the near future.

Since all of this downsizing and curtailments have started it comes as no surprise to anyone that injuries and M.I.s were high last year. Again more negative happenings we heard about every day.

By now you can see the obvious negative overture that is involved with these times. Even though times are tough what we don't hear enough about is the positives and achievements seen in the mill.

#4 PM has done extremely well in efficiency and production, and even though the safety stats do not reflect it, has by 630 safety reps opinions been the best success of worker and staff co-operations in our local. Time and again issues have been brought up and dealt with in timely manners. So we want to share with you some of these positives.

Successes

- First off thank you to Sean Cramb for stepping up as Safety Rep. We look forward to working with him, and are confident that if issues need to be brought up he will be ready to voice those concerns anyone is not able to deal with.
- There was issues with the rope runs, which were modified.
- In a budget crunch year money was found to buy an expensive Kalmar Up Ender.
- Insulating of exposed steam lines and padding exposed edges.
- Lead In Roll moved to help reduce injuries associated with ergonomics.
- New Slitter Blades to aide removal, reducing chances of cutting hands reaching around slitters to remove.
- Payout Clutch Wheel Dive.
- Re-Winder and Winder Pins Installed to help with the cutting up of bad starts.
- Last year management went as far as to cut off a DLK supplier because their method of wrapping bails was unsafe and contributed to injuries. Their stand has led to the supplier coming to our mill to find a solution or a way to change their practices.
- Raised the door way in the warehouse after an incident with a fork lift.

Safety in Review—PM4

- The BHK line has had many revamps to improve the running and safety of operations. I.e. photo eye moved, timing in computer logic, etc.
- Side bars installed on BHK de-wire station to stop bails falling over.

These positives we believe shouldn't go unacknowledged and believe if we focus more on the things done right in our areas good will come out of them. Our ability to improve as a mill has been shown to us time and again. So we urge you to take the time to assess situations before jumping into the job at hand. Ask yourself questions like, is more than one person needed to do the job, is there a tool needed to help the job along, or is warming up needed before starting the work. With the commitment to safety shown by your managers, you're taking a reasonable amount of time needed will certainly be appreciated. #4PM has a good record of getting safety issues done and other areas could benefit from how safety issues are dealt with in this department. We as Safety Reps. just urge you to take the extra step and focus more at the task at hand. Market conditions are out of our hands, but we know the members of local 630 are more than ready to face any challenge. Taking safety first ourselves we can be the example in this time to the company.

Thanks from your 630 Safety Reps.

Letters

Brothers and Sisters,

Thanks to all of you that made it out to the dance December 29. You all made it a great success. Without the involvement from the local's members it would have been a giant flop. All of the retirees that attended had a great time and greatly appreciated the Local for remembering them after they had left the mill. Also a giant thanks to Jim McPherson, Norma Hansen, Sean Cramb, Rob Fucceneco, Wayne Brownhill, Ian Creaser and the Clothing Crew for all of their help organizing and selling tickets. With the morale at the mill being at a all time low and the uncertainty of the mill's future hanging in the balance it was sure nice to see people cutting loose and having a great time. The Local is tentatively planning another installation dance for December 27, 2008. Hopefully we can get an even bigger turn out for that one, so mark it on your calendar! If anyone has any new ideas for the next dance or know of any retirees that weren't contacted please let me know about it, recsec@cep630.org. The new 2008 agenda calendars are in so please contact me 5583 on #4PM "D-Shift" or see the clothing crew to get yours. CEP clothing is still on sale 50% off (remaining stock), so show your Union colors and let the company know that solidarity in Chinook Local 630 is as strong as ever! See you at the next meeting!

Adam Swain.
Rec-Sec.

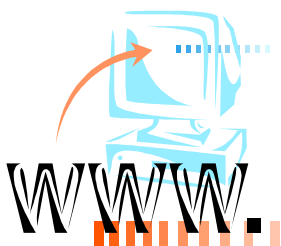


For all the latest news, events and information please visit

www.cep630.org

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CEP National and Regional Website: www.cep.ca

CEP 1123 Website: www.cep1123.bc.ca

Canadian Labour Congress: www.clc-ctc.ca

BC Federation of Labour: www.bcfed.com

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The Back Side—Sean Cramb

Looking back on the past week, there has surely been more news releases and media coverage than the whole of 2007. Unfortunately though, media interest and the ensuing coverage are rarely generated by good news.

The onslaught began with the announcement on February 7th by TimberWest. The news release stated that TimberWest was going to shutdown their sawmill indefinitely on May 9th, throwing some 257 union and staff employees to the wolves.

Some have said that this move leaves TimberWest with little more than ten fulltime employees on Vancouver Island. Shame. I have friends and neighbours who work for TimberWest and I feel for them and their families.

Is this management decision final? TimberWest seems to think so. It is certain that government intervention will be needed if the fate of our union brothers and sisters at TimberWest is to change. A good place to start would be for Minister Coleman to set a moratorium on raw log exports. Then opt out of the Softwood Lumber Agreement. Should not be a problem, we all know that historically the Liberals have had no problem dishonouring contracts. Just ask the HEU!

Now how does the closure of the TimberWest sawmill effect us? Friday afternoon Brian Johnston circulated an email that blamed the sawmill closure for a worsening in fibre supply, thus extending the curtailment of PM1 into the second quarter. The email had no numbers, no breakdown on the percentage of sawdust and chips generated by TimberWest

that we consume compared to other sources. I would really like to see those numbers .

Last week saw the company grow by 20%, via the purchase of Snowflake Paper Mill in Arizona. Let's give a big welcome to the 450 employees down there (hopefully we can get them to organize with USW). This mill runs on 100% recycled fibre. AbitibiBowater has agreed to a three year supply contract, providing 40% of the required fibre in the first year of the deal, and less each consecutive year. Wonder where the rest of the fibre will be coming from?

Is it possible that PRD could ship recycled product down to Arizona? The accountants who run this company could sell it to Snowflake at below cost, then combine the cheap fibre with cheap labour and presto, our American subsidiary is making it hand over fist.

Of course the above scenario would require some sacrifice... from us! So hold tight, this year is going to be quite the ride.

Last week I was up at the CLC Winter School. It was my first time there and it was amazing. The course that I participated in definitely confirmed my opinion of the media, helping me to see through the crap that gets flung at us daily. While there I was able to get to know my roommate better, our brother Mike Stewart, whom I barely knew before we left. What a nice guy. Would have referred to him as a great guy, but he kicked my butt at the pool table!

Sean Cramb

Support your union, come to meetings!