

Communications, Energy and Paperworkers Union of Canada



Chinook Local 630

Paper Break

Elk Falls, Campbell River, BC

Presidents Report May 2005

Autonomy as the dictionary defines it as “the right or power to self – govern” self explanatory. In the CEP this also holds true in the sense that all locals are autonomous to one another. In cases where two locals are in the same plant certain guidelines are put in place as to which local the new employee is hired into. Such is the case here at Elk Falls. Everyone knows that “new hires” are always initiated into Local 1123. We don’t argue with that as long as it pertains to people hired “off the street”. However, when it came to having students hired this summer this Local was given an opportunity to have a say in a summer student agreement. For the last number of years, dare I say twenty, this mill site has always found ways to hire summer students. In fact many of us got our start through weekend work in High School through out the year as well as work during the summer. Sadly, those were the days of the “spare board” when if you missed the phone call for work chances are you wouldn’t get forty hours that week.

The issue at stake is portability into each locals jurisdiction. Portability is important to all especially if you’re a junior member in either local. We all know by now that our Kraft business is in trouble. This doesn’t suggest that the paper side of things are any better either. This portability issue “has always been used as insurance” as was mentioned to me not long ago.

This insurance also works the other way too.

This brings the point of seniority. Seniority is the one foundation block of union philosophy (last in- first out). So why would any Local put road blocks (restrict portability) against that? It was not the intent of this Local to re-write the job posting principals. What we are trying to achieve is a student policy for Local 630 for which we are responsible. As I believe it is our “right to self-govern”.

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Union regular meeting
Thursday May 12 2005

Voice your opinion come to meetings



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Wage caucus was held last month in Vancouver. We heard from the pension trustee Bruce Rolick on our pension plan and some of his proposals which I will explain in more detail at the next general meeting.

I recently attended the CEP Spring Area Council which was held in Powell River. These councils consist of all the sectors in the CEP in British Columbia. We hear reports from members in media, telecommunications, energy (oil and gas) as well as pulp and paper. It is not uncommon to hear the same issues that we experience either in safety or production and general management union issues (HR) problems. These councils meetings are invaluable in the union education that is brought forward for us to learn and understand.

In Solidarity,
Dale Cerny

Time off from work for voting

Elections BC



Any employee who is entitled to vote is entitled to have four consecutive hours free from employment during voting hours on General Voting Day for the purpose of voting. Voting hours on May 17, 2005 are 8:00 a.m. to 8:00 p.m., Pacific Daylight time.

It is up to the employer to determine when any necessary time is to be taken off work to vote. Time off may be at the beginning or end of an employee's shift, or unnecessary if normal working hours already provide the necessary time free from employment. It is an offence for an employer to take any deduction from an employee's pay, or exact any other penalty, for time off for voting.

Section 74 of the Election Act also specifies that individuals who work in such remote locations that they cannot reasonably expect to reach any voting place during voting hours are not entitled to the time off.

Advance voting is available to all voters from Wednesday, May 11 to Saturday, May 14, noon to 9:00 p.m. (local time). Use of Advance Voting, and cooperation between employers and employees, will ensure that all individuals have the opportunity to vote without disrupting business operations. Advance polling will take place at the Campbell River Community Centre 401-11 Ave, Campbell River or Florence Filberg Centre 411 Anderton Ave, Courtenay.



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Articles appearing in the Local 630 Paper Break express the views and/or opinions of the authors. They are not necessarily the policy of the CEP or views shared by the Editor or Local 630 Executive officers. In submitting copy or photos, contributors should note if they wish material to be returned. The Paper Break attempts to give coverage to Local, Regional, Provincial and National matters, pertinent material will be held for the future if space is unavailable in the current issue.

May 05

The Rewinder

Yves Villemure

This month was a busy month for me as an executive in local 630.

First of all if there is anyone who hasn't received their t-shirt yet come and see me on the Paper machines, D crew. Or see any executive in our local and they will make sure you get one.

Secondly, the fish derby scheduled for the May long weekend is coming along fine. We have had a few volunteers putting their names up at the gate on the volunteers list.

The only big item left to deal with on the list is somebody volunteering to take care of the chili and hot-dogs on the Monday at the end of the derby. If someone out there is willing to look after that it would be greatly appreciated.

And one last thing about the derby is don't forget to sign up at the gate before the deadline or it will cost you \$5.00 to register. And the reason behind this added cost is that this derby is getting bigger and harder to guess what to buy and for what ages to buy for. It is not about making an extra buck it is about making it easier for the members volunteering to go out and purchase the right prizes so that everyone goes home happy. The rules and the sign up sheets for the derby are posted at the gate for another couple of weeks.

The last thing I would like to express is my feelings on the amount of relief we are getting this summer in the local 630 jurisdiction. I want the

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members of local 630 to understand exactly why we are short on relief in this mill this summer.

This local had very little input in the process that got us here. Let me summarize what happened in a few words without picking on anyone in particular. We were more or less told that in regards to making any decisions towards hiring students this summer, we are along for the ride and that we are sitting in the back of the bus. If you don't like it, it is too bad.



Personally I don't like the way this bus is being driven on this issue. I don't like the idea of being in it when it goes off the road this summer because people can't get their time off with no way to fix it. I can see us, local 630, having to make some tough decisions over the next few months. At the end I am sure that our membership will tell us what they want like they have in the past.

So everybody keep it cool this summer. Keep an eye on each other because I can see a lot of overtime and people moving up through the lines of progression, doing tasks that they don't get to do very often. So don't be scared to ask questions because everybody has the right to know where this bus is going. The company should also recognize their obligation to supply us with adequate relief not only in the summer months but all year round.

Hope to see you at the fish derby, from the Rewinder.

Recording Secretary,
Yves Villemure.

CEP Launches Food Bank Drive

CEP Western Region

A union initiative to raise money for the Food Bank was announced at a town hall meeting in Port Alice, BC on April 29, 2005.

"The Communications, Energy and Paperworkers Union has donated \$5000 to start the drive to raise money for the Food Bank in Port Alice," stated Dave Coles, CEP Vice President. "We will be encouraging all our locals in Western Canada and our friends in the labour movement in BC to ensure that families don't go hungry."

"I am absolutely disgusted with the current propoganda from Gordon Campbell about a supposed 'golden decade'," continues Coles. "There can't be very many families on northern Vancouver Island that would be sharing in these alleged riches."

The pulp mill in Port Alice has been under bankruptcy protection for the second time in 3 years putting more than 300 people directly out of work and dramatically impacting the economy of northern Vancouver Island.

2005 Provincial Elections

Dave Coles, Western Region Vice President

As many of you are already aware, the upcoming provincial election includes a referendum on whether or not to change the election system from the "first past the post" system to a 'single transferable vote' system.

I have spent a significant amount of time trying to determine whether or not it is in the best interests of our members to support this initiative. Both the Liberal Party of BC and the New Democratic Party have not taken a position (either pro or con) and neither has the BC Federation of Labour. After consultation with our members, our staff and activists, and with other friends in the labour movement I have decided to share with you my concerns and my recommendation.

In my opinion the STV system does not adequately address the issue of proportional representation, which is a position taken by CEP. Clearly, this system of voting is too complicated to easily explain and it is hard to judge if the outcomes demanded by the public can be met. If it doesn't increase proportionality and it doesn't increase democratic representation and it doesn't help elect a more diverse group of candidates, then this proposed voting system should not be supported. I

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May 05

1st Vice President's Report

Greg Derouin

Yes, that was me that you have seen hobbling through the gate with my work bag. I have actually been spending some time in the Mill lately (sic), much to the chagrin of my knee and those below me in the line of progression. I understand that Dale will touch in his article on our trip to Vancouver for the Wage Caucus. So I will leave those details to him, save for a brief comment that we should all be very proud of the footing that our Pension Plan is resting upon. We have created and continue to support a very well run and structured vehicle that is delivering on its commitments to us. It is a pleasure to receive continued positive updates on our plan. It is sad, however to hear stories that many of our Brother and Sisters in other Pension plans are on the potential verge of having to make very difficult decisions on the very future of their plans. We have been where these Brothers and Sisters are going and it is a difficult road. It was because of our collective strength and a vision of a future that made our plan sustainable, effective and a model for others to follow. I wish these Brothers and Sisters all the best in this very difficult process.

The Presidents Councils just concluded here in Campbell River with Dale and myself attending on your behalf. The agenda included an update on the financial results for the 4th Quarter of 2004 and the 1st Quarter of 2005. While it was disappointing to see that we are not making a great deal of money as a company, it was refreshing to see that the Elk Falls operation, particularly on the paper side of the business was doing well and we continue to be complimented on our efforts at continued progress. We also

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heard that our success at closing the competitive gap with Abitibi and other initiative at maintaining a good balance sheet has positioned us much better than others at a time of uncertainty within the investment with future of the pulp and paper sector. I guess you could say that we are the "best of a bad lot".

Jess Beaman gave a brief out line of where the Company is in regards to their vision of enhancing NorskeCanada's profitability through a LWC (Light Weight Coated) strategy. Suffice it to say that there are several potential scenarios none of which are guaranteed. It was clear though, that most of these strategies would be expensive and that if they will be undertaken it will be done with debt financing and not with any profits that we may generate. These potential profits as committed before would go to grow and enhance the existing business.

We were also given a brief presentation on what the Company is looking at in regards to the Operations Technical Training Program. It briefly entails a program of involvement not unlike the Quality initiative that we have previously experienced. They are looking for involvement from most of the departments in the local to examine the whole process of mill training. This will include some travel to experience and review operations that have different training models. We are participating with an open mind and will of course review all aspects of this company initiative with the membership as usual. It does appear that this will be an extensive and ongoing initiative so stay tuned and we will try and keep you continually informed.

I just returned from the BC Provincial Council meeting that was held in Powell River. The agenda included presentations on Organizing

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and on Drug and Alcohol Testing in the Workplace. I have the opportunity through my Rank and File position to attend Area Councils in all the Western Provinces. I find that they are a great vehicle for the locals who participate to not only get some timely and useful educational presentations, but also to interact between Conventions with CEP members from other Sectors. This interaction enables valuable discussion on many important issues and often allows for a new enlighten perspective on many issues that we face. While in Powell River, I had the opportunity to speak with Brian Payne, our National President, about several issues including the ongoing saga of the Softwood Dispute. He explained that the latest action that has happened as an indirect result of the Softwood position of the Americans is that the Quebec Government has been forced to recognize that the continued level of allowable cut in that province is not sustainable, and that they have announced a 20% reduction of the Provinces allowable cut across the board. This will no doubt result in significant job loss for many CEP Brother and Sisters who work in the Sawmilling Sector in Quebec. We all have seen the effects that shutting sawmills down has had on many small communities here in BC.

Speaking of here in BC, unless you have been living under a rock, you will no doubt have seen that we are in the throws a provincial election campaign. Now, I know you are not going to be surprised that I am officially asking you to support the NDP Candidate in the particular riding in which you reside. It is no secret that

your Union officially supports the New Democratic Party and I also personally am a supporter. But, what may surprise you is that I also know that the previous pitch for support probably doesn't mean a thing to you, and you will make your own decision.

It has been clearly obvious to those of us who follow these things, that while you the membership are very supporting of many of the positions and platforms that the NDP presently and in the past has advocated, you have not been exercising you franchise in favour of the NDP. Quite frankly, it seems that many of you (if polls and election results are any consideration) are not even bothering to vote in elections at any level of Government.



I am sorry, but it is simply confounding to me that trade unionists, who better than most should understand the importance and value of their vote, choose or lazily neglect to exercise a right that for many people is only a dream. I would like you to note that this year makes the 60th anniversary of the end of WWII. I ask you to take some time and think about the Men and Women who died 60 years ago who would have loved to be able to exercise the right that they fought and died to maintain. I ask you to take the time to think about the issues and then take the time to cast a vote. A vote is the only cost of democracy, and it is a small price to pay to assure its continued survival. Indifference can and will kill a democracy. Just like our local, your opinion matters, and your vote counts. Exercise your right and tell a friend or two to do the same.

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will be voting no.

However, we mustn't forget to focus on the real issue in this election and that is what kind of government we want. This government has broken almost all of its election promises, has torn up collective agreements, privatized public assets and done everything possible to prevent listening to the wishes of its citizens. After 3 ½ years of chopping and gutting they are now bribing us with our own money and attempting to ride on a single year of increased transfer payments from the federal government and increased revenues from commodities to paint a picture of a 'golden decade' to come. We must not be fooled.

This election is nothing less than a vote as to what kind of life we want as workers and as family members and citizens of our community. Every election we are told that it is the most important election of our times. This time, I really believe that it is. Therefore I am encouraging you, in the strongest possible terms, to work with us and to do everything possible to encourage our members to vote. Please contact us at: contact@cepwesternregion.ca to receive information on how you can encourage your members to vote.

I have attached a copy of the STV information sheet prepared by the BC Federation of Labour. I hope that you will review this document and share it with your local members. But above all, please ensure that your members vote in this election. If we have learned nothing else over the past four years, it is that which party you elect to form government makes a real difference and that every vote counts.

STV Information Sheet

B.C. Federation of Labour

Information on the proposed new electoral system for British Columbia

On May 17, 2005, you will decide whether or not to vote to change to a new electoral system that came out of the Citizen's Assembly process – BC Single Transfereable Vote (BC STV). The BC Federation of Labour supported the work of Citizen's Assembly – many were union members – and thank them all for their time and effort in looking at our electoral system. Now union members across BC are searching for more information on this new electoral system in order to make an informed decision at the ballot box. While the BC Federation of Labour has not taken a position on this particular proposal, it was felt that some of the questions raised by members about his complex issue should be shared with you.

What will the referendum question be on STV?

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The referendum question placed before all voters will be:

Should British Columbia change to the BC-STV electoral system as recommended by the Citizens' Assembly on Electoral Reform?

Yes/No

Is Single Transferable Vote currently used in any other jurisdiction in Canada?

No. STV is currently only used in Ireland, Malta, the Australian senate and a few municipalities.

How exactly do the ballots get counted under STV?

Voters rank candidates according to their preferences on a ballot – they can rank as many or as few candidates as they want. Then all the candidates ranked first will be counted. If one or more candidates gets enough votes to exceed a pre-set number (established through a mathematical formula called the “Droop Quota”), he or she will be elected. All the ballots of the person(s) elected will then be assigned a “transfer value” based on a mathematical formula and those ballots will be transferred to the voter’s second preference. If after the transfer of ballots, another candidate exceeds the Droop Quota, he or she will be elected. Their ballots will be assigned a transfer value and the 2nd preferences of some and 3rd preference of others will be counted, and so on. If no candidate exceeds the Droop Quota, the candidate with the least amount of votes is dropped off the list and their 2nd choice will be transferred at full value. This process continues until all the positions are filled.

Is BC-STV a proportional representation system?

It is important to note the term ‘proportional representation’ has come to mean that parties gain seats in proportion to the number of votes cast for that party in an election. The answer to whether or not BC STV is proportional representation really depends where you live. To quote from the Citizen’s Assembly fact sheet, “Once the number of seats per district drops below five, substantial reductions in proportionality occur....” This means if you live in an electoral district with five or more MLA’s (usually urban areas), your chances of achieving proportionality will be greater than in electoral districts with less than five MLA’s (usually rural areas.)

Why are the constituency boundaries being expanded?

Will the number of MLA’s increase?

IN order for STV to work, there must be at least two MLA positions in each electoral district. The Citizen’s Assembly was not mandated to increase the number of MLA’s so the present number of 79 MLA’s remains. This means the current electoral districts will be combined into groups of 2 to 7 and the number of MLA’s will correspond to growth in the size of the electoral district. (ie. If the riding of Columbia-Revelstoke is combined with riding of East Kootenay, there will be 2 MLA’s representing the new combined riding.)

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How will I reach my MLA if he/she has to represent an area two to seven times larger than they had before STV?

While there will be a corresponding increase in the number of MLA's in each district, each elected official will be responsible for their entire riding. Rural area residents who already live in large geographic electoral districts will now see the constituency at least double in size.

Will STV help elect a more diverse group of candidates?

The difficulty in answering this question lies in the very limited use of STV around the world. In Malta, for example, one analysis shows women in that country have been less successful in winning office than women who run in countries with Mixed Member Proportional systems and our won system of First-Past-the-Post. Similarly, in Ireland where STV is used, women have had a more difficult time being elected than in places that use other systems to elect their representatives.

How does STV make every vote count – or – does it end “wasted ballots”?

It doesn't. Like other electoral systems, there will be those voters who will cast ballots that will not help elect a local MLA. However, under STV, some voters will have their second, third, and fourth preferences counted while others will not.

Why does the referendum question only allow voters to support or reject one electoral proposal? Why are voters not given a choice of electoral systems?

The Citizens' Assembly heard submissions from academics and British Columbians in support of STV, Mixed-Member Proportional systems, and other electoral systems. The Assembly then held an internal vote on whether to support a Mixed-Member Proportional system versus STV. The Assembly members voted to support STV. The Assembly then voted to recommend only STV to the voters on May 17, 2005.

Will May 17, 2005, be my only chance to change the electoral system? What if people support electoral reform but not STV?

The Assembly's final report talks about British Columbians overwhelming sense of frustration with the First-Past-the-Post system currently in place. The two major political parties supported the work of the Citizens' Assembly, neither the BC Liberals nor the NDP has taken a position on STV.

Where do I get more information on STV and the final report of the Citizens' Assembly?

While the Assembly has finished its work, you can still find more information on their website at www.citizensassembly.bc.ca/public. There is also a “yes Committee” website www.bcstv.org and a “No Committee” at www.knowstv.org.

Authorized by the B.C. Federation of Labour, a registered sponsor, Angela Schira 604 430 1421



The Crossword Corner

ACROSS

- 1. A woman of refinement
- 6. Store
- 10. Large mass of ice in the ocean
- 14. Classical music theater
- 15. Prefix indicating 1 trillion
- 16. The habitation of wild animals
- 17. Locate and correct programming errors
- 18. Ends a prayer
- 19. Look lasciviously
- 20. Extinguishing
- 22. Leaf of the talipot palm
- 23. Center of a hurricane
- 24. Firstborn
- 26. Sacred text of Zoroastrianism
- 30. Augurs
- 32. Articulate in a rhythmic way
- 33. Midday
- 35. Mixes
- 39. Cogs
- 41. Wildebeest
- 42. Abraham's wife
- 43. Allow entrance
- 44. Ploy
- 46. A very small amount
- 47. Quotes
- 49. Sealed in a can
- 51. A structure of steel bars that supports
- 54. Hotel
- 55. Chief god (Egyptian mythology)
- 56. Tough and callous
- 63. An additional quantity
- 64. Angers
- 65. Pertaining to modern day Persia
- 66. State of disorderliness
- 67. 9
- 68. The devil
- 69. God of war (Greek mythology)
- 70. General Agreement on Tariffs and Trade
- 71. Result

1	2	3	4	5		6	7	8	9		10	11	12	13
14						15					16			
17						18					19			
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69					70				71					

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DOWN

- 1. Fashion or manner
- 2. Highest point
- 3. Amount owed
- 4. Wild African sheep
- 5. Attracts metal
- 6. America has 50
- 7. Prefix indicating half
- 8. Chocolate cookie
- 9. Expressed a totally negative opinion
- 10. A discoloration caused by blood
- 11. US symbol
- 12. Streamlets
- 13. Remarkable
- 21. A dark greenish-blue
- 25. Not more
- 26. Seaweed
- 27. Competed
- 28. Ancient Middle-eastern kingdom
- 29. Uncompromising resolution
- 30. An incentive
- 31. Burden
- 34. Monster
- 36. To press clothes
- 37. Charge per unit
- 38. Herring-like fish
- 40. Agitate or mix
- 45. Sicilian volcano
- 48. Keyboarding
- 50. Cut
- 51. 3rd letter of the Greek alphabet
- 52. French for "Love"
- 53. Pertaining to Scandinavia
- 54. Something inserted
- 57. Murres
- 58. Fellow
- 59. Anagram of "Rain"
- 60. Food grains
- 61. A two-toed sloth
- 62. A trigonometric function



What is a proxy server?

Mark Nicholet

A proxy is a server located in an unrestricted remote location that can be objectively accessed by your computer to retrieve internet resources such as websites. The data you request comes to the proxy first and then the proxy sends that information to you. Anonymous Proxies hide your IP address and prevent anyone from finding out about you and your surfing interests. There are tons of "public proxy servers" out there which are free and open for anyone to use.

First of all ditch Microsoft Internet Explorer and get Mozilla Firefox you can download it for free at www.mozilla.org. Install Firefox and start your new web browser. At the top, above the address bar, click Tools -> Extensions -> Get more extensions. Next, the "Mozilla Update site" will load, in the top right corner click on the search bar and type "SwitchProxy". Then download and install SwitchProxy and reset your browser. SwitchProxy is a FireFox extension that allows you to switch between anonymous



proxy servers at a chosen interval.

After you have installed SwitchProxy you will notice that there is a new proxy toolbar installed in the top left corner. Simply click on the Proxy: drop down menu and select the pre-installed anonymous proxy list named "Alpha". Verify your connection with that proxy in the Status: window on your new toolbar. To test your new anonymous capabilities surf to www.whatismyip.com and it will identify your new IP along with the country you are surfing the proxy from. SwitchProxy jumps to a new proxy server after your configured time has expired making your connection appear to be bouncing around the world.

You can add an anonymous proxy list to SwitchProxy by directing it to www.steganos.com/?area=updateproxylist

If you insist on supporting the Darth Gates empire you can try www.anonymouse.ws with MS Internet Explorer.

Crossword Corner Answer

M	A	D	A	M	S	H	O	P	B	E	R	G
O	P	E	R	A	T	E	R	A	L	A	I	R
D	E	B	U	G	A	M	E	N	O	G	L	E
E	X	T	I	N	C	T	I	O	N	O	L	L
			E	Y	E			E	L	D	E	S
A	V	E	S	T	A	B	O	D	E	S		
L	I	L	T		N	O	O	N	S	T	I	R
G	E	A	R	S		G	N	U	S	A	R	A
A	D	M	I	T		R	U	S	E	I	O	T
			C	I	T	E	S		T	I	N	N
G	A	N	T	R	Y			I	N	N		
A	M	O	N		P	U	G	N	A	C	I	O
M	O	R	E		I	R	E	S		I	R	A
M	U	S	S		N	I	N	E		S	A	T
A	R	E	S		G	A	T	T		E	N	S

Next Regular Meeting
Thursday May 12, 2005

Time: 8:00 PM
Place: Union Hall

Issues: General

Come out let your voice be heard!!