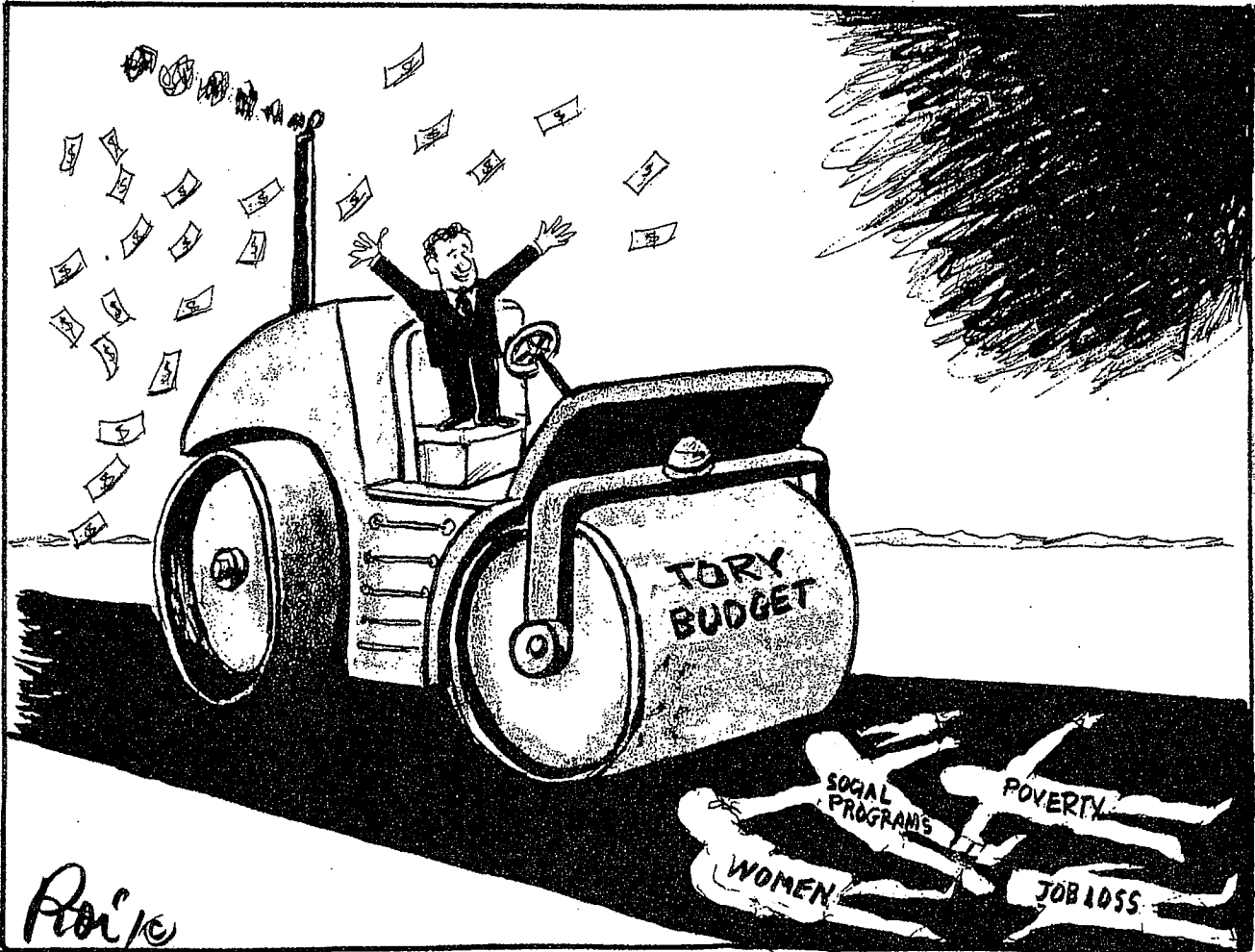


CEP Local 10-B's

Pulp *Friction*



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January/February 2009

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email: cep10-b@telus.net

OFFICE HOURS: MONDAY – THURSDAY 8:00 A.M. – 4:30 P.M.

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	Terri Twamley	554-0280		

EDITOR'S COMMENTS

By Tami Teshima/CEP Local10B Editor

So by the looks of things, the motto of Hurry Up And Wait still seems to apply even to those in the pulp industry, or at least in Kamloops.

In the efforts of getting The New World Order going at Domtar, people have been madly training and rescheduling to shift as fast as possible, all in all a good tactic, because in my (granted limited) experience, big changes need to happen fast so that the more cantankerous ones don't have time to brew trouble, sort of like hitting a road-blocking moose with your car, stunning it, and speeding around to your destination.

However, it appears to me that for all the rushing about we've done, for all the talking, dealing, and otherwise shaping (or at least trying to), things have become stalled out again with the announcement of another two-week delay in boiler decisions.

The more cynical-minded will say that the whole project is starting to look a little (or a lot) doomed, and it seems to me that the more moderate thinkers might be starting to feel the same. Why, yes, you may infer I'm one of them.

But in the meantime, well, yes it sounds repetitive, but all we can really do is wait and put our best face forward for whatever else corporate Domtar has to throw at us. We all want to work, and we all want this mill to succeed, and I think, no, I *hope* I can safely speak for every labor and every staff member when I say it.

To be absolutely fair, there's not much local leadership can do about the matter, as far as I can tell, with the delay ostensibly to gather more information about the mill coming from high levels of corporate Domtar. It does seem a bit of a surprise to me, given that I would have assumed all necessary data would have been passed on at the first proposal, back in December, in order to ensure the fastest possible decision.

Because, let's face it, deadlines for putting in buy orders for building materials are getting closer and closer if we're to meet the environmental permits when they come up for renewal.

Optimists and other flavors of cynics also say that the government couldn't possibly want to close us down (all issues of what corporate decides to do with us aside), we who are such a solid economic force in the community. But I don't want an extension. I want a mill that can and does meet its legal and environmental obligations. I want a mill that can stand and proudly say that it is doing its all, without undue extensions and excuses, for the environment. I want all those chains of custody, all those claims that our pulp is produced with good energy, all the work we've put into the mill even before the boilers came under review, all of those environmental audits and ISO certifications to mean something more.

I want a mill with a reputation as good as the people who work for it.

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Vice's Report
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Safety Report
Women's Committee Report
Sunshine and Cheer Update
ICEM/BWI Conference Report
Pension Updates
Stuff Caught in the Net

LETTER TO THE EDITOR

Dear Editor,

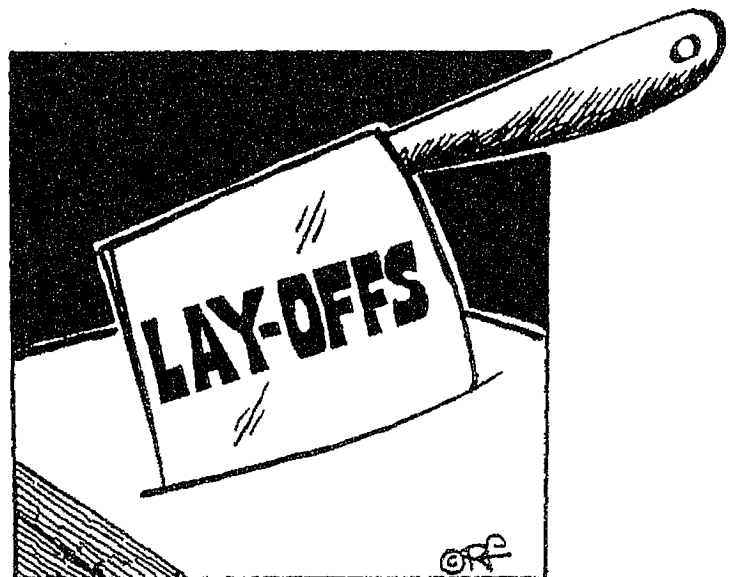
Over the past several months I have seen several stores installing self serve check out tills. This is a very bad idea. I can't think of one reason why anyone should EVER use one. If you think that prices will be lower with less people employed then you are living in dream land.

The reasons for avoiding these monstrosities are many. Look at those people at the ckeck out. They could be your next door neighbor. They could be one of your kids' best friends working part time putting themselves through TRU. Support of self serve tills could mean one of these people will lose their job. These machines are designed to save costs for the store. Savings that most likely will not be passed on to the consumer.

In these tough economic times the loss of ANY job is one too many. Job loss of any kind will delay the recovery time a community has to prosperity. Using self serve tills has this potential.

Keep jobs in your community. Use live cashiers. Don't give businesses that don't have real people at the check out your hard earned dollars. Machines don't spend money, people do. It's people with jobs that keeps the economy spinning around. If you value jobs, support people serving your needs.

-Jim Ferguson



PRESIDENT'S REPORT

by Murray Matheson/CEP Local 10B President

We are into very dynamic times at our mill. Implementations of the redesigns started as of Feb. 1 for the Main Lab, part of the Machine Room and Brown Stock. The time lines for the different areas extends to the end of 2009. There will be updates as the year progresses.

With the many changes there are many challenges that we face. We have members that will be potentially displaced from their departments. Other members are directly affected by the "pure" redesigns in their areas. The Steering committee has been moving forward with these on an individual bases to attain the fairest resolves possible. Unacceptable outcomes will be sent to the grievance process. Standing committee met January 26th for the first time since June 08. We have a number of 4th stage grievances that are awaiting answers from the company. The company has stated that we will try to meet before the end of February to relay this information to us.

One of projects on the agenda for 2009 is updating our CEP 10B bylaws. There are some housekeeping issues, updates and clarifications that need to be taken care of as the last printing was in 2004. The membership will make the final decisions' at our General Membership meetings starting in February.

Safety as always is a key focus for our membership. I had the opportunity to speak with Dan Leger the CEP president in Espanola Ontario. He gave a lot of good insight into the pros and cons of the new safety initiatives implemented at their mill. Espanola's safety record improved dramatically in the last year and this spear-headed a conference call between Kamloops and Espanola with staff and hourly being represented. Their successes where shared starting with the most important step, a total buy -in expressed and seen throughout all levels of management. The next step is to have a clear and consistent usage of all policies and procedures so that the health and safety leadership group can achieve a common goal. The cooperation of all employees staff and hourly in the safety realm to establish a culture that empowers all of us to develop safer practices and attitudes for work and home.

Our brothers and sisters at Dearborn are going through some difficult times. Four members have been laid off since the new year and business is slow. Dearborn and Smiths are sending a list of specials that will be available for parts and service. This pricing is very competitive and I encourage you to check it out. I was pleased with the work they did on my truck.

With the current economic times we have seen sawmills, pulp and paper mills shutdown due to fibre shortages, inventories, and non-profitability. Our mill has met all these challenges and forges ahead.

I would like to take the time to thank the executive for their tireless work in this very busy time ... Thank-you.

FIRST VICE PRESIDENT'S REPORT

By Pat Turgeon/CEP Local 10B First Vice

2009 sees us with some new faces doing some new jobs. I would like to open my report by saying that there are no words to describe the thanks I would like to extend to those who preceded us. I am just starting to get an idea of the countless hours that Rene and Bob put into their respective duties and it puts into perspective the sacrifices that they made. I hope that we are able to follow the path that you have forged.

As we all know, the redesigns in both maintenance and operations/services are well under way. Murray and I are dealing with many of your issues at steering committee and we always welcome any information you want to share with us on how the process is going. I would like to congratulate the membership on how we have taken this task of implementing the new parts of the signed collective agreement and making it a relatively smooth transition. There are still challenges ahead, but I'm confident that we can make it work to the benefit of all local 10B members.

Standing committee has been a casualty of the lengthy negotiations and all of the subsequent issues that were a result of the new contract. We had our first standing committee in seven months on January 26. We have some great new faces to represent the membership and I look forward to working with them. We tidied up many grievances and brought them to the February membership meeting for direction. Standing committee will be kept busy with many questions that have arisen from the new designs. There are also some fourth- stage answers from last year that we will be looking for in the near future. Our next meeting is scheduled for March 5.

By the time this edition is out, we should have a better idea of what the Domtar future has in store for Kamloops. I believe that our local has done everything we could to ensure that our mill makes for a good investment. Either way we need to ensure that we carry on in a professional manner and keep safety as our first priority. I will try and make my reports as informative as Bob did before me and will probably insert safety messages as a flashback from my former position.

PRESIDENTIAL QUICK NOTES:**How many locals are left in the bargaining process and how far along are they?**

There are 3 locals left and the bargaining will be proceeding over the next couple of months.

When will the Defence Fund be paid out?

Now that Debbie (our CEP Local 10B secretary) has pretty much wrapped up year end, T4, T4A's, etc she has started the process of querying the database regarding eligible people for the appropriate payouts.

FORESTRY OFFICER'S REPORT

by John Meyers/CEP Local 10B Forestry Officer

The BC government is still allowing slash pile burning to continue. I have received some pictures from a brother of slash piles burning in late November. I also have spoken to a logger for Tolko and he says he has never seen so much waste of pine trees as in the last couple of months. I hope to be able to question our MLA about the seeming failure of their resolve to discontinue the waste of fibre. I believe as usual if the heat is not applied by the public through the media nothing will change. In my last report for the pulp friction I reported that Russia was reportedly instituting an 80% export tax on raw logs. Due to the world economic crisis they now have put this off so as not to hurt their economy in the tough economic times. The premier of Newfoundland in response to AbitibiBo water closing its facilities has taken back the companies forest rights and hydro rights of hydroelectric facilities to power the Pulp and Paper mills. While the company says they will appeal this they may also reconsider their decision. I would like to see our provincial governments stand up to companies that are closing their operations and retaining the forest rights. From what I understand the British North America act which makes up our constitution allows the individual Provinces to manage resources. This is why the Liberal Government was allowed to change the Provincial Forest Practices code in 2002, which has facilitated the unregulated export of raw logs. How will we recover from this economic crisis with every raw log exported representing a forest job exported? A short gain for a few loggers certainly does not put as much cash into the economy as a lumber, plywood or pulp and paper facility. Every citizen of BC should hold this government accountable for the raw log exports and the way in which the tree forest licences are being mismanaged.

The British Columbia Wildlife Federation is currently bringing attention to the rivers and power projects. This is another example of the control of resources of B.C. being taken from the residents. Please take the time to go to <http://ashlu.info:80/video/crivers.html> and see for yourself.

SAFETY COMMITTEE REPORT

by Dan Moffat /CEP Local 10B Safety Committee

The nomination sheets for A.S.C.s and Safety Stewards have now been collected, we still have some vacancies, if you would like to represent your department please contact Rob Bruno , Jeff Pentney, Charlie Fraser or Dan Moffat.

We have been quite active on the safety front these last couple of months it all started with a visit from Domtar's Senior Managers who stated that our safety performance was terrible and must improve.

Kamloops leadership because of that visit has a renewed focus on safety and have committed to helping us make this a safe worksite. Sound familiar, hopefully the company will start to walk the walk, in the mean time we will continue to push for some action behind the words

We followed up the meeting with Domtar's Senior Managers by amalgamating the mills Senior Leadership team with the Safety Focus group, we are currently meeting every two weeks discussing ways that may help us reduce injuries.

We also participated in a conference call with Domtar's Espanola mill's management, union and safety reps. Espanola had a very poor Safety record and within a year have made a significant improvement, so the purpose of our call was to find out how they did it, to pick their brains looking for anything that we might use here in Kamloops.

We are still looking at what was provided so we will see where that takes us.

Kamloops will be participating in a Health and Safety Audit the week of Feb. 23. The audit is slightly different than the process Weyerhaeuser used, instead of ten elements they be auditing five with less emphasis on paper work and more on confirmation of our programs , this will be done by talking to workers on the floor. Safety Managers from four Domtar Facilities will participate in the audit process with help from our Safety Representatives.

Thank you again to all those that let their name stand as Safety Reps for 2009, your help is much appreciated.

WOMENS' COMMITTEE REPORT

By Lynne Monteith/ CEP Local 10B Women's Committee

On March 8, the International Women's Day theme is Strong Leadership – Strong Women – Strong World. In Canada, leadership is key across society – from the private sector, to governments, to the general public – for people of all origins, generations and backgrounds to participate fully in our country's economic, social and democratic life, and ultimately, in improving the state of the world. This year to celebrate International Women's Day, the Kamloops and District Labour Council Women's committee will be taking one small step to change the world when we focus on poverty in Kamloops and talk about poverty reduction and solutions for our community. March 8, starting at 12 noon to 2 p.m., in the Kamloops Daily News Parking lot, we will be offering free soup, a bun and some other goodies to those in need. We have invited local speakers and entertainers to come to the event and participate. Everyone is welcome.

As a follow up, on March 28 at Desert Gardens from 12:00 – 5:00 the Kamloops and District Labour Council Women's Committee will be organizing a panel discussion of experts who will be speaking on poverty issues followed by a workshop in which participants will discuss poverty issue in Kamloops and look at a plan for what we can do to help solve this problem in our community. All interested community members welcome.

ICEM AND BWI REPORT

By John Meyers, ICEM & BWI Delegate

December 6-10, 2008, I attended the International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM) Pulp and Paper conference in Uruguay and the Building and Wood Workers International (BWI), the two purposely scheduled to allow delegates to take advantage of the sharing information between both organizations. The BWI is a Global Union Federation grouping of free and democratic unions with 12 million members and 318 trade unions in the building, building materials, wood, forestry and allied sectors.

The scrutiny of the global forest practices and climate change have brought about the implementation of the Corporate Social Responsibility (CSR) process based on a sustainable development approach with the three pillars of social responsibility, environmental protection and economic viability. Recent advances achieved within the Forest Stewardship Council (FSC) global certification system are new rights being offered to workers, including the right to unionize and furthering the pursuit to have a chain of custody on products. A wood or pulp and paper product would bear the FSC emblem and a consumer would know that the product had been logged sustainably, the environmental laws followed, is economically viability, socially responsibility, have a chain of custody, and the workers given the right to unionize. Chain of custody means all workers who touch the product are given these same opportunities. When the president of the ICEM spoke to the BWI he even mentioned the possibility of the necessity of a merger of both organizations in the future.

Other reports spoke to the need for unions to fully support sustainability of forests and the forest dependent jobs. With some regional governments of Latin America recognizing the rights of direct workers to unionize there is a great need to convince workers of the benefits of unionizing. It is also unfortunate that most of these same governments do not recognize the rights of contractors, subcontractors and affiliation to claim the right to unionize. This is how companies get around the laws. There was also a need expressed that while the concept of FSC began in the northern Forestry unions they are not trying to impose anything on southern unions. Members of the south unions need to take ownership and participate at all levels.

The Brazil government itself realizes the need to save the forests, maintain jobs and change the global perspective of the depletion of the rain forests. Only 20 per cent of wood harvested is taken legally. For the survival of the industry, the government is encouraging the individual states and employers to get FSC certification. Yet with 80 per cent not certified, the government still has not changed the law in respect to all workers having the right to unionize.

Guyana is moving rapidly to some type of self-initiated certification. Eighty per cent of the forest workers are exploited due to small remote operations and the lack any form of trade union contracts.

Paraguay has seen the loss of 90 per cent of its natural forests in last 50 years. Agricultural development, increasing need for cattle range and the wood being harvested in an uncontrolled manner are the main cause. The last 22 years have seen a transition from a dictatorship to democratic government. Laws have been changed but enforcement and reforestation are lacking.

In Peru, 60 per cent of the forests are in the Amazon jungle region. Most forest work is informal or illegal. The construction of the Trans-Amazon road from Brazil will provide the ability to sell or buy products from Brazil. New laws proposed would charge fines for indiscriminate harvesting and selling of wood. As well laws for workers rights, prevent the exploitation of women and children and elimination of forced labour. Peru feels that FSC would allow access for economic, environmental and social rights. A main priority is future jobs and better conditions for their children to grow up in.

Argentina's native forests have been devastated for agricultural crops. Wood is not utilized as it is removed and burnt. The politicians themselves have helped companies get around the laws governing forestry. Health and Welfare stats are not reported; workplace fatalities are not reported. They feel they need true social justice with unity above all else and rules that apply to everyone. They also need better organization of enforcement of the law.

Chile suffers from little or no trade union rights. If workers try to organize the company shuts down and reopens under new name. Forestry is second to copper mining in exports. There is a need for Ministry of Forests and better Health and Safety rules. Thirty workers were killed in 2008 in the Forest Industry.

Informal work groups and debate identified some problems. There is a concern that raw logs from Latin South America are exported to China where it is processed into products while workers are treated no better than slaves. The full implementation of FSC is hindered by companies outsourcing work, a informal transient mobile workforce is hard to communicate with and there is a lack of continuity of the message getting to workers. Threats of dismissal or plant closures or salaries being reduced scare workers. A lack of funding due to low wages and trade unions not receiving fees compound the union leaders' admitted lack of expertise in communicating information to workers quickly. Many workers are unaware of the international laws and rights they have. The workers do not understand the benefits of joining a trade union. There is a need to explain the social and economic benefits of joining a union to informal and other workers. To survive, the trade union must help be more efficient, produce more with lower costs and do more with less people. Regional councils of Forestry Certification need to identify wood that is not certified and follow up with audits of the chain of custody. Union leaders need to unite workers, local and regional governments. There is a need to demand accountability of political leaders to the working class. Leaders of trade unions must be activists and a strong support from the membership will bring benefits to workers thus convincing others to join unions.

Rodrigo Cisternas was commemorated at the council. Cisternas was a forestry worker shot dead by police in 2007. Two thousand subcontractors of the 7,000 on strike against Celco Horcones Wood/Pulp processing plant near Arauco, Chile, were protesting when police moved in and used tear gas and rubber bullets on the crowd. When the police turned to protesters' vehicles, Cisternas took a loader to block access and was shot three times. While his action was not peaceful it was not necessary for him to be killed. The police wanted to send a message.

The Stolen Forests discussion reported on the smuggling of wood out of Russia and through China made into prod-

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ucts that are shipped around the world. The wide-scale theft empowers mafias, robs the Russian government of revenue, and assists in the destruction of one of the most precious ecosystems in the Northern Hemisphere. This report is about 7 pages long and will be put in the library at the local. I also have a DVD from the BWI titled 'Burmese Workers- a Lost Generation' that will be in the library.

The BWI is working hard to promote workers' rights, supports stable, sustainable employment, social dialogue, strong unions with support for training, and getting recognition in some countries and gender equity in education, training, and collective bargaining.

The ICEM moved their headquarters to Geneva in 2008 and now both the ICEM and BWI are run out of Geneva to better coordinate the efforts of both organizations. In 2000, the ICEM held a pulp and paper conference in Sainte-Adèle, Quebec, and discussed how to cope with the increasing globalisation trends. The 2005 ICEM World Conference for the Pulp and Paper Industry in Brussels continued with the globalisation in the pulp and paper sector. The next world conference was to be held in 2009. The conference was moved to 2008 because it was felt action was needed prior to the 120-plus collective agreements that come up worldwide in the Pulp and Paper Industry in 2009. Piriapolis, Uruguay was chosen for several reasons. Major capital investments had been planned for Brazil, Argentina, Chile and Uruguay in the Pulp and Paper sector and Uruguay is situated centrally in the region. Thirty-five countries were represented by about 120 delegates and 20 guests from the BWI. The ICEM works with trade union officers and rank-and-file union members. The C.E.P had five delegates (two national officers, two staff representatives, and one rank and file). I was the only rank and file member from Canada. The new global union, Workers Uniting has been formed by the United Steel Workers merging its 800,000 North American members with the two-million workers of the United Kingdom and Ireland from the organization Unite the Union. The U.K and U.S. were represented by six delegates with Robert Matters representing Workers Uniting-Canada. The U.K. and U.S. each had two rank and file delegates as well as rank and file representation for Sweden and Finland among others.

The theme of this conference was North meets South, Global Strength, Global Unity. Dick Blin, the ICEM Pulp and Paper Officer presented a report on the global state of the Pulp and Paper industry. Blin worked in the paper industry in the U.S. and now has moved to Geneva for this position. The global landscape for pulp and paper has dramatically changed with high energy costs, shrinking profit margins and reductions in capacity. Trade unions, both at national and global levels, have become accustomed to defending the rights and standards of the workers left behind.

Walter Silvia, president of CUOPYC, the host union from Uruguay, spoke to the conference, outlining ambitious goals for the future.

"They will make the biggest effort to unionize all workers for these companies and their strategic effort in the medium term will be to achieve salaries and similar work conditions to those existing in the countries these companies are coming from. This is to avoid any type of 'social dumping.' They want to avoid the economic calculation of these companies which want to settle in their country, based on receiving comparative advantages from very low salaries or bad

working conditions. These economic strategies will be strongly combated. They learned in school how the first conquerors to America traded coloured mirrors for gold. We want to notify those companies that want to settle Uruguay with productive beginnings, that we won't accept that they sell us coloured mirrors. We should continue to be vigilant towards the environment, promoting clean industries, efficient controls and demand the companies assume their social responsibility. About the financial crisis, without being a specialist, I know that it will rebound. This is a terrible tragedy that we should face with all the means within our reach and summon the resources of our organization, the ICEM. To our leaders it will mean an effort without precedents, an appeal to their wisdom and the capacity of summoning us, all members, to give a battle in the search of global solutions, for a global crisis," he said in reference to the future of the pulp and paper expansions in his country.

Ikka Hamala, chairman and CEO of Metsa-Botnia, Finland spoke to the convention of their Fray Bentos Pulpmill which was built about one year ago. He also projected the market for bleached hardwood kraft will grow while bleached softwood markets will remain static or decline; the Fray Bentos plant is hardwood. He was evasive when asked about actual production cost and shipping costs even though much of this came out the next day during reports on the action plan for 2009. The Fray Bentos mill produces one million tonnes of hardwood eucalyptus kraft per year employing 200 union workers. Later when questioned about non-union contractors employed at their facility he reluctantly admitted about 550. Uruguay, like many Latin American countries does not recognize the rights of contractors or subcontractors to unionize. He presented many statistics for their mills as well as regional and continental use, production and forecasts. Of particular interest to pulp mills in BC is the global opinion that we have used the pine beetle infestation as an excuse to not follow sound, sustainable forest practices by not replanting in these areas and taking other species not affected by the pine beetle.

Jeronimo Ruiz, director of Pulp and Paper Industry, Sa Paulo State, CEO, BRACELPA (Brazil Pulp/Paper Association.) spoke to us on how well they are doing in Brazil. Of course this company association does not feel workers are taken advantage of. The Brazilian government does not recognize the right to unionize of contractors, subcontractors and members of affiliated associations. There is constitutional language that supports a minimum wage and hours of work.

The Uruguay Minister of Labour and Social Security reported on the efforts the coalition left wing government is making to change labour law. The government has been in power since 2005 and continues to work to reform Brazil, which was governed by a military dictatorship until 1985; change of this nature takes time. The country did not trade with other countries and had very little infrastructure like railway connections that crossed its border. They now have been working on railways connecting to Brazil and have built a new port at Fray Bentos. This government has been involved in collective bargaining making it a three-party process. They hope to introduce legislation in the spring of 2009 to allow certain aspects of bargaining to be the sole responsibility of the employer and union. The right to bargain a collective agreement will also be addressed for all sectors of workers in the country.

The ICEM Trade Union Panel that put together the ICEM Pulp and Paper Work Plan 2009 is: Jouko Ahonen,

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(Continued from page 7)

Chairman; Blas Juan Alari, FOEIPCyQ, Argentina; Jan-Henrik Sandberg, Svenska Pappers, Sweden; Fred Wilson, Communication, Energy, Paperworkers, Canada; Fernando Barassain (Coordinadora Mercosur), Uruguay; Daniela Sampaio, Instituto Observatorio Social, Brazil; and Dick Blin, ICEM Pulp and Paper Officer, Geneva.

Many of the ideas are a result of the efforts between Finnish union Paperiliitto and Swedish trade union Svenska Pappers in 2005. After two years without a collective agreement, the Swedish company ABB Power Technologies was on the verge of strike when the Finnish union Paperiliitto announced it would engage in industrial action against ABB. Prior to this, Svenska Pappers was instrumental in 2005 in sympathy actions in support of Paperiliitto during a seven-week lockout of Finland's paper sector. Treating our union brothers around the world as brothers in arms and helping them further their cause helps all of the pulp and paper workers in the world.

After presenting the ICEM's 2009 plan, delegates were given a opportunity for input to amend the work plan. The adopted work plan calls for a 'Collective Bargaining agenda' in the pulp, paper and forestry sectors. The Work Plan for 2009 will have Alerts issued on the state of individual situations, relevant data, background comments and information with direct input from the trade unions involved with the aim of gaining greater attention and lending support in their bargain. Action communiqués generated by the trade unions and distributed by the ICEM demand a 72-hour response from recipients to distribute within the recipients organization. The requested response may include actions of Solidarity letters, protest letters to a company, employers' association, a government or direct action. Sometimes the request might mean as little as a few lines in an e-mail. The action may include request for the boycott of companies and products globally.

The ICEM will review Global Framework agreements with Norske Skog and SCA in 2009. The ICEM will also bring global issues that affect affiliated trade unions and workers at non-union enterprises to the table in these review meetings. The ICEM will engage affiliates to seek likely global pulp and paper trans-nationals in which dialogue can be initiated to embark on a course for Global Framework Agreements.

The ICEM will coordinate a Finnish trade union project within the pulp and paper sector in Latin America in 2009 and beyond. The ICEM priority in the project will be to bring greater unity and association between the large number of pulp and paper trade unions in South America with the ICEM-affiliated trade unions of the region. The objectives will be to promote agreement and joint action on central issues related to collective bargaining, safety and health and building workers' networks.

The ICEM will assist and defend workers of affiliated and other trade unions within the pulp and paper sector in the developed countries, particularly those faced with mill shutdowns, machine shutdowns and other restructuring that inevitably bring social deterioration. The ICEM will work in coordination of these affected trade unions to demand necessary and adequate social protections, and the pursuit and achievement of sustainable alternatives for facilities to continue operation. The convention ended with events that commemorated the 60th anniversary of the signing of the Universal Declaration of Human Rights in 1948.

The globalisation of economies, international, transnational, and global companies and the export of resources affect all of us and our jobs. International standards like the I.S.O. standards do become the expectations of consumers. New standards can and will have an effect on the markets to which our employers must compete in. Global opinion can have a positive or negative affect the markets our products go to. Just think back to the media campaigns from groups in the last 20 years attacking the practice of clear-cut logging in B.C. The continual pressure for profit leads to technology changes in paper recipes that attempt to substitute or blend hardwood kraft pulp and recycled brown fibre for more expensive northern bleached softwood kraft pulp.

Organizations like the ICEM and BWI can direct and affect the conditions that employers must deal with and give workers the tools they need to be effective. Affiliated unions and rank and file members of these unions give these organizations direction and by their involvement take ownership in the process. Not only are the rights of the workers in the forest industry defended, economic, social and environmental expectations are put in place. By helping workers in other countries not only are their conditions of employment improved but it becomes less enticing or financially lucrative for companies to pull up and move. Lessons learned globally in with 120 pulp and paper collective agreements due to be bargained may have an impact on the next collective bargain in B.C. While it seems like we have only just signed the 2008 agreement we are just over 3 years from another bargain. I will be monitoring the progress of the ICEM 2009 Pulp and Paper Work Plan and its effectiveness and reporting to the local as needed.

CLC: FEDERAL BUDGET HALFHEARTED

By CLC/CALM

The Canadian Labour Congress says the federal budget the Liberals and Tories passed in January doesn't go far enough to stimulate the economy and put money into the pockets of the Canadian who are innocent victims of the economic recession.

"We have called repeatedly on the government to fix the Employment Insurance program so that laid-off workers have adequate benefits to support themselves and their families while they search for new jobs," says Ken Georgetti, president of the Canadian Labour Congress.

Sixty per cent of the unemployed weren't getting benefits prior to this budget, and they won't get benefits now. Most economists and G-20 leaders have also called for a federal government stimulus package equal to two per cent of national income. The Harper government is offering only about half of that amount.

"There are more than one million people out of work and thousands MORE are losing their jobs every day," says Georgetti. "People desperately need their government's help to protect and create jobs and to support the unemployed."

SUNSHINE AND CHEER

By Dave McDonnell /CEP 10B Sunshine & Cheer Committee

Just a reminder of what the guidelines and benefits are for this committee!

There shall be a committee of three (3) members, who will represent various areas of the Mill for purposes of Sunshine and Cheer Benefit entitlements to members and family (where applicable).

As a general rule the Mill will be divided into three areas:

1. Maintenance, Service Crew, Technical, Stores and Security
2. Bleach Plant, Brown Stock, Chemical Plant, Machine Room and Chip Yard.
3. Steam Plant.

C.E.P., Local 10-B members will be entitled to the following benefits from the Sunshine and Cheer Committee:

Upon the death of a member or a retired member, the purchase of a flower/funeral arrangement will be made, at the approximate value of one hundred dollars (\$100.00). Upon the death of a member or retired member's immediate family (spouse, children, mother or father), the member or retired member will be entitled to flowers, or donation to a charity of his/her choice, of approximate value of eighty dollars (\$80.00).

Upon sickness or injury to a member or a retired member, or his/her spouse, the member or retired member, or spouse will be entitled to a fruit basket, or flowers, of an approximate value of eighty dollars (\$80.00). The entitled person must be in the hospital for seven (7) days inclusive, or fourteen (14) days, inclusive, at home. Retired members and spouses will receive a fruit basket if the circumstances are approximately the same as current members.

When a member or retired member is in the hospital, he/she will be entitled to a T.V., OR a telephone. The member or retired member will be reimbursed for the cost of the T.V., OR telephone, upon submitting the receipt to the C.E.P., Local 10-B Secretary Treasurer.

It shall be the duty of the Sunshine and Cheer Committee members to visit the member, or contact the member, when he/she has been in the hospital, or at home, for an extended illness.

It is the policy of the C.E.P., Local 10-B to send a \$ 50.00 (fifty dollar) gift certificate for members who have been on L.T.D., W.I., or W.C.B. for a period of 30 days or more prior to Christmas. It is the responsibility of the Sunshine and Cheer Committee to ascertain which members are eligible, and to ensure certificates are sent.

PENSION PLAN UPDATES

From *pulpandpaperpension.ca*

Plan improvements granted by the Trustees effective Jan. 1, 2009:

- The flat benefit rate for service prior to 1997 is \$55.26 per month per year of service granted by the Trustees effective Jan. 1. The modeling projection tool reflects your earnings and data up to and including 2007 and has been updated to reflect the new flat benefit rate.
- The post-retirement benefit increase is granted by the Trustees effective Jan. 1 is 1 per cent.

Also note:

Recent events have increased the uncertainty and volatility in all markets and will no doubt result in you wondering about the security of your pension. The majority of the Pulp and Paper Industry Pension Plan's (the "Plan") assets are invested in high quality bonds in the Canadian market. Although a small portion of the assets is invested in the stock market, the Plan's assets as a whole have been virtually unaffected by the recent declines in global equity markets. The Trustees are confident that the assets in the Plan are more than sufficient to cover current pensions in pay and the accrued obligations for all active and terminated vested participants.

Other cool stuff available at the pension website! From the welcome page:

The Pulp and Paper Industry Pension Plan is designed to provide retirement income to employees in the pulp and paper industry covered by a collective agreement between their employer and the Pulp Paper and Woodworkers of Canada (PPWC) or the Communication Energy and Paperworkers Union (CEP). The Plan also provides benefits in the event of death or termination of Plan participation.

This site contains a wide variety of information about the pension plan, including a plan summary, a glossary, and commonly asked questions. You can access the forms library to print any of the pension plan forms you may need and will find links to other important web sites such as the Canada Pension Plan, Old Age Security, and the Canada Retirement Income Calculator in the Useful Links section.

The Pension Model is linked to your personal pension information and will calculate pension estimates for you for different situations, such as at various retirement dates, at different percentages of full time work in the future, and whether or not you have a spouse at retirement. You can also generate pension estimates that are based on either your current earnings and benefit rate or on your projected earnings and projected benefit rates.

CAUGHT IN THE NET

News, Views, and Reports from all over the place!

INDOOR AIR QUALITY ALERT

WHSC/CALM

A new hazard bulletin published by the Workers Health & Safety Centre describes how poor indoor air quality can damage workers' health.

Indoor air quality has been an occupational health issue ever since the construction of sealed buildings became common. In these buildings, ventilation systems move the air around. The amount of fresh air entering the building is restricted and doesn't circulate. Contaminants build up and workers and visitors are exposed to them.

Common indoor air contaminants include mould and bacteria, carbon monoxide, ozone, volatile organic compounds and various off-gas emissions from carpet, paint and furniture. Temperature, humidity and overall stuffiness are other issues affecting indoor air quality.

The acute and chronic health effects related to poor indoor air quality have been well documented. Symptoms range from headaches and dry skin to nausea and dizziness. Chronic health issues can be caused or exacerbated by poor indoor air quality. These include asthma, respiratory infections, allergies and chemical sensitivity.

Indoor Air Quality: Every Breath You Take outlines factors that may contribute to indoor air quality health issues including the number of building occupants, the design and functioning of air-duct systems, water damage, excessive humidity, carpeting, furniture, office printers and photocopiers. Strategies to identify potential sources of contaminants and improve indoor air quality are outlined, including worker surveys and the involvement of joint health and safety committees and worker representatives.

LABOUR FIGHTING CLIMATE CHANGE

CUPE/CALM

The United Nations Framework Convention on Climate Change has recognized the key role labour plays in fighting climate change. The UN body has granted the International Trade Union Confederation (ITUC) "official constituency" in the climate change process.

"Trade unions believe climate change is not only an environmental issue, but also is about social rights and rights to development, and that is the contribution we bring to the UN process," says ITUC general secretary Guy Ryder.

UN recognition means a greater opportunity to advance issues such as the need for "just transition" for workers as part of climate change mitigation strategies.

The ITUC supports the call for urgent action to reduce greenhouse gas emissions and agrees with the benchmark targets called for by the Intergovernmental Panel on Climate Change.

"The UN must place workers and workplaces at the core of its strategy to tackle climate change," Ryder said.

COULD YOU REPEAT THAT?

Internet/CALM

An old man slowly crossed Pennsylvania Avenue after sitting for while on a park bench across from the White House. He went up the U.S. marine standing guard and said, "I would like to go in and meet with President Bush."

The marine looked at the man and said, "Sir, Mr. Bush is no longer president and he no longer resides here."

The old man said, "Okay," and walked away.

The following day, the same man approached the same marine, "I would like to go in and meet with President Bush."

The marine again told the man, "Sir, as I said yesterday, Mr. Bush is no longer president and no longer resides here."

The man thanked him and, again, and just walked away.

The next day, the same man approached the White House and spoke to the same U.S. marine, saying, "I would like to go in and meet with President Bush."

The marine was annoyed. He looked at the man and said, "Sir, this is the third day in a row you have been here asking to speak to Mr. Bush. I've told you that Mr. Bush is no longer president and no longer lives here. Don't you understand?"

The old man looked at the Marine and said, "Oh, I understand perfectly... I just love hearing it."

The marine snapped to attention, saluted, and said, "See you tomorrow, sir."

NEXT ISSUE: April 2009

The Editor is looking for submissions for the April edition of *Pulp Friction!* Please submit by **March 31!**

Accepted: Reports from any Executive position, announcements for events, letters to the editor and anything else you might like to see printed that the membership might like to see!

Submissions to: cep10-b@telus.net with "Pulp Friction" in the subject line, or delivered to the Editor. Any documents attached must be in the .doc, .pdf, or .rtf format! If you use OpenOffice, save it in .doc format or risk a nasty reply!

TECHNICAL DIFFICULTIES

Internet/CALM

Dear World:

We, the United States of America—your previous top quality supplier of the ideals of liberty and democracy—would like to apologize for the 2001–2008 interruption in service.

The technical fault that led to this eight-year service outage has been located, and the software responsible was replaced November 4.

Early tests of the newly installed program indicate that we are now operating correctly. It has been fully functioning since January 20.

We apologize for any inconvenience caused by the outage. We look forward to resuming full service and hope to improve in years to come.

We thank you for your patience and understanding,

Sincerely, The United States of America

HEALTH CARE: A PLAN

NUPGE/CALM

Step 1: More health professionals

A principal cause of long wait times in our public health care system is a shortage of health professionals. Demand for health care services keeps increasing. But our health professional workforce is static or shrinking. We need to train, recruit and retain more health professionals.

Step 2: Create a national home care program

Increased home care services helps ease the wait time problem for people needing an acute hospital bed. For some patients, being provided home care means a hospital bed is made available for someone who needs it. Medicare must be expanded to cover all home care treatments and services.

Step 3: Create a national pharmacare program

Publicly funded and accountable, a national pharmacare program would go a long way towards improving our medicare system. Such a program would ensure equal access to prescription drugs for all

Step 4: Better nursing home care for the elderly

Long-term care must be integrated into the Canada Health Act as a medically necessary service available to every citizen, regardless of income.

Step 5: More public investment in dental care and oral health promotion

Good oral health is a critical factor in good overall health. Our present system doesn't consider healthy mouths as part of a healthy body. There is a great deal of medical evidence that shows good oral health is a vital component of disease prevention and overall health.

Step 6: A national mental health strategy

Canada's mental health system must be brought into the mainstream of medical care.

Inadequate access to mental health services means more people rely on emergency rooms and hospitals, often when other forms of support or intervention would be better.

Step 7: Accurate information and records

We need all of the professionals in the field to have the most complete and accurate information available to them. Electronic records would improve care, save lives, reduce hospital wait times and save money.

Step 8: Primary care reform and expansion

Our health needs are varied and a multi-faceted approach is best. The current system is organized as a series of individual service outlets operating independently of one another. We need to bring these individual pieces of the system together.

Step 9: Greater focus on prevention

An ounce of prevention is worth a pound of cure. Far too many patients in hospitals or waiting in a doctor's office are there with preventable illnesses. Improving the overall health of Canadians through prevention, education and public health promotion will reduce the stress on the system.

Step 10: Better chronic disease management

Many people with chronic diseases end up in emergency rooms when other medical services would have better treated their problem. There are other ways to deliver better health care while shortening the wait. Improving and expanding the existing public Medicare system means people with chronic diseases will be better served—as will everyone else.

The Bank of Wal-Mart

PIAC/CALM

Wal-Mart Canada has been working on obtaining a Canadian banking licence for about two years, and tighter global credit is now expected to bolster its arguments with the federal government, reports The Hill Times, Canada's politics and government newsweekly.

Sources say Wal-Mart has been active on the file in Ottawa for about two years, first, trying to gauge reaction to its business plan with the Office of the Superintendent of Financial Institutions (OSFI)—Canada's bank regulator. Although the minister of Finance ultimately approves the licence, the bureaucratic work and recommendations are done by OSFI.

Michael Janigan, executive director of the Public Interest Advocacy Centre (PIAC), agrees that new entrants into Canada's banking system are usually welcome, but said there is concern about potential "vertical dominance," as far as Wal-Mart's concerned.

In an objection letter filed by PIAC, the Ottawa-based consumer group focused on two of the eight criteria OSFI reviews in processing bank licences, one pertaining to Wal-Mart itself, the other to the industry. The first relates to the general character of Wal-Mart. The letter cites investigations and lawsuits faced by Wal-Mart in the U.S., while also noting the closure of a unionized store and unionized auto garage in Canada.

"In general terms, we're not particularly enthusiastic about the model that has banking services as part of the retailing services," says Janigan. "It smacks too much of the old company store arrangement."

Janigan says his organization doesn't oppose other retailers from starting banks. In fairness to Wal-Mart, Janigan says his group's objection is more about eliciting a public discussion of the matter, and the only way to do that is by submitting an objection letter.

**PIAC is a non-profit organization that provides legal and research on behalf of consumer interests concerning the provision of public services.*



PULP AND PAPER INDUSTRY
PENSION SEMINARS

UNION HALL

MARCH 24 & 26, 2009

7:00 pm to 9:00 pm

COFFEE AVAILABLE
BRING YOUR SPOUSE

TO REGISTER FOR A SEMINAR:

Call Dave McDonnell, CEP Pension Trustee

Cell: 250-318-8754

Please note there is a maximum of 30-40 people per seminar
Call early. If need be, more may be arranged.