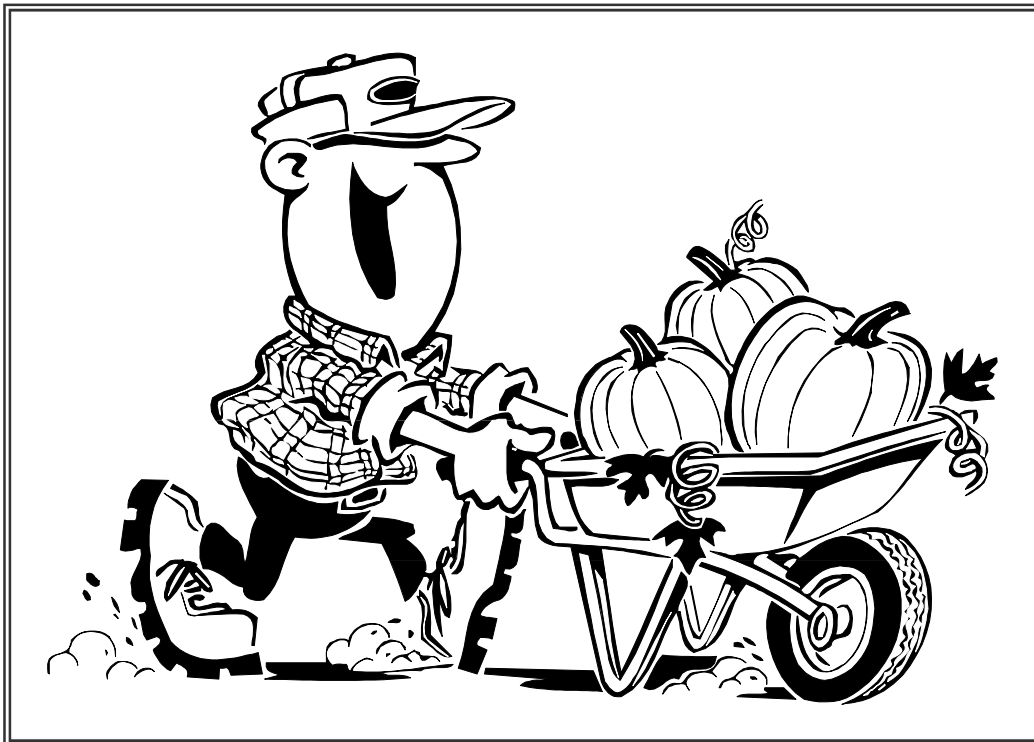


C.E.P., Local 10-B's

Pulp *Friction*

OCTOBER 2011



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



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!! WARNING !!
This publication is rated:

U

As in Union

It may contain some material that some individuals may find offensive.

Therefore, it is recommended that if you are one of the above individuals and feel you may be easily offended or harassed,

DO NOT READ THIS PUBLICATION

PROCEED AT YOUR OWN RISK

Pulp Friction will be published six times yearly by the Communications, Energy and Paperworkers Union of Canada, Local 10-B. It is an open forum in which members of Local 10-B are encouraged to express their views and opinions. Articles and opinions appearing in **Pulp Friction** do not necessarily reflect the opinions of the C.E.P., Local 10-B Executive, the Editor, or other Officers of Local 10-B.

Editor: Lynne Monteith

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2 nd Vice – President	Dan Moffat	374-4570 (cell: 778-220-4980)		78865
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Apprenticeship Alternate	Dave McDonnell	376-8426 (cell: 318-0189)		77502
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	Dan Morneau	372-2610 (cell: 319-2851)		77685
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Contracting Out Chair	Daryl Moen	578-7708		
Contracting Out Alternate				
Convention Delegates	Allan Ackles	374-6159		
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Environmental Committee	Kyle Ackles	318-1426		
Forestry Officer	John Meyers	376-4431		77228
Guards	Kelvin Smith	573-4958		
	Bill Turley	374-4576	377-9285	
Health & Welfare Committee	Rob Bruno	374-2665 (cell: 320-1609)	851-3324	77292
	Charlie Fraser	579-8338 (cell: 778-220-7566)	314-8928	77420
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	Jeff Pentney	320-1623 (cell)		77835
Job Evaluation Committee	Doug Cumming	376-3429		78791 – B
	Paul Fehr	374-8754		
	Dave Maw	579-9767		
K.D.L.C. Delegates	Kyle Ackles	318-1426		
	Terri Twamley	554-0280		
Pension Committee	Dave McDonnell	376-8426 (cell: 318-0189)		77502
Pulp <i>Friction</i> Editor	Lynne Monteith	374-0072		77243
Safety Committee Chair	Rob Bruno	374-2665 (cell: 320-1609)	851-3324	77292
Standing Committee	Doug Cumming	376-3429		78791 – B
	Homer Hamm	374-5473		77233
	John Meyers	376-4431		77228
	Kelvin Smith	573-4958		
	Bruce Steinson	851-9244 (cell: 319-5690)		77458
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	Terry Paluck (Production)	376-1934		78799
	Dave McDonnell (Maint)	376-8426 (cell: 318-0189)		77502
Trustees	Doug Cumming	376-3429		78791- B
	Homer Hamm	374-5473		77233
	Lynne Monteith	374-0072		77243
	Dan Morneau	372-2610 (cell: 319-2851)		77685
W.C.B. Appeals Officers	Rob Bruno	374-2665 (cell: 320-1609)	851-3324	77292
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	Dave McDonnell	376-8426 (cell: 318-0189)		77502
	Rob Regnier	579-5289 (cell: 319-9189)	851-3537	77243
	Bob Stephens	372-3724	851-3378	77228 – D
Wage Delegate Alternate	Lindsay Seal	579-9765		
Women's Committee	Terri Twamley	554-0280		
Women's Conference Delegates				

EDITOR'S REMARKS

By Lynne Monteith

Fall is here and with it the sense of new beginnings. A bringing in of the harvest, a new school year for the children, back to the old grind for us workers and the setting up of a new Executive for 2012. This is the last year of the current contract and it seems to be on everyone's mind. I hope to see a keen interest in the Wage Delegates positions so we can elect a strong team to negotiations.

We continue to see improvements and new technologies at the Mill. The #3 Power Boiler is sending its exhaust to the new precipitator and stack. The system seems to be working well and will be an improvement to our air emissions. Next will be the #4 Power Boiler and another enhanced step.

Another sign of fall is the annual United Way Campaign getting underway. On September 23, 2011, Murray Matheson, Blaine Gilliland, Homer Hamm and I along with Domtar Management attended the United Way Kick-Off Breakfast. Murray along with Carol Lapointe as Co-Chairs, accepted an award for the *Largest Kamloops Campaign* on behalf of C.E.P., Local 10-B and Domtar from the United Way. The campaign will start at the Mill soon. Domtar has confirmed that they will match employee donation \$.50 for \$1. The United Way is a great cause and this is a great opportunity for your donation dollar to go farther.



PRESIDENT'S REPORT

By Murray Matheson

Transitioning to a new Mill Manager is almost complete as he gets up to speed with our Collective Agreement, addendums, culture, language, projects, and infrastructure. We will be having our first full Steering Committee meeting with Mill Manager, Carol Lapointe, in November. Emphasis on manning issues, redesign alignment, and other outstanding issues will be our mandate. Our first 4th Step grievance meeting is also scheduled for November and the 17 we need to get through will take more than one meeting.

The Company is stepping backward to the dark ages when it comes to discipline. They are bound and determined to use fear mongering to keep the troops in line. They are totally bypassing any responsibilities or accountability to coach, train or lead by example. Instead they developed a policy to whack its workers with a big stick with no room for common sense. The rollout of this and previous like policies has been inconsistent and discriminatory. Some people were told they had to sign something. While rolling out the seat belt written warning policy members were told that the roll out was the verbal warning part. (In the so called "12 rules" seat belts start at a verbal warning) The Company has stated that they will be sending out lynch parties or audit teams as they call them to seek out and excitedly or duty bound as they say to hand out discipline without questions or coaching. A simple question: "Could you put your safety glasses on?" Answer: "Ok" ... end of story. Instead of that one second intervention sets spend countless hours going through the grievance procedure ... hope this helps.

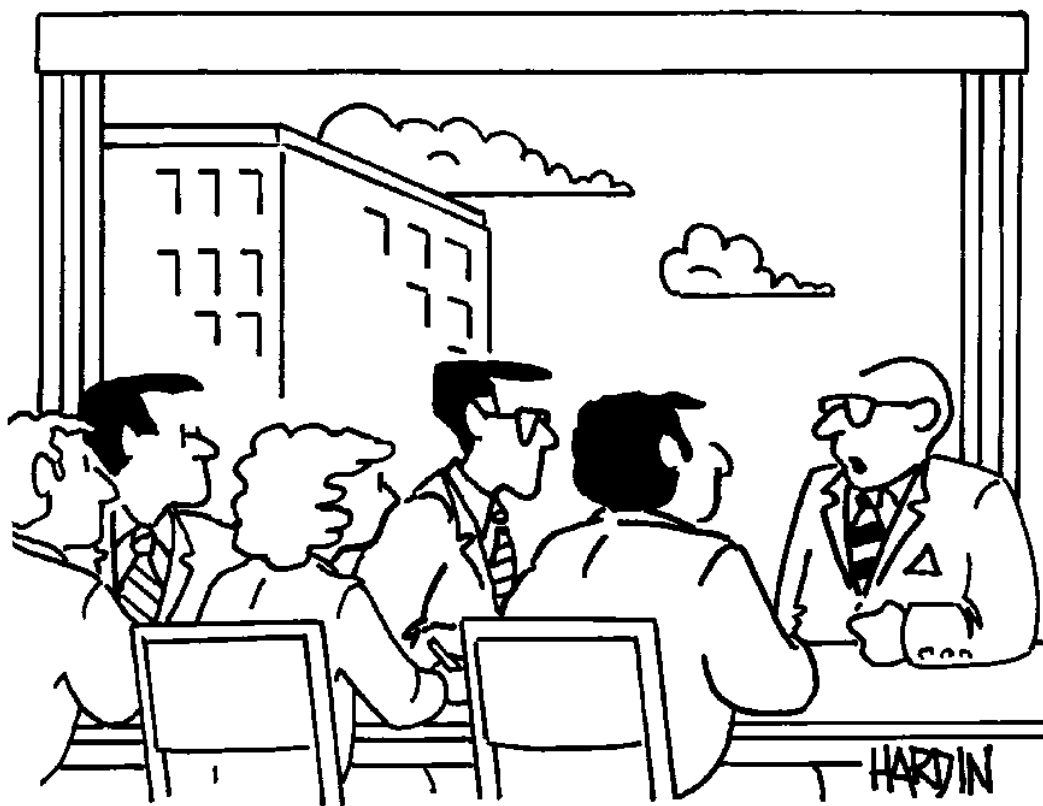
Domtar continues to spend money in Kamloops making us extremely competitive in world markets. We are told Domtar is developing a new Missions and Values statement at the CEO, John Williams, level with emphasis on being "agile" and ready to seek out and enter new and expanding markets. With this new emphasis Domtar isn't calling themselves a "paper" company anymore. It appears Pulp Mills are being looked at as "tree refineries" with much more diverse capabilities compared to Paper Mills.

The Joint Trusteed Health and Welfare Plan finally has an audience with the companies. On November 2nd the Wage Caucus will be developing a proposal to present to the companies November 16th. This meeting is laid out in the 2008-2012 Memorandum Agreement. Although it has taken far too long to get this meeting together, we are looking forward to the possibilities.

Negotiations are on the horizon once again and preparations are starting to take shape. At Wage Caucus we have identified 15 C.E.P. Locals with a possible a 16th that are eligible to bargain when our contract expires at the end of April 2012. These Locals represent a diverse

group of employers from Pulp, Paper and Converting such as Domtar, Canfor, Paper Excellence, West Fraser, Catalyst, and Krueger. The Eastern Patterns are not all without concessions however comparing them to the West is like comparing apples to oranges or maybe spinach or brussel sprouts. We all know the struggles they have had with their unfunded pensions and lower pricing of hardwood grade pulps along with other hurdles we haven't had to face in the west. At the end of December or early January we will be handing out Agenda Items Sheets for both Local and Main Wage. We need everyone to itemize their priorities so that our Wage Delegates know exactly what our memberships needs from the 2012 bargain. These submissions will be sent in by mid-January and your elected Delegates will go to work with the rest of Wage Caucus and form our agenda at Pre-Wage in early March 2012.

As we enter elections I thank all those who participated throughout the year, encourage everybody to participate this year and next, and pledge to support all the successful candidates for 2012.



"All nineteen layers of management agree: we have to cut some of our frontline employees if we're to stay competitive."

1ST VICE PRESIDENT [DRIBS & DRABS] REPORT

By Pat Turgeon

The Chip Gate has been out of commission and locked in the upright position so many times this year that the deer, who call our Mill Site home, don't even bother bringing their fobs anymore. The unfortunate truth about this is when our Security Department tries to get this breach addressed, they are told that Senior Leadership is "willing to accept the risk" of having that gate wide open and unmanned for any extended period of time.

Time to look at health and wellness initiatives Domtar is rolling out. First, they eliminated the fitness reimbursement partly because not enough people were using it. Second, they declined the request to have a piece of fitness equipment installed in a Control Room and announced that any present equipment that they had provided would not be replaced. Third was a letter from our C.E.O. promoting wellness choices including not smoking, proper nutrition, and encouraging exercise. Fourth (and my personal favourite) was the handing out of shirts with a wellness slogan on them. If you want to get a group inspired to take up fishing, you provide them with the tools, opportunity, and useful instruction. Providing them with your personal fishing revelation and a "Gone Fishing" t-shirt will rarely kindle the type of participation our C.E.O. appears to be promoting. What I question is the disconnect between his message and the actions our Senior Leadership team have taken thus far.

I'm told that the bright new lights on our new stacks make the Mill look like Vegas while viewed from Juniper Ridge.

Yet more capital is being allocated to our Mill for projects in the coming year. Thank you to all, both management and hourly, who have showed Corporate that we are still the best bet in town when it comes to personnel, prime products, production and profits.

The staff redesign is almost complete now and most of us now have an idea who is responsible for our areas. Although I am sympathetic to the position some staff have been placed in, we cannot allow the state of our Mill or our safety systems to suffer because of it. Make sure that those in charge are held accountable for ensuring that safety, reliability, productiveness, and training needs are all still being met.

When Domtar Kamloops decided to take our leadership in a new and improved direction, two senior staff decided to go their own way and seek other endeavours. The dedication to all of the different aspects of the running of our Mill as well as the well being of the people who reported to them will be missed. On a personal note, the integrity, bull-headed determination, attention to detail, and ownership that my departing area superintendent displayed daily is something that earned my highest respect and it shall not be soon forgotten.

The Company recently was proactive in posting for a job that was not going to be vacated until February 2012. If you know when your retirement date is and are willing to sign all the papers in HR showing your intent, then they may, as the previous example shows, proactively post the position. The advantage is that by the time you retire, the new addition will already be trained on the entry level job. This helps not only the Company, but more importantly the others in your own Department.

Are electronic cigarettes good or bad? I don't know the answer, but it would have been nice to have had the discussion before they were deemed the same risk as a cigarette.

Anybody ever wonder why some injuries are recordable and others aren't? Even ones that are accepted as W.C.B. claims? Feel free to contact our Mill Safety Manager and he would be happy to explain the process to you. You can also ask him about our new "Don't ask, Don't tell" process. Apparently if you are injured at work and go to the hospital and the Company doesn't "ask" you if you received any treatment and you don't "tell" them about alleged treatment, then they have no choice but to conclude that no treatment was given. Your Safety Representatives have been telling the Company for years that any medical treatment our members receive is none of their business and I am glad to see that they have finally found a reason to concur.

Why do we contract out the removal of rain puddles when we supposedly spent good money on our own wet\dry vacuum truck?

Lastly we should start thinking about what improvements we want to strive for in our upcoming contract talks. We get one chance every 4 or 5 years to have our say in our working conditions and compensation. Let us make sure that all ideas are given and considered before your Wage Delegates create an agenda and start the negotiations.

Fraternally.



CONFERENCE REPORT

By Terri Twamley

This year's C.E.P. Western Region Conference theme was "We Are One", driving home the basic ideals of our union. Jim Britton, our C.E.P. Western Region Vice President, opened up the first day of the Conference. Dave Coles, our C.E.P. National President, followed up by speaking to the never ending issue of job losses within the forestry industry. Unfortunately he said, the issue has also expanded into the energy sector; pipelines to the US from our own tar sands. We need to keep jobs in Canada!

Napoleon Gomez, of the National Mine and City Workers of Mexico, has again spoken about the horrendous working conditions that many Mexican citizens have to endure. He spoke of the cave-in in Mexico (similar to that which occurred in Chile), and how the company gave up the search effort after only five days. How can a company that made two billion dollars that year be unwilling to spend one million to save its employees? Never mind the deplorable working conditions in Mexico, the drug traffic industry is taking many more lives than industrial accidents; approximately 55,000 deaths in five years.

Gaetan Menard, the Financial Secretary for the National, has said that the National is "as rich as we have ever been", ending the year with a \$300,000 surplus in the budget. The General Fund, Organizing Fund and Defence Fund are all sitting at a very comfortable level as well. A pretty good sign, considering we have lost 20,000 members due to mill closures and other job losses.

Joey Hartman, President of the Vancouver District Labour Council, began the second day of Conference by giving a bit of a history lesson on the labour movement. She reminded us what it was like before the eight hour workday, before statutory holidays and before free speech even really existed. She touched on some other important issues, including; the Charter of Rights and Freedoms, the Winnipeg General Strike, Women's Suffrage, and the creation of the Occupational Health and Safety Committees and Legislation. Unfortunately, some of the same issues are still being fought today that plagued the earlier unions, mainly the negative perception of unionism.

Murray Dobbin, a Board member with the Canadian Centre for Policy Alternatives, spoke following Joey Hartman. He spoke of the present situation of the Canadian Labour Movement. Prime Minister Trudeau began this economic insecurity back in 1975, however, more recent Prime Ministers like Paul Martin, have further bastardized it by giving out massive tax breaks to big businesses. This insecurity encourages higher debt loads, less family time and more frequent use of the E.F.A.P. programs amongst Canadian citizens. Tax breaks and bailouts for large companies, puts them in a position to buy up smaller companies, resulting in eroded

working conditions, job losses, decreased pension quality, increased contracting out, and especially attacks on collective bargaining. Now, Stephen Harper is trying to take away workers' right to strike, forcing them to be an open book to the government and trying to restrict a union's political contribution. In order to fight this, we need to fight the two-tiered wages and benefits, lobby against tax breaks for big companies and encourage young workers to take action and be willing to work with other unions.

Marjorie Griffen-Cohen agrees with Dobbin, but also notes that we must update our profile within our communities and be willing to accept change, as change is a necessity if one hopes to advance in any aspect.

Don Boucher spoke of the new legislature in Wisconsin, where unions are stripped of their right to bargain unless they have the State's approval. Our Canadian government will try to do the same thing if we are not on our toes, and Alberta seems a likely target as that province has the weakest labour laws. Duncan Brown followed Boucher at the podium and spoke about the Humanity Fund and where money is distributed around the world.

Wally Ewanicke and Scott Doherty have been putting much effort and money into organizing, and have made it a priority. They played an audio for the Conference members of a group of janitors from the tar sands that had shown an interest in joining the C.E.P. The meeting had been put on by their employer, and was basically a way to strong-arm the employees into joining a CLAC-type union as opposed that of the C.E.P. That kind of tactic is used far more often than we would like to admit, however it was interesting to hear first hand how it is played out.

Adrian Dix, B.C. N.D.P. Leader, made a brief appearance on the last day of the Conference. Jason Mann, the Director of Young Workers, followed Adrian and spoke of the importance of using social media like Facebook and Twitter, to get more young people involved in the labour movement. He went into detail about how to create a successful page, getting people to return as well as participate in online discussions.

Jim Sinclair, President of the B.C. Federation of Labour closed the Conference on the third day by reminding us all that we need to keep up the fight, union and non-union workers, simply because "We Are all One".



DMC REPORT

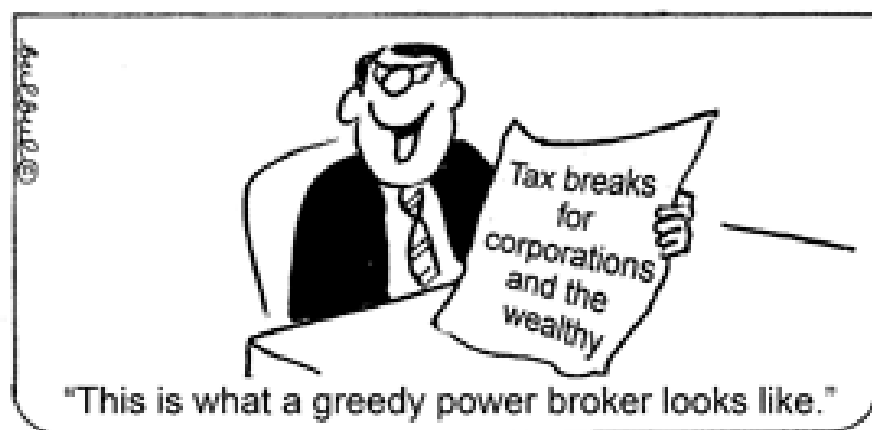
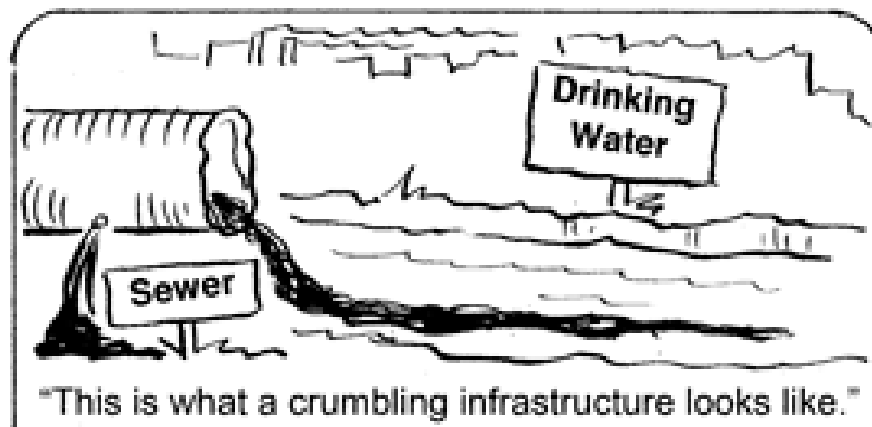
By Jeff Pentney

We hit an all time high of people off on W.I. at one time during the summer and due to lack of manning and training this created some issues for time off. The common theme seems to be motor cycle and quad accidents.

We will be addressing issues from the Group Benefit Plan booklet now that summer has come to an end; we (Health & Welfare Committee) are getting close to finalizing it. Just in time for a new contract and new changes!

It surprises me as to how many of you are not submitting prescription receipts to Manulife. This is a benefit that you are paying for and it's your money if you require assistance in filling out the paper work contact me and I can help.

If you require any information on how our Transitional/Modified program works let me know.



5 BIG REASONS TO SUPPORT OCCUPY WALL STREET IN BRITISH COLUMBIA:

The Occupy Wall Street movement expresses an underlying desire for fairness and equality in the economy and our society. Here are five big reasons for people in British Columbia to support Occupy Wall Street.

1. The gap is growing, fast

The gap between the rich and everyone else is growing faster in Canada than almost everywhere else in the developed world. According to the Conference Board of Canada, our income gap has been growing faster than the United States since the mid 1990's.

2. Corporate profits are way up. Corporate taxes are way down.

Corporate profits quadrupled in BC in the 1990s and doubled again in the 2000s. On top of increasing pre-tax profits, corporations are paying less tax than ever. Tax cuts since 2001 have robbed public services of more than 12 billion dollars combined.

3. The wealthiest 1% are richer than ever

In the last ten years, the wealthiest 1% have had an average pay hike of over 200,000, or a whopping 36%. PLUS, tax cuts in BC alone put an average of 41,000 more a year in their pockets. That's right, because of the BC Liberals, the wealthiest one per cent are saving more in taxes than the combined annual salary of two minimum wage earners.

4. You aren't richer than you think

Since 1980, real wages have stagnated as the cost of living has increased. Low interest rates and easy credit allowed people to keep spending, but now most of us are carrying huge debt. On top of that, we are paying more in regressive fees like MSP. This year, families paid more in MSP premiums than corporations paid in BC Income tax.

5. Corporations are holding cash, not investing in jobs

Despite benefiting from record profits in the last 10 years and massive tax cuts, corporations in BC aren't investing in our economy. In fact, investment in machinery and equipment is down 20 per cent from historical averages as a percentage of our economy.

B.C. Federation of Labour's Statement on Occupy Wall Street

Earlier last week, the B.C. Federation of Labour issued a statement supporting the Occupy Wall Street Movement for greater equality and justice in our economy, and encouraging its members to participate.

You can read the Federation's statement here:

<http://act.bcfed.ca/solidaritywithoccupywallstreet/>



CHANGES TO THE CANADA PENSION PLAN

(from Service Canada brochure, entire pdf will be available at www.ceplocal10b.com)

The Canada Pension Plan (CPP) is changing to better reflect how Canadians choose to live, work, and retire. The Government of Canada is adapting the CPP to ensure it remains fair and sustainable, and that it responds to the evolving needs of Canada's aging population and to changes in the economy and labour market.

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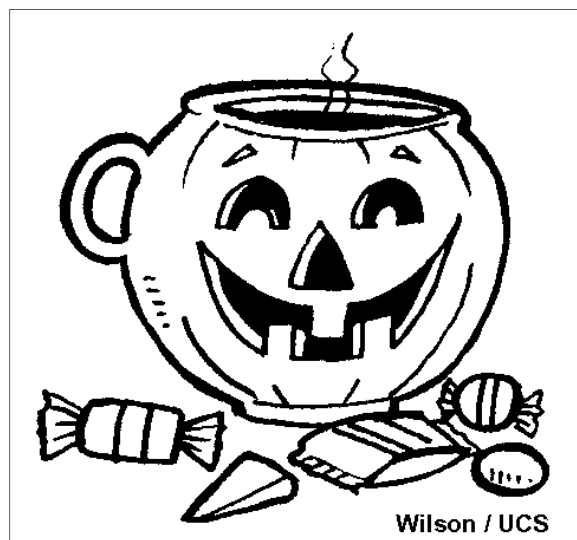
What changes are being made to the CPP?

- Your monthly CPP retirement pension amount will increase by a larger percentage if you take it **after** age 65.
 - **Before the changes**, your CPP retirement pension increased by 0.5% for each month **after** age 65 (and up to age 70) that you delayed receiving it. This meant that, if you started receiving your CPP pension at 70, your pension amount was 30% more than it would have been if you had taken it at 65.
 - **From 2011 to 2013**, the Government of Canada will gradually increase this percentage from 0.5% per month (6% per year) to 0.7% per month (8.4% per year). This means that, by 2013, if you start receiving your CPP pension at the age of 70, your pension amount will be 42% more than it would have been if you had taken it at 65.
- Your monthly CPP retirement pension amount will decrease by a larger percentage if you take it **before** age 65.
 - **Before the changes**, your CPP retirement pension was reduced by 0.5% for each month before age 65 that you began receiving it. This meant that, if you started receiving your CPP pension at 60, your pension amount was 30% less than it would have been if you had waited to take it at 65.
 - **From 2012 to 2016**, the Government will gradually change this early pension reduction from 0.5% to 0.6% per month. This means that, by 2016, if you start receiving your CPP pension at the age of 60, your pension amount will be 36% less than it would have been if you had taken it at 65.
- Starting in 2012, if you are under age 65 and you work while receiving your CPP retirement pension, you and your employer will have to make mandatory CPP contributions. These contributions go towards the new Post-Retirement Benefit (PRB), which is effective January 1 of the year following your PRB contribution. This additional benefit will be added to your current retirement benefit, gradually increasing your retirement income.
- Starting in 2012, if you are age 65 to 70 and you work while receiving your CPP retirement pension, you can either choose to make CPP contributions or you can opt out of making these contributions. If you decide to make the contributions, your employer will also have to make CPP contributions. These contributions will allow you to continue to build your CPP Post-Retirement Benefit, even if you are already receiving the maximum CPP pension amount.

- The number of years of low or zero earning that are automatically dropped from the calculation of your CPP pension will increase.
 - **Before the changes**, when Service Canada calculated your average earnings over your contributory period, 15% of your lowest earnings were automatically dropped. This is called the “general drop-out provision.” Under this provision, up to 7 years of your lowest earnings were automatically dropped from the calculation of your average earnings.
 - **Starting in 2012**, the percentage of low earnings will increase to 16%, allowing up to 7.5 years of your lowest earnings to be dropped from the calculation, which will likely increase your benefit amount. **In 2014**, the percentage will increase again to 17%, allowing up to 8 years of your lowest earnings to be dropped from the calculation.
- You will be able to begin receiving your CPP retirement pension without any work interruption.
 - **Before the change**, if you decided to take your CPP retirement pension before age 65, you had to either stop working or significantly reduce your earnings for at least two months. This requirement was called the “work cessation test.” After this two-month period, you could return to work or start earning more.
 - **Starting in 2012**, the work cessation test will no longer apply. This means that you will be able to take your CPP retirement pension as early as age 60 without having to stop working or reduce your earnings. For many Canadians, retirement is a process that often occurs in stages, rather than a one-time event. By eliminating the work cessation test, it will be easier for Canadians to make a phased-in transition to retirement.

Need more information?

Click servicecanada.gc.ca



**C.E.P., LOCAL 10-B MEETING ATTENDANCE (by employee #)
 JANUARY – OCTOBER 2011
 (check mark denotes shift worker)**

130002	<input type="checkbox"/>	7	130180	<input checked="" type="checkbox"/>	7	132486	<input type="checkbox"/>	6
130015	<input checked="" type="checkbox"/>	7	130184	<input type="checkbox"/>	1	132490	<input checked="" type="checkbox"/>	3
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130022	<input type="checkbox"/>	5	130206	<input checked="" type="checkbox"/>	6	134748	<input type="checkbox"/>	1
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130139	<input checked="" type="checkbox"/>	5	130312	<input checked="" type="checkbox"/>	4	147405	<input type="checkbox"/>	1
130143	<input type="checkbox"/>	3	130316	<input type="checkbox"/>	7			
130147	<input checked="" type="checkbox"/>	4	130556	<input checked="" type="checkbox"/>	1			
130151	<input type="checkbox"/>	1	131166	<input type="checkbox"/>	4			
130155	<input type="checkbox"/>	6	131170	<input type="checkbox"/>	2			
130156	<input type="checkbox"/>	2	131192	<input checked="" type="checkbox"/>	2			
130158	<input type="checkbox"/>	7	131796	<input type="checkbox"/>	2			
130161	<input type="checkbox"/>	5	132449	<input type="checkbox"/>	5			
130162	<input checked="" type="checkbox"/>	1	132472	<input type="checkbox"/>	2			
130179	<input type="checkbox"/>	3	132473	<input type="checkbox"/>	1			



Happy Halloween



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