

President's Report CHRIS MAY

I will start my article by wishing all past and present members of Local 456 a happy and prosperous New Year.

I would like to take this opportunity to thank some members of the Executive and Standing Committee who have decided to step down from office this year. Don Bowman has stepped down from the position as Second Vice President after 10 years. Don will continue to be involved in this Local by staying on as a Department Rep for Shipping and he will remain a Wage Delegate. Jordan Marsh has decided to take a break from the Executive after three years as a Trustee. Al Marsh has stepped down from the Standing Committee after many years of service to this Local. Al will remain a Wage Delegate. Dan Ballantyne has stepped down from his position as a Department Rep for Groundwood. On behalf of all the members of this Local I would like to say thank you for their commitment to make this mill a better place for all of us to work.

With members leaving the Executive and Standing Committee this means others have stepped up to replace them. I would like to welcome some new Executive members. They are Myles Green our new Trustee, Joel Elving our new Financial Secretary and Trevor Jones, although not new to the Executive Trevor, has taken over the responsibilities as Second Vice President. On the Standing Committee there are 2 new members Myles Green, is the new rep for Div. A/E/H and Leivon Reid, is the new rep for Groundwood.

2008 was a busy year for the officers of this Local in particular your Wage Delegates. Bargaining was a long process that began in February of 2008 and concluded for us in October. This was the first time that a Bargain was done with Wage Delegates for our Local and I can assure you that they conducted themselves with professionalism. Your Wage Delegates were Darren McCrabb, Don Bowman, Al Marsh and Mark Booth and on behalf of the Local,

Thank you, job well done.

Bargaining: I have no doubt that this is a big topic on the floor. There are still four Locals that have not attained the new agreement. As of this newsletter being printed there have been no dates set for these Locals to go to the bargaining table. On March 5th and 6th there is a Wage Caucus meeting and your Wage Delegates will want to know when these Locals plan on bargaining? The Caucus has the right to force these Locals to the table and it may come to that. I will have a full report at the union meeting in March.

The Preferred Drug Card: The cards should be available at the beginning of February the company still has not given us an exact date.

Collective Agreement: The union has reviewed the new collective agreement and now the Company will do the same and then it will be sent out to be published. As soon as they are here we will distribute them.

Trades 10-hr Shifting: The Company has stated that they will meet with the union as soon as possible. They will not commit to definite dates until after the PM #3 upgrade.

Executive Board Meeting: The Locals Executive Board (Executive and Standing Committee) will be meeting on February 17th to discuss the upcoming year. On the agenda for discussion is communication with the membership. We will endeavor to make this one of our prime objectives in 2009. Other issues to be discussed are education for the officers of this Local in particular our shop stewards and new Executive and Standing Committee members. I will have a full report at the March union meeting.

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PRESIDENT'S REPORT**

Young Workers: At the CEP national convention the emphasis was on young workers. The executive of this Local also agrees that the young workers are the future of this Local. We will be looking at ways of encouraging our young workers to become involved in our Local. We will be sending 3 young workers (you must be younger than 30 years of age) to this years CEP Young Workers Conference held in Ottawa. This is a good opportunity for these members to meet young union workers from across Canada. They will also be attending workshops throughout the 3 days.

Christmas Stats: Once again the Christmas stat scheduling has come to the forefront. Since we have been working Christmas stats (since 1998) this local has been consistent in how departments have to schedule for Statutory Holidays. Over the years some department schedulers have taken it upon themselves to implement their own rules. This year all departments were scheduled as to the Letter of Understanding that exists in our Statements of Policy. This policy is mill-wide and all departments were scheduled this way.

Retiring Members: Just a reminder to all members who are retiring, tell an officer of the Local so we are informed. Past members who have not told us have not received their Warchest money in a timely fashion because the Local had not known that they were gone.

Retired Members: I have spoken to many retired members at the Locals annual retirement party and they have all said without exception that they read the newsletters. With that in mind I encourage all retired members who have a story to tell please send them into the Local and we will insert them into the newsletter.

Reminder, the next Union Meeting is in March and weather permitting we will be having a bar-beque. So come on out and take an active role in your Union.

*In Solidarity
Chris May
President*

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1st Vice President DARREN MC CRABB

Standing Committee Report:

With bargaining at Kruger successfully concluded the Standing committee met on December 9, 2008 to discuss the current changes to the collective agreement and any issues that have transpired since the standing committee last met.

In June the Standing Committee requested that the company look at how much time a painter helper was required throughout the year and possibly post this as a permanent position within the mill if there were enough hours to support it. The last time a posting went up for an apprentice painter no one applied, so it was the Standing Committees hope that if we could get a posted painter helper this might become an avenue from which to develop a future apprentice. The company came back to us and agreed to post the helpers position.

The Standing Committee raised concerns over the company trying to recruit apprentices from outside of the mill at such places as BCIT and Kwantlan. The standing committee asked the company to sit down and address the problems we are having with trying to get an electrical apprentice in house. The company agreed to this and further expressed their commitment to our current apprentice program. Further meetings with the apprentice committee are scheduled for March 2009.

The Standing Committee asked when the company foresaw meeting to discuss 10 hr shifting. The company stated that they would commit to having their committee in place by the end of February but any discussions would have to be held be-

fore or after the #3 upgrade. The company committed to having pre-retirement seminars once again for those individuals fifty-five and over. The idea of the seminar is to explore life style choices to help prepare oneself for retirement. The seminar will be held sometime in April or May and sign up sheets will be posted well in advance of the seminar.

The company stated that they were hoping to have the negotiated deferred drug card available to members sometime in February. I have since discovered that if you log onto your account at Greatwestlife.com you can print off the deferred drug card for immediate use. The card is located under the printable cards option on the web site but first you have to sign up for a personalized account.

Grievance Status: During negotiations the Local submitted a letter of estoppel advising the company that we no longer recognize the practice of providing make up shifts to individuals as a resolve to overtime

grievances. As a result of this the local has filed a grievance in response to this practice.

The local is also grieving the Companies interpretation of what hours are used in the further computation of overtime when an individual is called in to work overtime on a Sunday. It is the local interpretation that all hours worked on Sunday should be carried over regardless of whether you elect to take banked time for the last 4 hours.

We currently have a contracting out grievance at first step and four excessive discipline grievances awaiting replies from second step.

In Solidarity Darren McCrabb

What's Ahead

This is just a preliminary heads up about coming events. The picnic is still in limbo and until new people want to get involved it is a dead issue. Previously it was held on Labor Day and was well attended for many years. New life can be injected into the picnic but it will take commitment and time on the part of two to three people to make this happen.

The Christmas party is tentatively booked for December 19th 2009 and will be at the new Villa Hotel now called the Delta Hotel and Casino in Burnaby. They have a beautiful Ballroom and catering along with fully renovated rooms for guests to stay. More information will be forthcoming about the particulars and prices about the party in the next couple of months. Special packages for other Delta Hotels will be part of our early purchase draws. New band or DJ will be there also.

Utah leads U.S.

In 4-day week

Utah has become the first state in the U.S. to follow the fast-growing trend of adopting a four-day work week.

From the beginning of last August, as many as 17,000 state employees have been working 10 hours a day Monday to Thursday, followed by a three-day weekend.

More than 8 billion barrels of oil are used for daily commutes in the U.S., prompting several states and cities to implement voluntary schemes to cut costs and reduce emissions.

Utah, however, has gone further in being the first to introduce statewide mandatory measures across all non-essential services, triggering what now appears to be a larger movement.

A survey conducted after the implementation of the four-day work week shows that the majority of local governments and agencies will soon be following suit. Many employers in the state's private sector are also reported to be interested in the four day work-week schedule.

Job Evaluation Update

October 2008 saw the conclusion of the outstanding Job evaluations resulting from the Companies restructuring in 2006. Unfortunately it was not good news for most of the jobs submitted. The companies ongoing trend of cost reduction by lightening the basis weight, of the base stock in the machine room, and reducing sheet count of the finished product resulted in the fact that tonnage was down across the board. As tonnage and responsibility is a big part of the industry job evaluation process, most of the jobs submitted were not successful this time around. Under restructuring, job losses at 252 for instance did not help out as the loss of an individual accounted for a decrease in the amount of people that the Senior and Junior Operators were responsible for. #4 paper machine lost two steps last evaluation as a result of decreased tonnage and it looked like that would happen again so the committee withdrew the job evaluation.

I have heard rumblings about the committee and how we are against converting and I have to say I am very disappointed to hear this. Job evaluation is a fairly structured and rigid process to prevent this from happening. The local committee is responsible for gathering the information and making decisions as to what ones should go forward to the industry committee or as in the case of PM #4 be withdrawn as proceeding forward would be more of a detriment. Once the local committee has compiled all the information it is then forwarded to a joint industry committee comprised of one representative from the industry management (Scott MacLean) and a representative from the CEP Regional Office (Bob Hughf). They come to the mill, interview the individuals performing the jobs, inspect the work

area and then apply a formula based on the information provided to them. This information includes production rates, amount of people and equipment responsible for and the cost of the equipment, etc. Unfortunately Job evaluation does not take into account how hard you have to work so if a crew is reduced this is usually a penalty as it is one less piece of equipment you as an operator are responsible for. Skills that you were given credit for because you had to do them 15 minutes a day does not necessarily give you an increase because you now have to do them for 2 hours. You also generally do not get a credit for equipment that replaces equipment even if it is newer unless it translates into tonnage increase on the machine in question.

The job evaluation committee asked the industry committee to look at a credit for converting as over the years our production rates have continually increased however with the decrease in basis weight and reduced sheet count we seem to be shipping more air than before. We believe converting should receive a credit for cases that would possibly offset the tonnage credit however whether the industry can be convinced of this is another story.

I hope this explains the job evaluation process somewhat and if you have any other questions please feel free to contact your Job evaluation representatives, Joel Elving (Machine Room) and myself Darren McCrabb.

In solidarity
Darren McCrabb-1st Vice President

TREASURER'S REPORT

I would like to begin with a Happy New Year to you all and hope your holiday season was a good one. We are starting 2009 with a healthy financial situation and I am sure that the discontinuation of the fifty dollars per pay period has been welcomed by all. We will from time to time still have a ten dollar assessment which covers retirement gifts and bereavement payments to members who have lost a loved one. For the time being we have enough in our accounts to cover recent payouts in these areas.

Until all locals have done successful bargaining the funds that were deducted and sent to the regional office for strike support and benefits support will not be returned to us at Local 456, which means you will not be seeing a return of your contribution until at the earliest later this year. I will keep you posted as to what is happening with this money. When it is returned it will become income for us all and will be taxed as we had the benefit of having it become a deduction for us when it was taken off our cheques over the last year plus.

For new employees the twenty dollar deduction will be taken off your cheques until you personally get to the two thousand dollar level. Should you retire or leave employment at Kruger Products Ltd. in New Westminster you will receive your contribution back.

If anyone is retiring in the future please let me know when that date is so that I can process your warchest refund and the gift from the local that all retirees receive. I have no way of knowing who has left unless you let me know personally. You can leave me a voice message on the union phone local or email through the CEP 456 website.

I will close by saying that as always I am honoured to have you entrust me with the management of our finances and am available through the above mentioned channels should you have any questions. Have a great 2009.

In solidarity
Dave Ballantyne

2nd Vice President TREVOR JONES

Hello Brothers and Sisters

I would like to take this opportunity to wish all of you and your families a Happy New Year.

This year I have accepted the position of 2nd Vice President for the Local. This was a job that was done, for as long as I've been employed, by Don Bowman. These will be tough shoes to fill but I will do my very best to represent you in the manner that you have become accustomed to.

I am currently studying the Great West Life Carrier agreement and asking as many questions as I can so that when you come to me for help or advice I will be ready. I assure you that if I don't have the answer for you I will have it as quickly as I can. Also it is important for you to know that any inquiries you have for me will be regarded as strictly confidential.

I myself had the misfortune to have to use our WI benefit and although it wasn't easy it worked. I hope through my own personal experiences I will be able to ease some of the frustration for any of you that need assistance.

In future if you have to use any of our Health and Welfare benefits make sure that you are as accurate as possible with the applications and stay in contact with the carrier as this will help to speed up your claim for benefits and make the process easier.

Once again if I can be of any help please don't hesitate to call, my cell phone number is on all the union boards, if I don't answer please leave a message on my voicemail and I will return your call as soon as possible.

I Hope to see all of you out at the next Union meeting.

*In Solidarity
2nd Vice President
Trevor Jones*

THE WRONG BAILOUT

On November 13, Canadians learned that their federal Conservative government which once espoused "less is more" when it comes to governance—felt an urgent and pressing need to offer a dramatic \$50 billion bailout.

Was the bailout directed at saving General Motors, whose corporate survival was the focus du jour and whose disappearance would lead to major Canadian job losses and devastate an Ontario economy that is already on the skids? No.

Was the bailout an investment in Canada's paper-thin Employment Insurance program, to prevent those who join the ranks of the jobless during a recession from having to line up around the block begging overburdened municipalities for welfare cheques? No.

The bailout was handed on a silver platter to Canada's big banks—yes, the very financial institutions Canadians have been assured never made the same mistakes as their counterparts in the U.S. (And the \$50 billion came on top of an earlier \$25 billion that the government forked over to the Canadian Mortgage and Housing Corporation, for a total of \$75 billion.) Apparently, no single bank faces the kind of live-or-die crisis that recently felled many large American financial institutions. Yet our government has decided that its first major intervention after the global economic meltdown shook whole nations would be to purchase \$50 billion in bank mortgages to shore up the banking industry's "financial strength." Which banks will benefit from this bailout? The government did not make that clear.

Would the Royal Bank, whose CEO took home \$37,800,301 in 2007, be among the beneficiaries? Is the money helping the Bank of Nova Scotia, whose CEO took home \$13,965,847 in 2007? Or the TD Bank, whose CEO had a pay package of \$9,840,666? Or the Bank of Montreal whose CEO pocketed \$8,008,707?

Of all the pressing issues facing the federal government—former provincial powerhouses like Ontario falling into have-not status, an auto industry in dire straits, the threat of major job losses, an EI program that barely covers 40% of all Canadians, pensioners finding their RRSPs aren't what they used to be—the banks get to stand first in line for handouts.

This kind of government bailout tactic almost brought the United States to its knees in October, as Americans railed against the notion that taxpayers' hard-earned dollars

would end up in the pockets of financial CEOs earning vastly more in a single year than most people will earn in a lifetime.

The stunning and unpredictable financial events of this fall contain more twists and turns to come, but there are a few new certainties amid this instability.

Governments, once cast as part of the problem, are now unanimously understood to be part of the solution. In fact, governments are now the leading character in a play that's turning out to be a nail-biter till the end.

Markets, formerly cast as the solution to every problem, are now officially at the centre of this problem in a great repudiation of an ideological position that in just a few weeks got turned decisively on its head.

The people are looking to their governments, across the globe, expecting them to stabilize a very turbulent situation.

Bank economists who helped condition Canadians to despise government deficits are now saying it's okay to go into the red. Red, it seems, is the new black.

Keynesianism, the strand of economics that lifted nations out of the dark days of the Great Depression, is in again. But what does a Conservative federal government, clearly struggling to shed yesterday's ideology, do in this new reality?

Think about what \$50 billion might have done to protect jobs in Canada: Poverty reduction, investing in Canada's crumbling infrastructure, not just to protect Canadians from falling overpasses and bad water, but to stimulate the economy by creating jobs in the process.

Instead, bankers, not their customers, were first in line.

*- Trish Hennessy and Hugh Mackenzie. III
The CCPA Monitor*

National Conference Montreal , Quebec 2008

Wow, my first plunge into the National union arena. I didn't have any preconceived notion of what to expect, but it was a shock on a grander scale than I had imagined. I am familiar with people from our locals within the province and the reps from the regional office so multiply that by 10 fold and I believe the accredited delegates were around 1200 attending.

Then you had guests and the media plus special guest speakers who were very captivating. One speaker in particular was a ranking officer from the Longshoremen workers in California; he was a very articulate gentleman and gave a speech called 'Workers' Action to Stop War' that was extremely thought provoking as to how we as unionized workers have much more power as a group than we realize. The Longshoremen shut down all the western ports of the United States for one day last year to protest the Iraq war. Just think of how much money that represents for the state of California alone!

Another gentleman was from Geneva Switzerland, he spoke four languages. His topic was '*how the corporations and governments of the world do not care what happens to the average worker*', so we, the workers must make them understand in no uncertain terms that we are a large stakeholder in whatever happens from the gas station to the supermarket to the seat of government. We are who they operate for. We are the customer and the worker!



Some of the more mundane business was sitting and listening to debates regarding the many day to day things a union must deal with. We also voted on electing the Executive Board and rank and file officers from all the regions of the country. How we are a large force to be reckoned with and no matter where we are in this country our needs and wants are the same is what I took from this experience. Our Union has approximately 155,000 members nationwide in all sectors. We have to make it happen, because no one is going to give it to us. Social justice, health

care and taxation are exceedingly in need of repair. The people of our Union are involved on many fronts, we need to meet and discuss common goals and I believe things will happen as a whole for the better.

I challenge the young workers to get involved and use all the tools at your disposal to invoke change in our Local and the National Union. The future is going to be difficult, and the basis for our good pay and benefits is our Union, so ensure that it stays strong with your involvement. Start small and learn the ropes, and down the road your mark can be made. Thank you, for allowing me to attend this conference.

Dave Ballantyne

UNION MEETINGS

Teamsters 31 Hall
#1 Grosvener Place
Delta, BC
MARCH 10
MAY 12

Financial Secretary JOEL ELVING

After a 3 year Hiatus from the Executive I have decided to return taking on the job of Financial Secretary.

I have been asked to submit an article for this newsletter, so I have decided to write on the subject of **Membership initiation**. Section 5 of our Union Bylaws states:

All new members shall be required to present themselves for initiation and acceptance at a General Membership meeting within One Hundred and Twenty (120) calendar days of their first dues check off. There shall be no excuses accepted barring illness, holidays or continuous afternoon shift. Failure to attend will result in a fine of one hundred dollars (\$100.00). Failure to attend a meeting within Two Hundred and Forty (240) days will require payment of a new initiation fee plus the initial fine of one hundred dollars (\$100.00). Further failure could result in suspension and will be dealt with under Article 17.01.02 of the National Union Constitution.

All new members shall subscribe to the Oath of Obligation as provided in Article 5.01.05 of the National Union Constitution before being seated as full members. At the close of the initiation Ceremonies the Trustee shall give each new member a copy of the Constitution and Local by-laws which he or she is expected to keep and read.

On the subject of initiation, I feel it is an important part of forming a group. It gives new members a sense of belonging and is an essential aspect of gaining acceptance into an organization, or in our case a union. If you are among the few in the coming months that receive a fine warning letter from me and you feel there is a valid excuse for your absence please contact me and we can work toward getting you out to a meeting.



TRUSTEE'S REPORT

I would like to begin by thanking the previous Division A Department representative, Al Marsh, for his many years of service to both Local 456 and the Converting department. Al has been at Scott Paper/Kruger Products for 28 years, and has been an important part of the union almost since day one. Always approachable, easygoing, and hardworking, Al always has time for the concerns of the members. He has put in countless unpaid hours of work both at the mill and at home when dealing with the issues of the department, and though he's stepped down as the Division A department rep, he will still be involved as a shop steward and as a member of the local's wage caucus. Thanks for your commitment, Al.

A tough act to follow, to be sure, but with Al's help, I am doing my best to get up to speed on all current departmental issues. New contract details, ongoing restructuring and machine scheduling issues, and Standing Committee updates are all a part of my training process, so bear with me as I work toward adapting to my new position.

Also, I want to let the members of our department know that no matter what issues you may be dealing with while at work, I will be open to answering any questions you have. I might not know the answer immediately, but rest assured that I will find out and respond as soon as possible. From watching past department representatives, I know that one part of my job is to make sure that all members are comfortable when coming to speak with me. Again, please feel free to approach me at work (276 Winder in Division H) or email me (mylesgreen3@hotmail.com) with any questions or issues you might have.

Finally, a quick note on solidarity and a request: Though we've just signed a new contract with the company, now is not the time to relax with respect to union principles. With so many new faces in our workplace, it is vital that those of us with middling seniority involve as many new employees in the union family as possible. Speaking with some new employees, I've heard that they often feel out of place and distanced from the main body of our local. It is up to us to create an environment of inclusion since it is obvious the company cares little for the local's unity. I ask those of you of middle seniority like myself, with many contracts to come, to be open and welcoming to our new brothers and sisters: We will need everyone's involvement in the future. To those of you nearing retirement, I ask you to remember the brothers and sisters that came before us, those that had to fight for what we enjoy now. We must respect those in the past that worked for our benefit to ensure a strong union in the future.

In solidarity

Myles Green

