

# TWO'S NEWS

## BE THANKFUL, NOT FORGETFUL AND ALWAYS BE PREPARED

I am the new wage delegate chair; I hope to keep you all up to date with where we are in the process of renewing the collective agreement. I will be writing updates for each edition of Two's News as well as updates on all notice boards as needed.

The title of this article is meant to remind us all to be thankful to all those members, both past and present, who gave up considerable time and wages to acquire the collective agreement we have today. Remember these members went out on strike or were locked out of their jobs so that future members would benefit. Our wages, pensions, benefits, holidays and the language in the rest of the collective agreement all came about by people willing to fight for what they believe was their right as workers at Crofton. Not one improvement was won from the company without a fight.

Let's not be forgetful about what Catalyst Paper did to all of us in the last round of contract talks. It was the Company and not the Union that demanded and received concessions. As I was not part of the last agreement I will not comment on the way it was handled, we are all in agreement that we ended up on the very short end of the stick. Remember as well that it has been the Company that has continued at every attempt to reduce any benefit from call time to retiree's awards and the list goes on from there that they seem to disagree with.

So, be prepared to fight for our compensation for the work we perform. Start now, if you haven't already, to prepare to defend your rights. Whether negotiations lead to a strike or not, you need to be ready. Save like you plan on being out of work for a long time. If we do not go out so much the better.

...Start to prepare,  
it could be a long  
one...

The point is to save your money and be prepared. A well prepared army will win always. The more the Company knows you are prepared the less likely they are to want to get into a long protracted battle.

Now, where are we in the process?

The joint PPWC/UNIFOR wage caucus met in Vancouver on January 19<sup>th</sup> and 20<sup>th</sup> to plan the way forward. It was decided to meet for a collective bargaining course on May, 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> and then to immediately start a pre wage conference of seven

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days. The pre-wage conference is where each local's suggestions for improvements to the collective agreement are debated vigorously till a final agenda is reached. This final agenda may not come at the end of the pre wage, but a significant part of it will be in place. The goal is to have an agenda ready when the Company calls for negotiations to begin.

**This means the wage delegates need you to fill out the green sheets for**

**improvements to our collective agreement that you wish to see.**

Whether the improvements are to the main agreement or to local issues, please fill out the sheets soon. Return them to any wage delegate or bring them to the Union meeting in February or March. The delegates will be getting together in late March to collate all the submissions before sending them off to our National Office in advance of the pre-wage.

So, once again, start to prepare, it could be a long one!

Lynn Lindeman  
Wage Chair

**Don't Forget**

- ✓ **Time Change - March 13, 2016. Turn your clocks ahead 1 hour**
- ✓ **Easter Weekend March 25-28**

**OWNERSHIP**

Mike Haine - 1Year Master Shop Steward

Catalyst Paper saved 21 million dollars by cutting employee wages and benefits in 2012. At the time we were battling a high Canadian dollar and were told numerous times that 1 cent on the exchange rate equated to 7 million dollars per annum. This puts into perspective the fact that we were sold out for what they value as only 3 cents on the exchange. It cost us so much more and not only in wages, but also in time with our families, quality of life and added stress. The way I see it, it has cost the Company as well, and in more ways than they would care to admit.

**Experience**

How many people left after the 2012 negotiations were done? They had enough and packed up their years of training and experience and headed for the oil fields or retirement or whatever. Some of them came back but we lost an incalculable amount of experience due to the events that spring.

**Ability to manage**

This is an interesting one. We lost a lot of good people and the Company was struggling to hire replacements. The last thing any supervisor wanted to do was piss someone off and be responsible for yet another

person exiting the turnstiles for the last time. I remember a few foremen trying to put their foot down only to come back and apologize for "stirring the pot". It soon became known amongst some individuals that they could do as they pleased and only follow the rules that they chose to follow and no one was going to do anything about it.

**Loyalty**

You get in return the loyalty you give. The 2012 negotiations clearly showed the kind of respect and loyalty the Company had for us and it wasn't long before many of us didn't care to help the Company along in their plans

for the future. The situation got even worse when nitpicking began over seemingly trivial matters. A fellow electrician (and a much respected one) went the extra mile to help this place out and was rewarded by having his \$20 meal ticket revoked. It had always been paid before, but now despite the 21 million dollars saved in wages, they wanted more. The final straw came for me on the last day of my Christmas vacation when I felt obligated to come and help out with a breakdown. My time was subsequently cut 12 seconds shy of my swipe times. So now, they have taken 21 million in wages and benefits, \$20 meal tickets, and 17 cents worth of overtime. The next time I came in for a short call in, I wrote an email to everyone from my supervisor all the way up to the CEO of the Company stating that I wanted this situation fixed. Return to the standard we had

before which was a minimum of 2 hours overtime and 1 call time for any call in. My time was cut down to the second and the response to my email was near dead quiet. I have not felt obligated to come in since. My loyalty is gone.

**Ownership**

When I started working here 5 years ago it was a different place. Everyone, from us on the floor, to senior management seemed to really take pride and ownership in their work. I was proud to say I worked at Catalyst paper and I think most other people were as well. If that isn't lost it is severely diminished and I want it back. I want to enjoy my career; I want to work together as a team. I want everyone to be working together on a common goal that is going to be good for Catalyst, good for the community and good for the union however, if that is to happen the wrong committed in 2012 needs to be righted in 2017. A lot of people are saying they doubt that we can get it all back in 1 contract; I beg to differ. This operation made 43 of the 46 million dollars in EBITDA last year, and if the company wants to continue making profits and start to reclaim all they lost over the last 4 years, they had better bring out their

wallet. My opinion is that if a tradesmen's rate is "x" amount of dollars then "x" amount of dollars is what we should make. If an operator's rate is "x" amount of dollars then that is what they should make. I don't care if the Company got away with their smoke and mirrors game for this past contract, this should be our stance going forward. In order to provide the Company with a loyal, experienced and respectful union workforce we must be paid industry wages, and nothing less.

In Solidarity,  
Mike Haine

**COUNTDOWN TO  
CONTRACT AS OF  
MARCH 1/2016  
425 DAYS**

**DONATION  
THANK-YOU:**

- Cowichan Valley Basket Society
- Chemainus Harvest House Society Food Bank
- VGH UBC Hospital Foundation
- Cowichan Water Shed Board

*The Crofton Rec  
Association  
Next Meeting March  
16,2016 @ 4:00pm in the  
Kraft Administration  
Board Room.*

## NEW BURSARY PROGRAM

The Local 2 bursary program has been revamped and will be rolling out this spring. The new bylaw was passed at the February GM meeting and will increase the value of bursaries from \$500 to \$750. The new application season will be spring time which coincides with the majority of other bursaries. Certificates, as opposed to cash, will be awarded in the spring and will be redeemable in the second semester of the first year of the program. This will ensure recipients are actually attending. The increase in bursary amounts is due to the fact we are

accumulating a significant amount of interest in our bursary fund, which is not a good thing for our non-profit organization. Our accountant has advised us to do our best to award this money in the form of bursaries. This is where we need your help; if you have dependents applying for post-secondary education this spring, be sure to have them apply for our bursary at the same time. New applications will be delivered to lunchrooms soon and will also be available at the union office. These have also been re-designed, so be sure to use the most current applications which are titled, "Bursary Application 2016".

In Solidarity, Mike Haine

## PPWC LOCAL 2 - AWARDS BURSARY

In December, 2015, PPWC Local 2 selected recipients for the annual bursaries.

There were two successful applicants, Heather Fergus, who attends Pacific Rim College in Victoria and is studying to receive her Diploma of Acupuncture, and Rachelle Trenholm, who attends the University of Victoria and is studying Law.

## LADYSMITH SAWMILL RATIFIES COLLECTIVE AGREEMENT

### Local 8-Nanaimo

There are 252 members working at Harmac at the moment.

We had a mock mill evacuation on Nov 17, it went very well. The Safety Committee is going over the event to see if there were any deficiencies.

The OH&S Committee is auditing the Injury Prevention Plan throughout the mill at this time.

We have hired a millwright and are looking for one more. The millwright apprentice has been selected. We are still hiring for the labour pool, and lots of

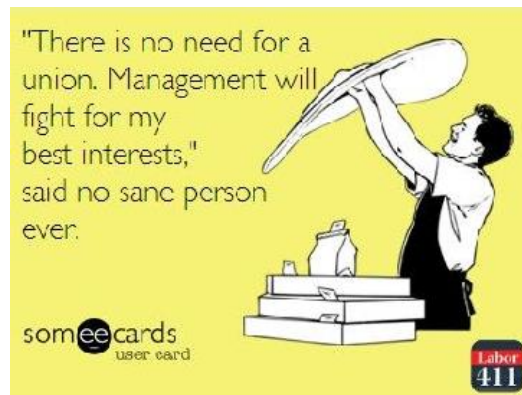
training is going on for impending retirements.

At Ladysmith Sawmill Division, we have had a \$1.2 million capital investment into the sawmill, putting a stick placer into the mill stacker. They will also be consolidating the quad saws

line and operating only on the canter come the new year, increasing the recovery for the logs we put through the mill.

Mid October came with the signing of our new collective agreement. This agreement took almost a full year to settle. I think this contract will bring stability and money into the pockets of our members, with wage increases and lump-sum signing bonuses in every year. This deal should keep the mill running for a few more years.

We are currently operating on two shifts with



67 full-time members.

At Chemainus Value Added Division, they have one shift going right now with a second one on and off. They are having fiber supply problems. They have 72 members at the moment.

The collective agreement is up in October next year, and they are having their committee elections next month.

Long Hoh has 49 members. The current contract expires in March, 2016. We have recently elected a Negotiations Committee consisting of three members.

We have seen a recent wave of training going on: forklifts and loader operators, graders, barkermen, and chipper men. Our custom-cut cedar mill has been down for the last few months, but we are now starting to see some orders come in and that ball is now rolling.

At Canexus, we have 15 members. The total concern of all employees at this certification is on maintaining employment. Canexus management announced a month ago the intended "business combination" with Superior Plus. The merger would engage Erco Worldwide with Canexus and possibly lead to rationalizations of production.

Les Hillier, NEB Member

## CCU PRESIDENT JOHN HANRAHAN'S ARTICLE FEATURED IN MCLEAN'S MAGAZINE

The Confederation of Canadian Unions (CCU) is the largest federation of independent unions in the country. The CCU has spent much of the last decade fighting the anti-union agenda of the Conservatives, and we welcome the recent change in government.

For too long, governments have pursued cuts to social programs, attacks on the rights of workers, and privatization of government services. Yet this flawed ideology has only produced deficits and increased income inequality.

The reversing of cuts to EI, Canada Post, and retirement income, as well as increased taxes on the very wealthy, have been proposed by the Trudeau Liberals as a way to rebuild the middle class and promote income equality, and this should be done.

Similarly, the reversal of legislation such as bills C-377 and C-525, both meant to weaken and reduce union membership, will also help.

Yet these policies alone will not reverse the trend towards

inequality. The Liberals are also supportive of the Trans-Pacific Partnership (TPP), an agreement which they even admit was negotiated in secret and has not been subject to public debate or consultation.

Half measures taken to reduce inequality will have no effect if we carelessly sign on to a trade agreement that threatens our social programs and promotes a further division between the very wealthy and everyone else. We cannot trade equality for the unproven promise of increased economic growth.

The CCU will continue its struggle to promote workers' rights, economic justice and environmental sustainability for all workers in Canada and around the world.

## PM TRUDEAU HITS RESET BUTTON WITH LABOUR MOVEMENT

CWA Canada President Martin O'Hanlon was among a gathering of union leaders who heard from Justin Trudeau on Nov. 10 that he is hitting the reset button on the federal government's dealings with the labour movement.

The new Prime Minister said in his speech to the Canadian Labour Congress (CLC) that he looks forward to working together with labour on a common goal of a better future for families.

It was the first time since 1958 that a sitting prime minister had addressed the CLC. More than 120 labour leaders and representatives were in Ottawa for a meeting of the Canadian Council, a democratically elected group that governs the CLC between its national conventions.

We were happy to welcome the Prime Minister to our meeting, and hear him recommit to repealing the former Conservative government's anti-union legislation, C-377 and C-525," CLC President Hassan Yussuff.

"We look forward to working with the Prime Minister and his cabinet on a number of issues that are priorities for working Canadians.

-www.ituc-csi.org

## Correspondence

### JOB EVALUATION ALTERNATE

At the recent Wage Caucus meeting there was discussion around the need for a Job Evaluation alternate. This position was created back in 2004 but has not been filled for some time. With the intricacies involved in Job Evaluation it was decided that there was a need to train an alternate; therefore it was requested that we fill this position once again.

Locals are encouraged to solicit their members for nominations that will be put forward to the next scheduled Wage Caucus set for May. An election will take place if there is more than one interested member.

Gary Fiege, Wage Caucus Secretary

The Administration team is currently transitioning and upgrading its database and calculation system to a new platform called Ariel on December 31, 2015. With this change, Employers will have the ability to upload contribution reports and request calculations through an Employer Portal. Employers will be required to use this system February 1, 2016.

In order to make this transition successful, we will be providing in-person training (where possible) and electronic training. We will also provide on-going support to the Employers on the new system.

Training sessions on the new Ariel Portal system will be communicated by the end of the year so that you are able to make arrangements to attend. The training should not take more than a couple of hours.

Thanks, Stephanie Legge  
Senior Consultant

### PPWC PENSION PLAN - CHANGE IN REPORTING SYSTEM

We would like to advise you of some changes to the PPWC Pension Plan Administration tools.

***The opinions expressed in Two's News, letters, and other submissions are the opinions of the individual author and do not necessarily reflect the options of the Local2 Executive or PPWC National.***

**Next General Meeting  
March 21/2016  
@ 6:00pm  
Crofton Community Center**