



Local 298 Newsletter

Issue #4 Volume 8

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April 2004

APRIL 28 – A NATIONAL DAY OF MOURNING

Since Eurocan's inception in 1969 there have been 10 deaths of employees on the mill site while working. There was also one death of a logging employee in Eurocan's Kitimat area. The following is a list of names of those employees (*a few of the dates might be approximates due to insufficient records. Editor.*).

Jim Johnson – 1970 – Logging truck driver crushed when load of logs fell on driver after having removed tie-down straps in the Log Yard.

Duril Guthrie – February 16, 1972 – crushed by dry-kiln door in the Woodmill.

Kevin Nagel – September 4, 1973 – construction worker fell to death on Steam Plant roof.

Joao Luis Lima – September 17, 1974 – crushed by rail car door at Purchase Chip.

Manuel Fernandes – March 14, 1975 – impaled by 2x6 being pushed by clamp truck at Terminal dock.

Harry Rosberger – on or around July 13, 1977 – summer student died after fall off Terminal dock.

Bill McQuade – October 10, 1997 – logging employee died after suffering 3rd degree burns to 85% of his body.

Gian Bhatti – November 24, 1977 – crushed after being pinned under clamp truck at Terminal Warehouse.

Zsig Muszka – January 8, 1978 – died of injuries after being caught in hog conveyor tail drum.

Ray Thiffault – June 20, 1978 – crushed by powerlift clamp truck at Terminal Warehouse.

Billy Virk – December 6, 1989 – died of injuries after falling off stack of lumber on ship.

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In 1969 Eurocan started production, first in the Woodmill then later, in October 1970, in the pulp and paper mill. Since 1969 time there have been 10 fatalities of employees while at work at the mill site and one in the logging division in the Kitimat area.

The following information was obtained from a variety of sources including long service employees and back issues of *The Northern Sentinel* stored on microfiche film at the Kitimat Library.

1. Jim Johnson - 1970 - crushed when a load of lumber fell after he had removed the tie down straps from the load in the Eurocan Log Yard.
2. Duril Guthrie - crushed by dry-kiln door February 16, 1972. He was a kiln helper in the Woodmill. He had been working at Eurocan for 18 months. He was survived by his wife and 3 children aged 6, 4 and 2. He was 35 years old. (February 23, 1972 Northern Sentinel)
3. Kevin Nagel - construction worker who fell to his death on the Steam Plant roof on September 4, 1973. He was working for Bobsien Construction out of Terrace. He fell 80 - 100 feet from a scaffold that had given away. Evidence given at the inquest stated that another worker had warned Nagel to get off the unsecured scaffold but Nagel fell before he could get off the scaffold. The rope used for the fall restraint device was rated only for 1500 pounds; regulations state that it should have been rated for 5,400 pounds and limited the fall to 4 feet.
4. Joao (John) Luis Lima - crushed by rail car door at Purchase Chip on September 17, 1974. He was survived by his wife and two children. He was 37 years old and had worked for Eurocan for 2 years.
5. Manuel Fernandes - on March 14, 1975 a Shiploader was impaled with a piece of 2x6 lumber that he was using in conjunction with a clamp truck to realign some dunnage that rolls of paper were sitting on.
6. Harry Roseberger - summer student - died July 13, 1977 when he fell into the water off the Terminal dock.
7. Bill McQuade - a 29 year old Eurocan logging employee received 3rd degree burns to 85% of his body when he involved in an accident while burning slash in the forest September 23, 1977. He died from his injuries on October 10, 1977
8. Gian Bhatti - Terminal Warehouse worker killed November 24, 1977 at the age of 39 when he was pinned under clamp truck.
9. Zsig Muszka - 18-year-old Woodmill employee got caught at the tail drum of the hog conveyor belt on January 6, 1978 and died two days later on January 8. The inquest recommended that all employees receive adequate on the job training; that the WCB do a review of the whole work area; and that the Kitimat hospital purchase a renal dialysis unit (the doctor had noted that without the renal dialysis unit there was little hope of saving the young man).
10. Ray Thiffault - terminal warehouse - June 20, 1978, 52 years old and a 6 year employee. He was hit and crushed by a powerlift clamp truck. After this incident visi-vests became mandatory for employees working in the Terminal and 2-day Warehouses and in the outside areas. Testimony at the inquest noted that there was alcohol at the accident site and the victim had a blood/alcohol level of .04.
11. Billy Virk - Shiploader - died December 6, 1989 when he fell off a stack of lumber on a ship. He was 40 years old.

Executive Officers For 2004

		<u>Tel #</u>	<u>Work Local</u>	<u>Job Title</u>
President	Don Klie home - 632-7571 cell - 632-1352 work - 2367			Pipefitter
1st Vice President	Frank Verde Sr.	632-2924	2213	Shiploader/Labourer
2nd Vice President	Jack McCamy	632-5658	3513	Spare Board
Financial Secretary	Mary Murphy	632-5201	3451 or 2568	First Aid/Stores
Recording Secretary	Gary Ewanski	632-2743	2213 or 3519	Shiploader/Labourer
Inside Guard	Andy Sanwald	632-4131	3510	Spareboard
Outside Guard	Pablito Mendoza	639-9187	3466	Instrument Mechanic
Trustees	Gary Drake 3yr	632-2905		Lubrication Mechanic
Trustees	Ed Da Costa 2yr	632-7796	2356	Raw Materials
Trustees	Dan Belleville 1yr	632-5935	2367	Pipefitter
Chief Shop Steward	Ilona Kenny	632-4244	3451 or 2568	First Aid/Stores

Committees

Standing: Frank Verde Sr., Dan Belleville,
Committee Ed DaCosta, Ilona Kenny, Jack McCamy

Wage: Frank Verde, Jack McCamy,
Delegates Dennis Urbanowski, Don Klie, Mary Murphy

Job Evaluation:Dave Burrows, Jack McCamy

Rehabilitation &: Mary Murphy 3yr
Reintegration Steve Welsh 2yr

Employee\ Family: Mary Murphy, Gary Ewanski,
Assistance Peter King

Pensions:Gary Drake, Don Klie, Gary Ewanski

Sunshine Committee: Dorothy Birkett

Contracting Out:.....Ed O'Halligan, John Miller,
Dennis Urbanowski Dino Stamatakis

Central Safety:.....Mary Murphy, Dan Belleville,
Alfie Poellot, Angus MacLeod

Apprenticeship:John Burget, Dennis Urbanowski,
Paul Wilson

Women's Committee: Kelly Ruff, Mary Murphy,
Brenda Tewnion

Chief Shop Steward Ilona Kenny
Yard & Stores Mary Murphy
Janitorial Kelly Ruff
Raw Materials Mike Holland
Arnie Carrita

Steam Plant and Pulp Mill Andy Sanwald
Richard Crockart

Shiploaders Dave Burrows
Kevin Read

Warehouse\Dock Dino Stamatakis
Wayne Fulljames
Jason Smith
Angelo Marrelli

Maintenance
Pulpmill Al Hummel
CRU Elvis Resendes
Paper Maint. Dan Belleville
Electrical Rick Wittmann
Inst. Mech. Pablito Mendoza
Millwrights Steve Dudra

Is there a mistake in this list of shop stewards or committees? If so, please let the office secretary know and we will correct it. _____

Newsletter Editor: Don Klie;
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WARNING!!!

THIS NEWSLETTER IS RATED:

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FOR UNION!

This newsletter is solely for the entertainment and information of the members of CEP Local 298.

Union Office Hours:

9:00 am to 5:00 PM

Monday to Thursday

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And Sunday

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Editor: Don Klie

UNION NEWSLETTERS DON'T WRITE THEMSELVES!



**Deadline for submissions
May 2004 Newsletter
May 6, 2004**



President's Report

Record Production Relief

By Don Klie

In a recent conversation with Company President Rick Maksymetz he informed us that March 2004 was the best month of production ever at Eurocan. It was incorrectly reported in *The "Reel" News* that March was our third best month. Maksymetz claimed that when you take the whole month's statistics for saleable production then the best month ever was this past month. Also important to note is the fact that our cost per ton got very close to the \$525 per ton mark that the Company says is the break even point. It certainly is good news no matter how you look at it.

Maksymetz reminded us of the talk he gave everyone after the strike about the \$525 per ton mark and how we could achieve it. He believed it was remarkable that we were almost able to reach this mark without any capital-cost projects. Those are improvement projects that you do, which in the very near future are able to pay for themselves because of the efficiencies gained by their installation. At the time of the talk in September he had said we would have to cut jobs in order to reach that mark.

At the time most of us on the union side just rolled our eyes when he mentioned cutting jobs. We all knew (or believed) that the reason we were in such terrible shape was precisely because of all the job cuts that Maksymetz's predecessor had implemented.

What we saw during the last round of job cuts was a wholesale loss of experience and know-how. Anyone with any common sense could see that what was accomplished by those job cuts just about *sewered* this company.

Over the past year or two I have had several Company representatives tell me to move on and forget the past problems. I was told that we couldn't improve the future if we continued to focus on the past. Well, if you don't know your past you can't learn from it and correct your mistakes. Hopefully, someone in power is able to connect the dots of why we have been doing so well over the past few months and continue on this path.

Maksymetz attributed our recent success, in part, to the attention being paid to the little things. More or less "correct this, fix that, improve here, do it safely" and everything else will fall into place. By way of example he informed us that some of the recent bearing changes on the "dryer cans" in the Papermill had discovered a pattern – the inner ring on the bearings were cracked. The conclusion from this discovery – the cracks were most likely caused by rapid temperature change on the bearings. The



culprit here is assumed to be the steam being poured to cool dryer cans too quickly.

That would suggest operator error. Have the (or some?) operators changed their modis operandi when bringing the dryers back on line in preparation for start up after a shutdown?

Could it have been something else? Could there have been cold oil, the lubrication oil, introduced to the bearing at the wrong time? How about someone doing clean up on the rolls shortly after they are shutdown in anticipation of maintenance? We see people washing down the hot dryer can housings all the time with cold water in an attempt to clean off the oil and dust.

Bearing Reliability Responsibility

Last year when we were on strike a number of people commented on the damage that was being done to the equipment in the mill just by the mere fact that it was sitting idle. We were often told by various company staff not to worry about the equipment; they, the staff, were taking good care of it. The rolls in the Papermill were being turned on a regular basis in order to maintain their integrity. The other equipment was being looked after and being readied for winterization.

It wasn't long after our return to work that the mill began to experience a number of bearing failures in the Papermill. In fact, the Reliability Crew and the vibration analysis team were reporting so many bearings as needing changing that the maintenance staff had trouble even conceiving how to address the problem.

One report indicated that there was something like 23 bearings all needing to be changed. The maintenance supervisor asked for two or three that were the worst. The reply was, you chose, they're all bad and need changing.

In most cases on the paper machine if one bearing fails the whole machine has to be shut down and the problem fixed. So, no matter how small the bearing, whether it's the first one on the list or the twenty-third, you've got to fix it or hold your breath and hope it doesn't unexpectedly fail. You know "Murphy's Law" – if something bad can happen it will – and at the most inopportune time (Friday night at 11:30 pm after all of your maintenance crews have gone out to drink and party, like say the Social Club Christmas party).

Many of the bearings that were changed indicated small flat spots on the rollers. This is an indication that the bearings had been sitting in one position for a prolonged period of time. Could this have been the cause of so many bearing failures?

You should remember that we usually have annual maintenance shutdowns that last for 10 or more days. During these shutdowns the rolls are never turned. Some are changed out but most sit there the whole time. I have never heard these maintenance shutdowns causing problem flat spots on bearings.

So, someone could conclude that these bearings sat for an extended period of time before they were rotated. Like say a month or more.

During the strike I didn't begin to hear concern about the bearings until about a month or so into the strike. About that time we were hearing rumours about the mill being winterized and so the very real concern about bearings not being turned over moved to the forefront. When did the staff first start to think about those bearings? Was it after our people started to raise their concerns to the staff they saw crossing the picket line? We were all assured that the rolls were being turned and that everything was fine. Truth or fantasy?

MURPHY'S LAW

Now, if all the unplanned bearing failures that occurred late last year weren't bad enough, some major problems also started to occur. A bearing on #2 Winder failed in mid-December. It happened on the weekend. It took a few days to fix. There was no production on #2 Paper Machine during this outage.

And, the fix wasn't the best because the shaft was damaged and really needed to be taken out and machined. Well, that could take several days. We didn't have enough crews to do the job and our machine shop that was once the pride of the North is barely surviving. The long bed lathe, the only one north of Vancouver capable of doing the job hadn't been used for years. Was our lone machinist up to the task (it took 5 contractor machinists to actually accomplish this task, 24 hours around the clock, in February and they had to bring a special jig for the lathe in order to accommodate the roll)?

At the start of the year, in January, we had an electrical transformer in the Papermill blow up. It happened on the weekend. The whole mill was down. It was cold as hell (or maybe cold as the Artic?) outside and there was a very real danger that whole areas of the mill would freeze solid. After about three days of downtime the mill was able to restart.



Murphy's Law stuck again. The first digester to blow to the Blow Tank encounter problems in the Hot Water Accumulator tank; the water level went too low and the blow had to be stopped until enough (cold) water could be added. This was around 2:00 or 3:00 in the morning. It wasn't until a few hours later that the Pulp mill realized that something more significant than an interrupted digester blow had occurred. The tank was leaking and it was determined that an extreme vacuum condition in the Accumulator had caused the tank to partially collapse. All of production came to a halt while that problem was fixed.

In total we were down for about a week without any production.

A few days after the mill recovered from this disaster the winder bearing failed again. Again, we weren't ready for the failure and we struggled to find a fix to the problem. There were another few days of production losses on #2 Paper Machine. The maintenance crews jury-rigged the shaft so the bearing would properly fit but everyone knew it was a very limited fix at best.

This time a plan was formulated to properly fix the shaft and, as mentioned earlier, contractors were brought in to not only assist in doing the winder bearing change but also change several bearing on #2 Paper Machine. It took more than four days to fix the winder-bearing problem.

A day later #1 Paper Machine went down for scheduled maintenance to replace several bearings, among other things (again, the contractors who were here to do the winder bearing were utilized to do some of the bearings on #1 Machine).

Along the way there were other bearing failures and problems that stopped production on the Paper Machines but most didn't last more than a day (bearing failure on #1 Machine Primary Cleaner Pump – twice, suction box problems in #1 Paper Machine Press Section – air tubes connected to grease supply/grease lines connected to air supply).

Peace At Last, Peace At Last Thank God Almighty, Peace At Last

And then something wonderful happened.

By the end of February we were told that the mill had established a new production record – 11 days in a row of 1,300 tonnes, or better, of paper per day.

We followed that with another record in March with 13 days in a row of 1,300 tonnes, or better, of paper per day. And that of course went along with the best month ever for production.

All of this has occurred while at the same time our safety performance has been showing signs of improving.



(Or has it? The Company now breaks its medical aids into two categories; basically, there is medical referral or medical treatment. If you are referred to the doctor by first aid or if you go to the doctor on your own because of an incident that happened at work and you receive no medical treatment then that is considered a medical referral. If you receive treatment then that is in fact medical treatment. Eurocan only reports to the WCB those cases that involve medical treatment and are thus required to do an incident investigation.)

I told Rick Maksymetz that I agreed with the message that he was telling us he was sending; that is, figure out what the problem is and fix it. Do what it takes, but get it done. If the message carries over to every area of the mill – find the problem, fix it and

then move on to the next one and fix it – then we might be in for some more records of the good kind.

**In solidarity
Don Klie**

21st Century Communications

At the March 2004 membership meeting the Executive recommendation passed instructing the Local to purchase a cell phone to be used by the Local's President. This is just another way in which the membership (along with others) can contact the President whenever necessary. Or so you would hope.

The cell phone number is **632-1352**. I will try to wear it whenever I'm not near a telephone that people know to contact me by. That is, if I'm at home I use the call forwarding option to have it call my home phone. Most other times I will have it on me.

But cell phones aren't perfect yet. There are a number of areas in the mill that the phone does not receive the signal. So, if you're calling my cell phone number and there is no answer make sure you leave a message in the voice mail. As I move around the mill there will be times that that phone receives the signal and it will at those times ring and let me know that there is a message. I will do my best to return calls as soon as possible.

Unfortunately the Papermill Maintenance lunchroom does not have good cell phone reception. But, I'm only there for short periods of time during the day (that's my story and I'm sticking to it) and usually I move into areas where the signal is stronger.

If I'm at work I can usually be reached at the lunchroom, **2367**, at coffee times and lunchtime – 9:30, 11:30 and 2:00. If I'm not at work try my home phone, **632-7571** or try the Union Hall number, **632-3231**. I also have email at **donklie@telus.net**.

In solidarity, Don Klie

Joint Occupational Health and Safety Report

Housekeeping Standards Suck!

By Don Klie

At the end of January 2004 there was a safety audit done at Eurocan by three West Fraser representatives. These three individuals had been given the mandate by Hank Ketcham to go to all of West Fraser's operations and do a safety audit of each mill. They were to make a report on best practices of each mill and, of course, point out any deficiencies they found. They stated at the beginning of the briefing that in the last few years there have been 7 or 8 very serious incidents or fatalities at West Fraser operations. It was apparent that this fact was partly justification for the audit.

I was fortunate to have been invited to their exit meeting briefing. Unfortunately, neither I nor anyone else from the Union JOHS participated or was informed that they were doing the audit (until it was almost done). You have to remember back to the end of January to get a proper understanding of just why this occurred. January was the month from hell where Murphy's Law reigned supreme.

The three representatives from West Fraser were senior representatives or mill managers at other West Fraser sites. Two were from sawmills (mill managers), one being the Terrace mill, and the other was the maintenance manager from Quesnel River Pulp. None of the individuals professed to be safety experts but obviously they were, in part, responsible for safety programs at their various mills.

The original focus of the audit was supposed to be specific items, like guards and pinch points but by the time they got to Eurocan it had expanded to more general items.

When they arrived at Eurocan there was some confusion as to what their exact purpose was. It wasn't until a few days after the audit started that the auditors commented on the fact that there had been no kick off meeting with the JOHS committee or anyone else of much importance (at the other mills they had even been taken out for dinner. No such hospitality here, especially in the January from hell).

The day before the audit ended I was informed of the audit in a chance meeting with Rick Maksymetz. He did apologize for not informing the union of the audit earlier. I also informed him at that time that I thought there should have been union representation on the audit committee, if for nothing else, to learn what they could.

At the exit meeting briefing this issue flared up when the auditors mentioned that they thought the indoctrination they received was lacking somewhat.



"We're inspecting working conditions that cause mass human destruction."

Peter Cooch explained that the indoctrination they received was not the full indoctrination that is given to new employees or contractors who are actually working in the field. There are two or three different types of indoctrinations for the mill depending on the level of involvement with the mill the individual will have.

Cooch noted that he had given these individuals the same indoctrination that he would have given to salesmen coming on site. He also noted that when he asked if they wanted a more in depth indoctrination (he phrased the question something like 'You don't want the full Steam Plant Pulp mill indoctrination do you?') they shrugged and said no. At the exit briefing they noted that they didn't think it was right for them to have an option on the level of indoctrination that they receive. They made Eurocan aware that they wanted access to every area of the mill (the Terrace mill manager actually declined to audit all of the mill preferring to stay within his comfort zone by observing the Raw Materials areas and Chip Handling systems) and that should have indicated a higher level of indoctrination.

They were impressed with our lockout system to a point but were surprised we didn't have sign-off sheets for the workmen who actually hang their individual locks on lockout boards. They informed us that the rest of West Fraser requires their employees to sign the lockout sheet and indicate the time they put their locks on and took them off (that particular procedure was not well received by some of the Union representatives on the JOHS). It was noted that if and when you have to go back to the equipment, for whatever reason, people would know

who worked on the equipment and who to talk to for information.

They indicated that they thought that access to the mill was too easy and the fact that there was no one at the gate to monitor just exactly who was coming onto the mill site (remember the tourist who crossed the picket line during the strike and drove onto the site even though there was someone at the main gate). It was noted that things around the mill aren't as simple as they look suggesting that someone could get into a lot of trouble without really wanting to.

Regarding guards, equipment guard that is, we were advised to always use six-sided guards and to always ask the question, "If someone had died at this pinch point what could have been done differently to prevent the accident?" They mentioned that they were very concerned and uneasy around the Finishing Line (they aren't the only ones).

When asked for advice about where to start when trying to improve the mill's safety performance housekeeping was their suggestion. They noted that housekeeping needed improvement, that it was not world class. They mentioned all the hoses they saw laying around, the condition of building maintenance and stairwells.



They also noted that Hank Ketcham made it a point that housekeeping had to be focused on.

Maksymetz commented that he was surprised himself of the level of leaks in the mill when he first toured the mill, the fact that dust and wood fiber was everywhere because of blowing chips. He noted that the floor space in the mill is half of the original design because in the original construction of the mill they blew the budget on pilings (a large part of the mill is built in what originally was a swamp). Maksymetz stated he was committed to reducing leaks in the mill, the blowing of chips and dust and to improving housekeeping in the mill.

I must admit I was sympathetic to many of the things that I heard from these auditors. It wasn't necessarily their job to come in and find and report on all the negative things in our mill but those are the things people get most upset with. I chose not to shoot the messenger but rather to listen to see if they had anything that we could use to improve safety in the mill and raise our standards.

Maybe what I liked about their briefing report was what I heard about housekeeping in the mill. One of my pet peeves about this mill is the poor housekeeping standard.

Remember when we used to have a dedicated crew that emptied the garbage barrels and replaced them on a regular basis. That was up to 1998. We complained long and hard when they stopped having the Yard Crew do this work. But we were told that each person is responsible for his or her own area. If you see a full garbage barrel in your area you are supposed to empty it. Or at least your supervisor is responsible for seeing that it is emptied.

Today you can walk around the mill and if you are lucky enough to find a garbage barrel it is most likely full to overflowing. In the areas where traditionally there were garbage barrels, or in areas where it made sense to have a garbage barrel, but there isn't one now, you will notice that there are piles of garbage anyway. In 1998 there were areas in the mill where there were extra empty garbage barrels that could be taken to areas where individuals needed them. It was much easier to keep the garbage from collecting on the floor or in nooks and crannies around the mill.

If Eurocan can't figure out how to keep the garbage barrels empty why do they think their smart enough to run a pulp and paper mill?

I think our lower housekeeping standards in this mill are just an example of what are wrong with many other areas of the mill. Our reliability problems might stem from our inability to set proper standards or follow proper procedures.

Maksymetz put out a memo almost two months ago regarding the importance of housekeeping in the mill. It spells out a program that is supposed to be followed. There have been Fridays when clean-ups have been done. But I still see full and overflowing garbage barrels all around the mill. And, when I need one for a certain area, I still can't find any empty ones that aren't being used.

**In solidarity,
Don Klie**



APPRENTICESHIP & TRADES CONFERENCE

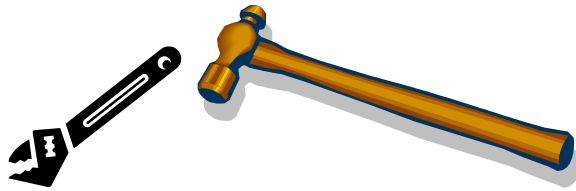
Trades Training Troubles...

By Dennis Urbanowski

The conference consisted of CEP and some construction trade reps.

There were a number of speakers; some of the main speakers are listed as follows:

1. Business Agents from Construction Carpenters Union
2. Bob Wing – Co-chair of Heavy Industry Trades Advisory (HITAC)
3. Brian Clewes – Government Head of Industry Training Authority (ITA).
4. Jim Sinclair – B.C. Federation of Labour.
5. Carol James – B.C. NDP Leader.



Liberals (Industry friendly government) are responding to the industry's concerns to the upcoming predicted trade shortage. The Liberal government soon after coming into power fired the members of ITAC (Industry Training and Apprenticeship Commission) and also the Trades Advisory Commission members in all trades in order to initiate a more "Industry Driven" training system.

The Liberal Government felt ITAC was "unable to respond to industry and learners needs" and established a new "Industry Training Authority" ITA.

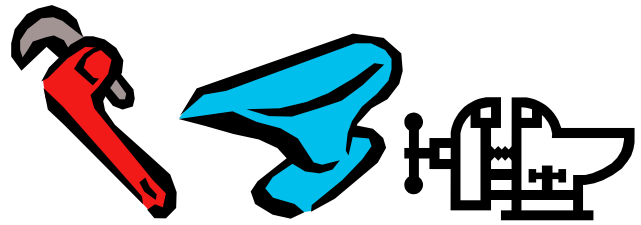
Some of the "Key Principals" of this program are:

1. Industry lead (industry problems are best solved by industry developed solutions).
2. Closer relationship between industry and educational services providers.
3. Competency based training.

Industry in B.C. has established an organization that the government consults with called HITAC (Heavy Industry Trades Advisory Commission). This organization consists of representatives of at least 34 of the larger industries in B.C. (Including Eurocan, Alcan, West Fraser, other pulpmills in B.C. and mining etc.)

The co-chair of HITAC, Bob Wing, was quick to admit that they failed and added to the problem of a trades shortage by not taking apprentices on earlier. This organization represents 14,000 workers, with 8,300 tradesmen and only 320 apprentices.

Some of the concepts that HITAC is planning to initiate is a 3-tiered trade qualification that would consist of the following:



1. "Certificate of Competency" (Someplace less than a tradesman, but able to do some parts of the job).
 - a. "Apprenticeship Certificate of Qualification" (Diploma) – more or less the same as the TQ we have now.
2. "Advanced Trade Qualification" (Degree) having multiple trade qualifications or certificates.

It would also appear that Industry would decide when the worker was "Qualified", but Industry was unclear what standards they would use to make this determination (more information will be coming in future reports on the content and effects of this initiative from our Vancouver CEP office).

The government head of ITA (Industry Training Authority), Brian Clewes made it clear to us that they are not interested in input from unions, and they would be consulting with HITAC for direction.

Another initiative that Industry is planning is the dismantling of "Compulsory Trades". An example of their intent is:

- Allowing unqualified workers to do electrical work under the supervision of a qualified electrician.
 - Under 220 volts you could use 4 unqualified workers to every qualified tradesman.
 - Over 220 volts you may be able to use 2 unqualified workers for every qualified worker.

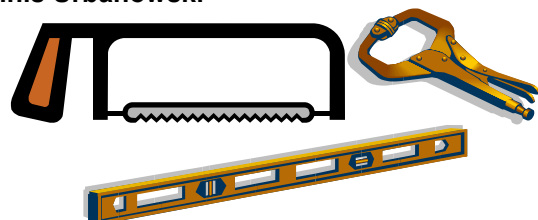
This deregulating that the Industry plan to initiate may be very widespread and include all trades, Steam Plant workers, elevating devices, etc.

Several speakers felt that these changes would result in a "rush to the bottom in wages, qualifications, and standards".

We got and tried to absorb far more information than I can put in this report, and more information will be mailed to us in the near future. We will try to fill in more details in future articles.

In Solidarity

Dennis Urbanowski



Belleville's Views

Are We Slipping Back In Time?

By Danny Belleville

Just a small example of slipping back in time is the Company's idea of how "nooners" work. They think if you are asked to work a "nooner" you forfeit your lunch break. So if you take a lunch break later you must stay until 4:00 pm without being paid overtime. Therefore, if don't take a lunch break you can go home at 3:30 or be paid ½ hour overtime and go home at 4:00 pm as a day worker.

The Union states that you can't be forced to work the "nooner" but if you choose to these are your options:

1. You take a delayed lunch break of 20 minutes and go home at 3:30 pm.
2. You take a delayed lunch brake of 20 minutes and stay until 4:00 pm and get a half hour of overtime.

In the past there has been a few other options but that depended on the supervisors. The Company says it wants to have consistency in all areas so everyone gets treated the same. That's fine, but at no time will we, or have we, given up our right to have a lunch break.

I can't see why the Company would want to take this lunch break away from the worker. It was found out years ago that this was a very important break in the day. It lead to fewer accidents and because of the break workers performed much better in the later part of the day.

So, if that were the case why would the Company want to force people not to take a break? They can get workers to work through their lunch to get the job done or wait until someone else has finished their lunch to take over. This enables the equipment to get on line sooner saving down time and still giving the workers needed rest. Shouldn't this be their goal!?

Another big slipping-back-in-time is the training for tradesmen. The government and the companies are on their way to really screwing this up. The apprenticeship program was developed to get highly trained workers to do jobs properly and quickly.

When did the government and companies decide that education was profitable and, if you don't make money at it its not worth it? Education is an investment into the future that pays dividends by having skilled workers paying taxes and being able to do the jobs correctly saving on down times.

I don't see why the companies aren't lobbying government to stay with the programs and telling them more money is needed instead of opting out of these programs to save money in the short term.

Its getting more complicated to work on equipment so why would they believe less education is better? We will have people knowing a little of everything and not much of anything (*an expert is someone who knows more and more about less and less, Editor*).

Years and years ago this was how the different trades were developed. I know that there is a lot in my own trade that I haven't been taught or need extra training on let alone learn other trades. I do believe that the companies should be training the trades more on jobs that overlap in the different trades. Also, that the trades can work together and assist one another. This, I think, the companies should be aiming for not module training.

Look at other places that tried module training. They are trying to get back to having proper apprenticeship training.

We have lost five years over the flexibility work at Eurocan; why should the Company want to lose more time over the training issues of apprentices? They can see what happens elsewhere, so why not stop it now instead of wasting ten to twenty years?

Well, that's my opinion and I bet there are many more out there.

In the meantime, I ask all workers to ask questions about the job until they know it so they can do it safely. Don't let anyone con you to taking any chances or not reporting injuries.

In solidarity,
Dan Belleville

By Joe Barrett

THE DIMINISHING LABOUR RELATIONS BOARD

(The following article was copied from the Winter 2003 issue of **TRADEtalk**, published by the B.C. & Yukon Territory Building & Construction Trades Council. Editor.)

IN recent editions of *TRADEtalk*, readers have learned about the closing of the Labour Relations Board Library, the moving of the LRB to more cramped offices and the resignation of panel chair Brent Mullins over conflict of interest in the Farmer/PCL hearings.

The appointment of Neil Roos as a worker representative for a three-year term is the latest insult brought by the Gordon Campbell government to organized labour. Even worse, it adds to growing

skepticism about the credibility of this judicial body. Roos is a central figure at the Christian Labour Association of Canada (CLAC).

Organized labour expressed outrage at his appointment last July. The Nova Scotia LRB has ruled that CLAC does not meet the definition of a trade union. CLAC trumpets its "cooperative" approach with employers. It rarely goes on strike or takes up workers' grievances.

The building trades responded to the Roos announcement last summer by filing a Freedom of Information Request. "We wanted to find out who recommended Roos's name for appointment," said Wayne Peppard, executive director of the B.C. Building and Construction Trades Council. In August, the Information and Privacy Branch wrote back saying no records had been found to show who recommended Roos.

The worker and employer representatives, themselves, are playing a diminished role at the LRB. Originally these representatives were called in as often as three times a month to offer community perspectives to the work of tribunals. Over the last several years, however, worker and employer representatives are rarely called upon. It seems the board can only afford to consult with representatives when momentous decisions or policies are being determined. The LRB no longer has the resources to regularly consult with the labour and business communities.

It seems the LRB recognized the controversy surrounding Roos. When new representatives were called to swear-in, Roos was included in the group of employer representatives, not worker representatives.

The Roos appointment has been a blow to the LRB at a time when it is struggling to maintain itself and its credibility as an impartial judicial body.

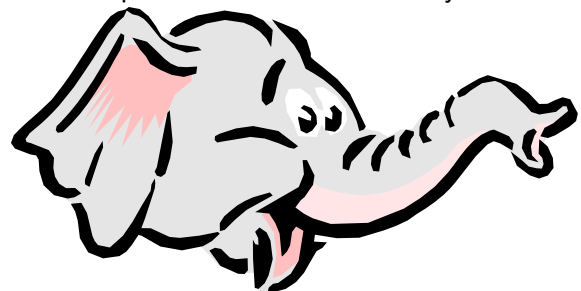
by Joe Barrett

Things You Have to Believe to Be a Republican Today

(Unsolicited email. Editor)

1. Being a drug addict is a moral failing and a crime, unless you're a conservative radio host. Then it's an illness and you need our prayers for your recovery.
2. The United States should get out of the United Nations, but our highest national priority should be to enforce U.N. resolutions against Iraq.
3. Government should relax regulation of Big Business and Big Money, but crack down on individuals who use marijuana to relieve the pain of illness.

4. "Standing Tall for America" means firing your workers and moving their jobs to India.
5. A woman can't be trusted with decisions about her own body, but multinational corporations can make decisions affecting all mankind without regulation.
6. Jesus loves you and shares your hatred of homosexuals and Hillary Clinton.
7. The best way to improve military morale is to praise the troops in speeches while slashing veterans' benefits and combat pay.
8. Group sex and drug use are degenerate sins ... unless you someday run for governor of California as a Republican.
9. If condoms are kept out of schools, adolescents won't have sex.
10. A good way to fight terrorism is to belittle our longtime allies, then demand their cooperation and money.
11. HMOs and insurance companies have the interest of the public at heart.
12. Providing health care to all Iraqis is sound policy. Providing health care to all Americans is socialism.
13. Global warming and tobacco's link to cancer are junk science, but creationism should be taught in schools.
14. Saddam was a good guy when Reagan armed him, a bad guy when Bush's daddy made war on him, a good guy when Cheney did business with him and a bad guy when Bush needed a "We can't find Bin Laden" diversion.
15. A president lying about an extramarital affair is an impeachable offense. A president lying to enlist support for a war in which thousands die is solid defense policy.
16. Government should limit itself to the powers named in the Constitution, which include banning gay marriages and censoring the Internet.
17. The public has a right to know about Hillary's cattle trades, but George Bush's MADD driving record is none of our business.
18. You support states' rights, which means Attorney General John Ashcroft can tell states which local voter initiatives they have the right to adopt.
19. What Bill Clinton did in the 1960s is of vital national interest, but what Bush did in the '80s is irrelevant.
20. Trade with Cuba is wrong because the country is communist, but trade with China and Vietnam is vital to a spirit of international harmony.





To CEP Local 298

Kitimat Minor Hockey Association and all of our participants would like to thank you for your team sponsorship in the Midget Division this season. With the support of businesses, unions and service groups we are able to focus on making things happen for the children in our community!

Yours Truly
Debbie Taylor
1st Director at Large
Kitimat Minor Hockey Association

To CEP Local 298

Thank you very much for your generous donation.

Kitimat Scholarship Association

Bob Russell Retires

A Bon Farewell

Hello to everyone and *adieu mes ami*. Well, last week was my fiftieth year in the work force, starting at the age of fifteen, *mon dieu* it only seems like yesterday. As you could not be an apprentice until the age of sixteen, my employer, the Sun Printers, had me work in various maintenance shops.

The only safety gear needed was a pair of steel-toed boots; no hardhat, hearing protection, safety glasses or work gloves were worn, although we were issued a barrier hand cream. One last item of safety of which I never saw anyone wear was the dust mask.

The company employed some 3,000 workers, half of which traveled to work by train or bus; another 500 in cars and motorbikes, the rest of us used peddle power. Back to the environmental deficiencies of the fifties; firstly it's a wonder more of us plumbers didn't come down with lead poisoning as a great deal of the pipes in industry and in homes were made of lead. Also, many roofs were lined with lead along with the flashing. So much so that the

crime of the day was stealing the lead from the roofs of churches and other buildings. Too many shady used-metal merchants would buy scrap lead with no questions asked.

In the final practical exam for plumbers we had to wipe a joint (a connection between two lead pipes) splashing molten lead from a ladle to build up the joint to seal the two pipes together, before the lead sets.

The workweek in 1954 was 54 ½ hours long, 8:00 am – 6:00 pm, Monday through Friday, and 8:00 am – 12:30 pm on Saturday.

As an apprentice we had to attend a technical college one day a week to study the theory of the trade you were in, and three nights a week from six 'til nine doing the practical side of your trade. What with the homework assignments it didn't leave much free time. And the pay, I remember someone quoting the following: "the wages of sin is death" but the wages of apprentices are a bloody sight worse.

Here are some highlights of the year 1954:

- Britain's government ends the rationing of meat, the last of the wartime food controls;
- Westinghouse, the maker of color TVs in the USA, reduced their 12 ½ inch model down from \$1,300 to \$1,100 – *sacre bleu* eh?;
- Marilyn Monroe marries baseball star Joe DiMaggio but by the end of the year she would sue for divorce;
- Elvis, the singer that is, aged 19, pays to record two songs costing \$4 – by the end of the year he would record the hit song "That's Alright Momma";
- In Jackson, Mississippi the voters approve to continue school segregation;
- The movie "On The Water Front" wins the academy award for best picture – the story of corrupt longshoreman's union leaders, starring Marlon Brando;
- The French painter, Henry Matisse dies at age 84;
- An Oxford University professor of old English, J. R. R. Tolkien, writes "The Lord Of The Rings";
- E. Hemingway is awarded the Nobel Prize for literature;

And in sports:

- Rocky Marciano wins his 46th straight fight in 15 rounds over Ezzard Charles – later he would K.O. Charles in the 13th round;
- On May 6th Roger Bannister broke the 4 minute mile aided by pacemakers (*other runners who run at a certain pace to help the main runner*) in a time of 3 minutes, 59.4 seconds – in just over a month later in Helsinki, Finland the Australian runner John Landy would lower the time to 3:58;

- In the Tour De France the Frenchman Bobet would win the Tour in front of wildly ecstatic and patriotic fans;
- In hockey, ice hockey this is, the Soviets defeated Canada 7-2 to win their first championship;
- While the Detroit Red Wings beat the Montreal Canadians to take home the Stanley Cup; *tant pis, c'est le bouquet! Adieu et Merci. (Too bad, That's the last straw! Goodbye and thank you. Editor.)*

Bob Russell, P/F Maintenance, March 27, 2004

P.S.: Prince Philip came to pour the first ingot in Kitimat in 1954.

(Bob is moving to Gabriola Island and it is unlikely that he will be back for the Company's official retirement ceremonies put on at a later date. I was a pipefitter apprentice when Bob hired on in the late 1970's. We nicknamed him the "gentleman pipefitter" because of his Queen's-English accent, his erect posture and his mild temperament {among other things}. Bob was a keen sports man who seemed more akin to the golf course and chessboard than to the football (soccer) pitch but played all three well. He also played badminton and tennis. He had also worked in other fields outside of the trades before starting at Eurocan {I remember him mentioning working as a social worker, or some such thing, for the Correctional Services}. In his last few years at Eurocan he was unable to work because of a nagging back condition that just wouldn't go away. He tried several return-to-work trials that each time ended up re-injuring his back. Good luck Bob and enjoy your retirement. Editor.)

THESIS ON CLASSICAL CONDITIONING

An MIT student spent an entire summer going to the Harvard football field every day wearing a black and white striped shirt, walking up and down the field for ten or fifteen minutes throwing birdseed all over the field, blowing a whistle and then walking off the field.

At the end of the summer, it came time for the first Harvard home football game, the referee walked onto the field and blew the whistle, and the game had to be delayed a half hour to wait for the birds to get off of the field. The guy wrote his thesis on this and graduated.



SO? WHAT'S THIS GOT TO DO WITH US?

Ivan Petrovich Pavlov (1849-1936).

After studying for the priesthood, as had his father, he switched to medicine in 1870 at the Military Medical Academy in St. Petersburg. It should be noted that he walked from his home in Ryazan near Moscow hundreds of miles to St. Petersburg!

In 1879, he received his degree in natural science, and in 1883, his MD. He then went to study at the university of Leipzig in Germany. In 1890, he was offered a position as professor of physiology at his alma mater, the Military Medical Academy, which is where he spent the rest of his life. It was in 1900 that he began studying reflexes, especially the salivary response.

In 1904, he was awarded the Nobel Prize in physiology for his work on digestion, and in 1921, he received the Hero of the Revolution Award from Lenin himself.

Pavlovian (or classical) conditioning builds on reflexes: We begin with an **unconditioned stimulus** and an **unconditioned response** -- a reflex! We then associate a **neutral stimulus** with the reflex by presenting it with the unconditioned stimulus. Over a number of repetitions, the neutral stimulus by itself will elicit the response! At this point, the neutral stimulus is renamed the **conditioned stimulus**, and the response is called the **conditioned response**.

Or, to put it in the form that Pavlov observed in his dogs, some meat powder on the tongue makes a dog salivate. Ring a bell at the same time, and after a few repetitions, the dog will salivate upon hearing the bell alone -- without being given the meat powder!

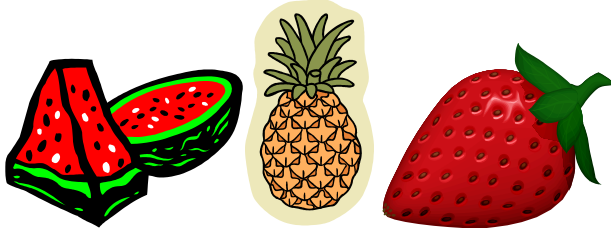
Pavlov agreed with Sekhenov that there was inhibition as well as excitation. When the bell is rung many times with no meat forthcoming, the dog eventually stops salivating at the sound of the bell. That's extinction. But, just give him a little meat powder once, and it is as if he had never had the behavior extinguished; he is right back to salivating to the bell. This spontaneous recovery strongly suggests that the habit has been there all along. The dog had simply learned to inhibit his response.

Pavlov, of course, could therefore condition not only excitation but inhibition. You can teach a dog that he is NOT getting meat just as easily as you can teach him that he IS. For example, one bell could mean dinner, and another could mean dinner is over. If the bells, however, were too similar, or were rung simultaneously, many dogs would have something akin to a nervous breakdown, which Pavlov called an **experimental neurosis**.

Pavlov Continued...

Interesting, huh? Companies use this behaviour conditioning/modification all the time. We don't even know it's happening but the desired affective behavior change is easily demonstrated by their Stats. They go down, or up...depending on what they are trying to achieve. Obviously, in this case, I am talking about a topic near and dear to my heart...**SAFETY**.

What the company is up to now (and has in the past) and probably will be again in the future AFTER everything settles down AFTER the next fatality or permanently disabling injury, is manipulating the First Aid Stats as if to 'prove' that the accidents are not happening. The 'conditioning' we're getting is this If the Stats are 'good' then we'll get donuts, fruit or steaks...depending on how much the boss in the given department needs to 'prove' himself or 'prove' his management of the Safety Program. It always looks good when someone can say, "Injuries in my department went down 85%" **WOW!!** The problem is that the accidents are still happening and they are not being measured and so certainly are not being investigated. The problem is that the injuries resulting from those accidents are still happening...they are simply not being reported...**AS REQUIRED BY LAW**. Those injuries, that do get reported, get changed in the First Aid Logbook and not by the First Aid Attendant. The 'category' gets changed to look better in the 'Stats'. All of these activities will lead to that next bad accident. Understand this. No one is *telling* people not to go to First Aid and report injuries but the 'reward' is based on the Stats....lowered First Aid Stats to be exact. And like Pavlov's dogs...



I would absolutely LOVE it if someone had the guts to REWARD people for reporting injuries and near misses so that we can prevent them from escalating into something much worse. I just don't see that happening. We're still counting Medical Aids. We are still counting the number of finger/toe/elbow/whatever injuries and no one seems to be interested in the Root Causes or the System Failure that allowed the accident to happen.

This is just more 'food for thought'
Ilona Kenny

Day of Mourning April 28th

History:

In 1984, the CLC Executive Council declared an annual day of remembrance for workers killed and injured on the job. The aim of the Day of Mourning is to publicly renew our commitment to "fight for the living" as well as "mourn for the dead".

April 28 was chosen as the day of remembrance because this was the day that third reading took place for the first comprehensive Worker's Compensation Act (Ontario 1914) in Canada. New Democratic Party Member of Parliament Rod Murphy put forward a private member's Bill, Bill C-223, An Act Respecting a Day of Mourning for Persons Killed or Injured in the Workplace (short title; Workers' Mourning Day Act), calling on Parliament to officially recognize April 28. On February 1, 1991 this bill received Royal Assent.

In the United States, the AFL-CIO has adopted April 28 as the Worker's Memorial. The International Confederation of Free Trade Unions (ICFTU) has organized the first International Day of Mourning with plans for representatives from several European trade unions to participate in a candle lighting ceremony and vigil to protest unsustainable work practices, on April 28, 1996.

Injury & Death Statistics:

On average, 1 Canadian worker out of 13 is injured at work. Workers' compensation boards recognize approximately 800 work related deaths every year or approximately two per day. Time-loss injuries rose 1.4 % from 1993 to 1994. Canadian workers put in approximately 3.5% more time at their jobs in 1994 than in preceding years.

Sprains and strains account for 45% of all injuries reported to workers' compensation boards across Canada. The back is the part of the body most often injured (29%) followed by wrists, hands and fingers (20%). The most frequent types of accidents on the job are contributed to overexertion (30%) followed by being struck by an object and falls (15% each).

Between 1984 and 1992 the injury rate for women workers kept pace with their rate of entry into the labour market. However, during the same time period the injury rate for male workers declined by 18.2 per cent.

Close to 17,000 workers between the ages of 15 and 19 are injured each year. Most of these workers still attend school and work at part-time jobs.

Workers' Compensation Boards:

An average of 1 million occupational injuries are reported each year by provincial and territorial workers' compensation boards. Compensable, "time-loss injuries" or "disabling injuries" are an increasing proportion of the occupational injuries. In fact, time-loss injuries jumped from 38% to 52% from 1970 to 1993. This is despite many jurisdictions invoking 1 to 3 day waiting periods to qualify for a compensable time-loss injury, indicating that the types of injuries suffered on the job are more severe.

Occupational disease claims are some of the hardest claims to have recognized by workers' compensation boards despite the fact that for cancer alone, there are close to 60,000 deaths each year and at least 9% or 5,400 of these are directly linked to the workplace.

In 1994, workers' compensation boards across Canada paid out about \$5 billion in benefits - an average of \$6,170 per compensated case. With the addition of indirect costs, such as retraining replacement workers, loss of productivity, damage to equipment, tools and machinery and lowered morale, the annual total cost of occupational injuries to the Canadian economy is close to \$10.1 billion.

Editorial

Why Did It Happen?

By Don Klie

When someone dies at work usually you can't answer why. You know what killed the person and you try to use the known facts to explain how it happened. Then, you try to prevent it from happening again.

In the first ten years of Eurocan's history we have ten employees die on the mill site while working. Over the next eleven years there was one death. It's been fifteen years since that last death. Why so many in those first ten years?

The incidents that lead to the deaths listed on the cover page of this month's Newsletter read like the stereotypical incidents that we have been informed about by the WCB for the past several years.

The logging truck driver that had his load of logs fall on him has happened a number of times around the province. A similar incident happened a few years ago at one of West Fraser's sawmills.

The incident where the worker fell to his death because of an unsecured scaffold is like so many others in the province. Altogether, we have had three people die after falling from heights.

In the three incidents involving clamp trucks/forklifts, two involved people being

unexpectedly hit or run over by someone else and the third involved two employees using a clamp truck improperly to push something. There have been several other similar incidents reported by the WCB.

The young man caught in the conveyor is very similar to the story told by Michael Lovett whose incident has been part of a publicity tour put on by the WCB (*and was printed in the December 2003 issue of the Newsletter. Editor*). Both were young workers who had been trained to clean the equipment while it was still operating. Remember the fatal incident of the young summer student last summer at a West Fraser sawmill; it involved a conveyor as well.

The Raw Materials incident involving the rail car door was repeated twice more at Eurocan but without injury.

The dry kiln door incident involved people disconnecting the door, so that maintenance could be done, but not securing it before leaving the area. How many more times have people unknowingly set traps for other employees?



Are these accidents waiting to happen or are standard procedures not being followed? Why did they happen?

The October 2003 issue of the Newsletter reprinted a copy of a 1978 presentation at a management seminar given by Mauri Skogster, then Vice President of Operations at Eurocan. His opening remarks were most instructive:

My presentation is not going to be a pleasant one for you to hear.

Eurocan organization was shaken by six fatal accidents during the 36-month period which ended on January 8, 1978, the date of the last fatality. The latest fatality, combined with the highest lost-time accident frequency rate in the British Columbia pulp and paper industry, prompted a thorough review of all the Company accident prevention programs as well as the level of safety, equipment, and housekeeping

in every department in the mill. Both of our local unions took active part in the review.

Comfortable perception, supported by some favourable Workers Compensation Board inspection reports and by similar comments from our own Central Safety Committee that we have basically a safe mill with well protected equipment turned out to be an illusion. In too many instances, for example, guards were missing or they had not been replaced after work had been performed. Personal safety equipment was not used.

It was identified that the attitude towards safety at various levels of management and among the workers left much room for improvement. Sufficient follow-up did not exist to coach and enforce safe work practices and, when necessary, to use disciplinary action to correct repetitious negligence. Too many in the supervisor personnel chose to close their eyes when violations of safety and housekeeping rules were taking place.

From the inception of the mill we had fatalities at Eurocan almost every year until 1977. And then in a 6-month period we had four fatalities (one of those being the logging division employee). And in a 12-month period, which included the above-mentioned 6 months, there were a total of 5 deaths of employees working for Eurocan.

(A point of interest – Skogster refers to 6 fatalities during the 36-month period ending January 6, 1978. I did the math and only counted five on my list, so presumably I've missed one. Editor.)

Skogster's presentation was given only 11 days before the next fatality.

And then, the Eurocan mill site went over 11 years without a fatality.

In Skogster's remarks you can sense the frustration because of the mill's inability to identify anything that they were doing that would lead to so many fatalities. The WCB inspection reports indicated a safe mill. Central Safety believed the mill was safe "with well protected equipment."

Skogster mentioned the workers and management's attitude as being suspect. Like many others working today at Eurocan I was here during a number of those incidents. We have changed many of our procedures since that time. But, I'm not sure I understand why we had so many back then or why we have gone 15 years without having another one.

Down the road at Alcan, who have been going for 50 years and who have two to three times the number of employees that we do, I don't believe they have had anywhere near as many fatalities as we have had (compared to our 35 years).

I don't know if my attitude towards safety has changed over all those years; I believe I have always had a positive and proactive attitude toward safety. Certainly my awareness of the issues has increased.

I know I didn't want to get hurt or killed back then and the same is true today.

I also know that discipline is not the answer, or it should be a way down the list of things to do before being invoked. Training, knowledge and experience is much more important. No one wants to get hurt, maimed or killed. It is natural that people will do the job safely if they know how to do it properly.

During a 5-month spell starting late in 2001 and ending April 16, 2002 we had 3 employees end up in the Vancouver burn ward. Two incidents during that time frame lead the WCB to write two orders against Eurocan for not providing adequate training of the employees and not providing adequate supervision.

During that period of time how close were we to having another fatality? How close are we today? It's very difficult to say.

Let us never forget those who have died at work and the lessons that we learnt from their deaths. When you are doing your job please make sure you know the procedures to follow and remain focused on the job you are doing (eight of the fatalities involved errors made mainly by the victim; were they improperly trained?). Don't be in a hurry to do the job and don't forget to take precautions to protect others around you (four of the fatalities involved errors by other people).

In Solidarity, Don Klie

Better protected than dead and decorated

UFCW/CALM

A coroner's inquest into the deaths of two Ontario farm workers recommended that the workers should have been covered by the Ontario Occupational Health and Safety Act. However, the Ontario government continues to exclude Ontario farm workers from coverage under the Act.

In August 2000, Gary George Ferrier and Erich Schulz were overcome by toxic fumes while trying to rescue a co-worker who had fallen to the bottom of a liquid manure spreader tank on an Ontario farm. Both men posthumously received the Governor's General Medal of Bravery.

If the holding tank had been at an industrial location its safety shortcomings might have been spotted by an OHSA inspection, but because it was on a farm, OHSA regulations did not apply.

"Four coroner's inquests have said Ontario farm workers should be covered under OHSA," says National Director of United Food and Commercial Workers Canada Michael Fraser, "including the inquest into the deaths of these two brave Ontario farm workers."

The discriminatory exclusion of agricultural workers from coverage under OHSA is the subject of a challenge under The Charter of Rights and Freedoms filed recently by UFCW Canada.

Taking health and safety seriously—finally?

by Tim Gleason/CALM

Every Canadian jurisdiction has extensive health and safety regulations. Most large workplaces have health and safety committees, health and safety training and a significant level of worker input. But the notion of internal responsibility—where everyone is responsible for safety—is about to take a back seat to the idea that employers should take responsibility for industrial accidents.

The internal responsibility system has at its heart the principal that workers and employers have a joint interest in, and responsibility for, safe workplaces. But this has resulted in a system where many decisions, fortuitous or tragic, are attributed to joint committees instead of where the responsibility really lies—the employer. The issue of liability sometimes becomes clouded. Workers find the penalties listed under provincial and federal laws are ineffective or not applied aggressively.

Since March 31 2004, however, employers must take note of their potential liability for workplace safety. The Criminal Code has been amended to create new criminal offences that can be applied to corporations, organizations and their directors and managers. The changes impose a positive duty on those who “undertake or have authority to direct how another person does work or performs a task.” That positive duty requires companies “to take reasonable steps to prevent bodily harm to any person arising from the work.”

Before we get too excited, remember that such duties already existed. However, the criminalization of this conduct does suggest that it will be taken more seriously.

Add to that recent pronouncements of politicians, such as Ontario’s new labour minister, about the primary importance of workplace safety, and you might think this is a serious and emerging issue.

After decades of bad news like the story of the Westray Mine owners and managers escaping prosecution and liability for the deaths of 26 miners in 1992, the changes are a welcome development.

The Criminal Code changes apply across the country and will supplement provincial regulatory offences. Although it remains to be seen how police, crowns and courts will apply the new law, there’s no doubt the development is a positive one for working people. It provides us with one more tool to hold employers accountable.

• *Tim Gleason practises law with Sack Goldblatt Mitchell in Toronto. For more information on labour law issues, visit the firm’s web site at www.sgmlaw.com.*

Mouseland

The Story of Mouseland

as told by Tommy Douglas, 1944

It’s the story of a place called Mouseland.

Mouseland was a place where all the little mice lived and played, were born and died. And they lived much the same as you and I do.

They even had a parliament. And every four years the had an election. Used to walk to the polls and cast their ballots. Some of them even got a ride to the polls. And got a ride for the next four years afterwards too. Just like you and me. And every time on election day all the little mice used to go to the ballot box and they used to elect a government. A government made up of big, fat, black cats.

Now if you think it strange that mice should elect a government made up of cats, you just look at the history of Canada for the last 90 years and maybe you’ll see that they weren’t any stupider then we are.

Now I’m not saying anything against the cats.

They were nice fellows. They conducted their government with dignity. They passed good laws -- that is, laws that were good for cats. But the laws that were good for cats weren’t very good for mice. One of the laws said that mouse holes had to be big enough so a cat could get his paw in. Another law said that mice could only travel at certain speeds -- so that a cat could get his breakfast without too much effort.

All the laws were good laws. For cats. But, oh, they were hard on the mice. And life was getting harder and harder. And when the mice couldn’t put up with it any more, they decided that something had to be done about it. So they went en masse to the polls. They voted the black cats out. They put in the white cats.

Now the white cats had put up a terrific campaign. They said: “All that’s Mouseland needs is more vision.” They said: “The trouble with Mouseland is those round mouse holes we got. If you put us in we’ll establish square mouse holes.” And they did. And the square mouse holes were twice as big as the round mouse holes, and now the cat could get both paws in. And life was tougher then ever.

And when they couldn’t take that anymore, they voted the white cats out and put the black one’s in again. Then they went back to the white cats. Then to the black cats. They even tried half black and half white cats. And they called that coalition. They even got one government made up of cats with spots on them: they were cats that tried to make a noise like a mouse but ate like a cat.

You see, my friends, the trouble wasn’t with the colour of the cat. The trouble was that they were cats. And because they were cats, they naturally looked after cats instead of mice.

Presently there came along one little mouse who had an idea. My friends, watch out for the little fellow with an idea. And he said to the other mice, "Look fellows, why do we keep electing a government made up of cats? Why don't we elect a government made up of mice?" "OH," they said, "he's a Bolshevik. Lock him up!" So they put him in jail.

But I want to remind you: That you can lock up a mouse or a man but you can't lock up an idea.

--Tommy Douglas, 1944

Murphy's Law Origin

The following article was excerpted from *The Desert Wings* March 3, 1978

Murphy's Law ("If anything can go wrong, it will") was born at Edwards Air Force Base in 1949 at North Base.

It was named after Capt. Edward A. Murphy, an engineer working on Air Force Project MX981, (a project) designed to see how much sudden deceleration a person can stand in a crash.

One day, after finding that a transducer was wired wrong, he cursed the technician responsible and said, "If there is any way to do it wrong, he'll find it."

The contractor's project manager kept a list of "laws" and added this one, which he called Murphy's Law.

Actually, what he did was take an old law that had been around for years in a more basic form and give it a name.

Shortly afterwards, the Air Force doctor (Dr. John Paul Stapp) who rode a sled on the deceleration track to a stop, pulling 40 Gs, gave a press conference. He said that their good safety record on the project was due to a firm belief in Murphy's Law and in the necessity to try and circumvent it.

Aerospace manufacturers picked it up and used it widely in their ads during the next few months, and soon it was being quoted in many news and magazine articles. Murphy's Law was born.

The Northrop project manager, George E. Nichols, had a few laws of his own. Nichols' Fourth Law says, "Avoid any action with an unacceptable outcome."

The doctor, well-known Col. John P. Stapp, had a paradox: Stapp's Ironical Paradox, which says, "The universal aptitude for ineptitude makes any human accomplishment an incredible miracle."

Nichols is still around. At NASA's Jet Propulsion Lab in Pasadena, he's the quality control manager for the Viking project to send an unmanned spacecraft to Mars.

SELLING PETRO CANADA MAKES NO SENSE - CEP

The decision to sell off the federal government's shares in Petro Canada is bad business and a betrayal of Canadian interests, says Canada's energy union, the Communications, Energy and Paperworkers Union of Canada.

"Canadians want and need a role in our oil and gas industry, and now is no time to sell off Canada's gas station," said CEP President Brian Payne. "Our investment in Petro Canada should stay where it is and not be turned into an election fund for the Liberals and a windfall for investment brokers."

Selling Petro Canada is a bad business decision, said Payne. "There are more than 6 million Canadians who drive up to Petro Canada regularly, believing that this company in part belongs to them. I can't think of a better way to alienate Petro Canada's loyal customers than by selling out to US investors," he said.

Payne said the country needs a public role in Petro Canada and that the company should be leading in technological development and securing Canada's energy supply, and using its assets to promote renewable energy supplies.

CEP is calling on the government to consult Canadians before proceeding with the sale of the shares. "Surely our public role in Petro Canada deserves more than a unilateral announcement. If this government is really committed to democracy, it will bring this matter to Canadians for a broad public discussion before making a final decision," said Payne.

CEP News Release

Windows, by Bill Gates

Last year we replaced all the windows in our house with those expensive double-pane energy efficient kind. But this week I got a call from the contractor complaining that his work had been completed a whole year ago and I had yet to pay for them.

Boy oh boy, did we go around! Just because I'm blonde doesn't mean that I am automatically stupid.

So, I proceeded to tell him just what his fast talking sales guy had told me last year.....that in one year the windows would pay for themselves.

There was silence on the other end of the line so I just hung up and I haven't heard back. Guess I won that stupid argument.

Judith Lavoie/Times Colonist
March 27, 2004

CANADIAN LABOUR CONGRESS: Sanctions against IWA Local 1-3567 will start immediately.

One of B.C.'s most powerful unions is facing sanctions from the Canadian Labour Congress for poaching health-care workers from the Hospital Employees Union.

Local 1-3567 of the Industrial Wood and Allied Workers of Canada (IWA) has signed agreements with the three companies which are being awarded most of the large hospital contracts as health authorities privatize services.

As HEU members are laid off, companies such as Compass, Sodexho and Aramark are hiring new workers to take the jobs through IWA hiring halls.

While HEU workers are paid between \$18 and \$21 an hour for housekeeping and food services jobs, many of the privatized workers are being paid \$9 to \$11 an hour.

A letter from CLC president Ken Georgetti to IWA national president Dave Haggard, dated Thursday, says sanctions against the IWA will start immediately.

Under the CLC constitution that means the IWA will be denied all CLC services and cannot vote either on CLC committees or at federations of labour and labour councils.

The IWA had already been found in violation of the CLC constitution, but that did not stop the Fraser Valley IWA local from continuing to sign agreements with health-care companies.

The final straw for the CLC was an agreement the IWA signed with Crothall, a Compass subsidiary, for contracts on Vancouver Island. The agreement was signed while the Vancouver Island Health Authority and HEU were still negotiating to keep the 1,021 jobs in the public sector.

The letter from Georgetti says the IWA has already been told to "cease and desist from further voluntary agreements related to Bill 29" -- the provincial bill which scrapped the contracts of health-care workers and allowed health authorities to contract out work. "The agreement with Crothall, signed by Local 1-3567 on Jan. 27, 2004, is clearly in violation of this motion," the letter says.

The IWA can have the matter reviewed by the CLC executive council in May, Georgetti said. "This will ensure a full and open debate of the entire issue."

CLC spokesman Jean Wolff said in an interview from Ottawa that such sanctions are rare.

"It's the role of the CLC to help settle disputes among the affiliates and, to do that efficiently, it is not useful for the CLC to offer public comment on the dispute," he said.

IWA Local 1-3567 is regarded as a renegade, even by some members of the same union. President Sonny Ghag referred all calls Friday to Haggard, who could not be contacted. "I can't be making comments about it," Ghag said.

Ghag stepped down as a national IWA vice-president in December after being involved in fracas at a Vancouver sawmill where 16 workers -- members of a separate IWA local -- claim they were assaulted and threatened by an armed mob which included members of the Fraser Valley IWA local.

HEU secretary-business manager Chris Allnutt said Friday that the CLC sanctions are an important first step in trying to restore wages and decent working conditions for health-care workers in B.C.

"This is a message from the entire labour movement to the IWA that this kind of practice is not acceptable," Allnutt said. "It's atrocious what they are doing to these workers. . . . This is a particularly problematical local of the IWA and many other local leaders are ashamed of what this local is doing."

The IWA signs the agreement with the company, but many of the new workers are now signing up with the HEU, Allnutt said.

However, efforts to certify are being fought tooth and nail by the companies and the IWA and Labour Board hearings are pending, he said.

Almost 7,000 HEU members are being laid off because of privatization and contracting out.

IWA Proposes Merger with Steel

By Don Klie

Over the past year or so the IWA have decided that it was time to merge with a larger union. I'm assuming that they knew that their union, while prominent in the province of B.C. was really beginning to be dwarfed by not only other unions but also the employers. And for a number of years the union's main focus, the forest sector was going through very tough times.

The IWA has been aggressive in expanding into non-traditional areas, for them at least, in order to try to maintain their membership base. Back east they have been successful at organizing some of the private health care workers. This area has traditionally been tough to organize. Usually the pay and benefits are extremely poor, considering the importance of the work that they do.

When it comes to the HEU issue here's how Sonny Ghag and the official newspaper of the IWA, *Allied Worker* explains it (from the December 2003 issue of the *Allied Worker*):

Local union president Sonny Ghag says the number one issue for labour is to reorganize these workers and "not let them fall through the cracks. "Brother Ghag says that criticism leveled at the IWA for organizing in the private health care field is unfair and unwarranted.

"We are out there in the private health care field where it is much tougher to achieve what has been achieved in public sector agreements," he said. "We believe that, over time, the IWA will have the best agreements in the private field, as we have already achieved in some parts of B.C. and elsewhere in Canada."

Legislation, introduced by the Gordon Campbell Liberals, has stripped workers of their previous collective agreements, as hospital boards, faced with cutbacks, are increasingly eliminating their public sector workforces in favour of contractors.

"We don't support what the government and hospital boards have done or are doing. But our job has been to put together a response to this wide scale privatization and step forward to bring these workers into our great union where we can struggle to bring their wages and benefits up," says Brother Ghag. "We are seeing a trend by governments to shed public sector jobs. The same thing happened in Ontario and similar events are now happening in Quebec with the Charet government."

IWA president Dave Haggard commends the local for "being out in the lead in organizing private health care sector workers."

If anyone has any doubts as to where the leadership of the IWA is on this issue you need look no further than this. There might be some in the membership who disagree with the position of their union but so far their leadership support the initiative that has gotten the IWA sanctioned by the CLC.

When the call went out for a proposed merger a number of unions responded including the CEP. However, the IWA has recently announced that they are recommending to the members that they merge with the United Steelworkers of America, USWA.

There were lots of good reasons for the CEP to propose merger with the IWA. A large part of their members work in the forest industry like ours, and their wages and benefits are very similar to ours. They are well organized and are a force to be reckoned with when taking on any employer or issue.

But, there have been a number of times the IWA and the CPU, one of the founding unions of the CEP, went head to head on issues. In the B.C. where the

IWA is strongest and the largest private sector union they don't like being subservient to anyone else.

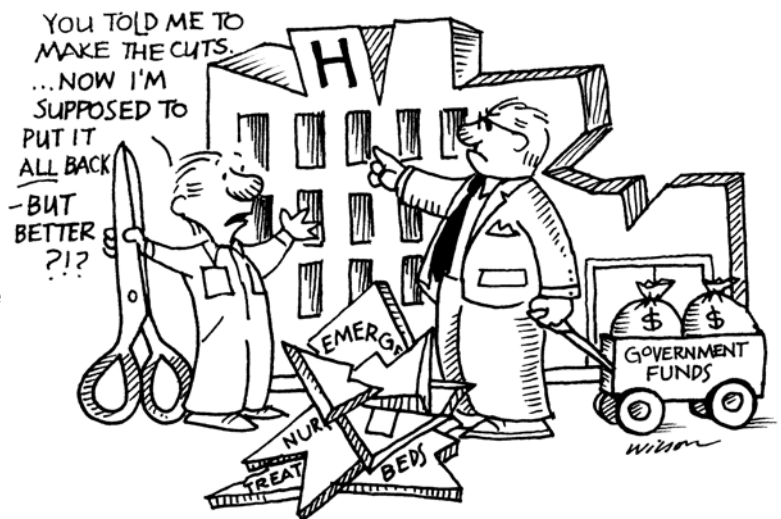
Will The Steelworkers Gag Sonny?

The health care workers' issue can be seen as either crass opportunism on the IWA's part or as a bold move to take advantage of an opportunity to make inroads into antiunion private health care companies where other unions have failed.

The current health care workers and the HEU are being devastated by government legislation and the rest of the public sector unions (and private sector unions too) have done little to counteract these laws. The longer the unions allow the government to have their way without forcefully countering the legislation the more acceptable their programs will become and the more successful Sonny Ghag and the IWA will be.

One benefit for the government from the unions' inaction has been the free-for-all fight the unions are now engaging in among themselves. I believe the IWA will bite the bullet on this one and try to ride out the CLC sanctions. If the merger with the Steelworkers goes through there will be more pressure on the CLC to rescind the sanctions and the IWA will be successful with their organization of the health care workers in British Columbia.

In solidarity, Don Klie



Nastiness

"Capitalism is the extraordinary belief that the nastiest men for the nastiest motives will somehow work for the benefit of all."

— British economist John Maynard Keynes

Grievance Report by Don Klie

The last Standing Committee meeting was on Monday, April 12, 2004. Unfortunately, there was not enough time to update the grievance report for this printing.

Listed below are the grievances currently being discussed and their status. If anyone has a grievance that is not listed or wishes more information please contact one of the representatives on Standing Committee or myself. Please note that several grievances are currently at fact finding but have not yet been listed here.

Grievances at Arbitration

CEP Local 298 – filed Nov. 14/01 – case #01-53 – unjust discipline, “Do-not-rehire” put on employees’ file after employee laid-off. Arbitration date Oct. 20 & 21, 2003. In a preliminary ruling the arbitrator has determined that she does not have jurisdiction to hear the case of J. Contumelias. The arbitrator noted that Ms. Contumelias was not disciplined during her term of employment in 2000 and that there was no DNR on her file, merely that Ms. Contumelias was placed farther down the hiring list. However, the arbitrator ruled that J. Begin had the right to representation and has directed the parties to exchange particulars and any relevant documents and if they are unable to reach a resolve then the matter can go back to arbitration. **The Union has appealed this decision to the LRB and are currently waiting for a ruling which is expected by the end of the month.**

Joe Rego, Gus Stamatakis, Ernesto Carreiro – filed Oct. 15/02 – case #02-62 – violation of wage rates.

CEP Local 298 – filed Jan. 4/02 – case #02-05 – Seniority and Job Transfer violation, Steam Plant/Pulpmill Joint Utility Pool.

CEP Local 298 – filed Oct. 16/03 – case #03-26 – violation of the Code of Ethics; Northwest Fuels (Petrocan) crossing picket line during strike.

Grievances at Standing Committee

Dennis Urbanowski – filed June 27/02 – case #02-55 – C/O violation, “stick in the eye” – flexibility.

Jack McCamy – filed Mar 7/03 – case #03-09 – Steam Plant/Pulp Mill utility position violation.

CEP Local 298 – filed Apr. 30/03 – case #03-16 – unjust discipline – J. Ventura re: train collision.

CEP Local 298 – filed Nov. 10/03 – case #03-22 – C/O violation; contracting out the hauling of domestic garbage without notice.

CEP Local 298 – filed Nov. 10/03 – case #03-23 – C/O violation; contracting out to Rain Coast Cranes without notice.

CEP Local 298 – filed Nov. 10/03 – case #03-24 – employer wrongfully seizing the Union’s and employees’ possessions without permission or notice.

CEP Local 298 – filed Nov. 10/03 – case #03-25 – C/O violation; contracting out boom-lift truck without notice.

CEP Local 298 – filed Nov. 12/03 – case #02-21 – C/O violation; the Company giving annual notice of contracting certain jobs instead of each time there is a requirement for the work to be contracted out, i.e.: radio repair, cranes, hydro mechanical, etc.

G. Mitchell – filed Dec. 4/03 – case #03-19 – flexibility violation.

CEP Local 298 – filed Dec. 31/04 – case #03-27 – qualifications for entry position into Stores.

C.E.P. Local 298 – filed Jan. 21/04 – case #04-01 – seniority violation for Production Tech Job Posting.

Grievances at Fact Finding

John Miller – filed Dec 17/02 – case #02-79 – Failure to Notify; slaker scaffold.

John Miller – filed Dec. 17/02 – case #02-80 – C/O violation – fabrication of sewer grizzly for main breezeway; failure to notify.

L. N. Foulds – filed Jan. 22/03 – case #03-02 – violation of Light Duty provisions.

Elaine Roik – filed Feb. 28/03 – case #03-08 – Seniority rights violation and excessive shift changes.

Arnie Postman – filed Mar. 17/03 – case #03-10 – Safety and training violation.

Shari Thomas – filed Apr. 17/03 – case #03-11 – staff doing hourly work.

Tony Grant – filed May 12/03 – case #03-14 – unjust discipline.

Elvis Resendes – filed Oct. 23/03 – O/T distribution violation; failure to follow call-list.

Completed Grievances

Retiring nurses

News Bulletin/UNA/CALM

Over the next three to five years, Canada could lose up to a quarter of our nurses, the most experienced, to retirement.

The graduation rate of new nurses, both RPNs and RNs, continues to be far short of what is needed to replace retiring nurses. A recent national report on retirement suggested employers should make it as attractive as possible for senior nurses to continue working and delay their retirement.

CEP Local 1129 ON STRIKE

Hello Pulper Readers:

In a government-supervised vote on NORampac's "final offer" held at the millsite today 60% voted for rejection. Picket lines will go up at 6 a.m. Saturday, April 10.

Of 119 eligible voters, 102 cast ballots with 61 voting for rejection and 41 voting for acceptance of the company offer.

One vote was challenged by the company. That vote was cast by a member who has been terminated but has filed a grievance against that termination. In the end, the Union agreed not to hold up the counting of the ballots by insisting that the challenged ballot be included in the count.

Starting tomorrow members will be contacted about their picketing assignments. Originally, these will be eight-hour shifts (6 a.m. to 2 p.m., 2 p.m. to 10 p.m., and 10 p.m. to 6 a.m.). As things shake down over the first week or so and members give feedback on how the initial picket rosters are working, there may be modifications. We're new at this, so everyone has to have a little patience until we get good at it.

Members who are on Weekly Indemnity, Long Term Disability, and Workers' Comp will continue to collect benefits under those plans just as if there were no strike. Any brothers in these situations who are going off benefits and are fit for picket duty should contact the Strike Committee (see below) as far in advance as possible to be slotted back into the picketing schedule and entitlement to strike pay.

Members on holidays or other requested time off should also contact the Strike Committee as soon as possible to work out picketing and strike pay details.

The members have spoken. Now we must all pull together and fight this through to the end.

Solidarity,

Gene McGuckin

Democracy 101

Teacher/BCTF/CALM

An exciting initiative is coming this spring to a school near you. Student Vote 2004 is a non-partisan, educational initiative inspiring a habit of electoral and community participation among students.

Student Vote 2004 will operate during the upcoming federal election, in all provinces and territories across Canada, targeting the high-school grades.

Registered schools will receive an instructional resource and other materials at no cost. Through in-class lessons and school-wide activities, students learn about the democratic process and become aware of the party platforms and local candidates. Partnering newspapers will provide complimentary publications to registered schools to promote media literacy and an understanding of current affairs.

Closer to Student Election Day, schools will receive election kits containing ballots, ballot boxes and an operations manual. Students take over the roles of returning officers and poll clerks and conduct a school-wide vote. Once students have voted on their local candidates, the results will be tabulated and called into the Student Vote 2004 returning office. Results will be broadcast on partnering television networks and published in regional daily newspapers.

In a successful trial, operated during the Ontario provincial election, more than 800 schools and 335,000 students were introduced to the electoral process. For Student Vote 2004, a million students will likely cast a ballot, in every riding across Canada.

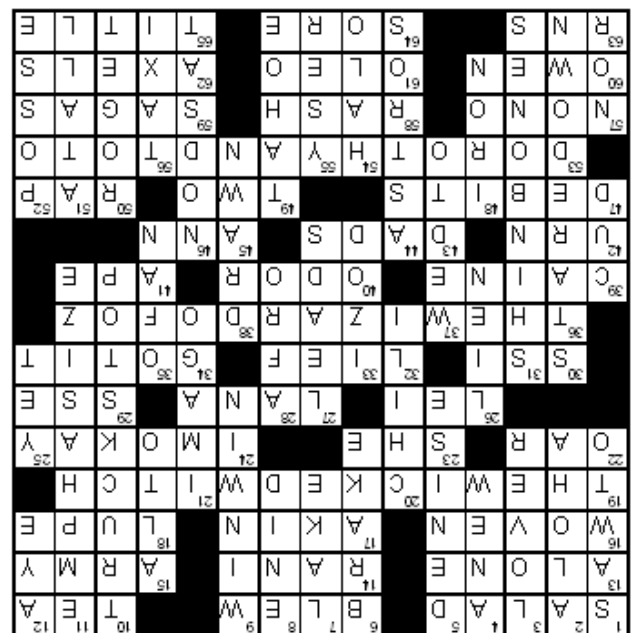
Our choice

"It is no longer a choice, my friends, between violence and non-violence. It is either non-violence or non-existence."

— Dr. Martin Luther King

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EDITED BY TIMOTHY E. PARKER



By Mark Mihelc

"NAME THAT CLASSIC"

"NAME THAT CLASSIC" By Mark Milhet — Edited By Timothy E. Parker

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- 15 General assembly?
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