

Local 298 Newsletter

Issue #6 Volume 7

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www.cep298.com

December 2003



During the strike Super Valu Manager Ryan Haynes provided CEP members with a special discount, offering us discount coupons based on the amount of groceries our members and Union purchased from his store. In the end the value of the coupons was around \$400. Pictured above is CEP Local 298 member Kelly Ruff donating the coupons to the Kitimat Food Bank's Luella Froess and Marjorie Phelps. (Picture courtesy of The Northern Sentinel.)

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Editorial

WHO DO YOU SUPPORT - THE FERRY WORKERS OR THE TRAVELLING PUBLIC?

By Don Klie

The ferry workers have just faced down their employer and the government. They were prepared to push for their rights in the face of breaking the law, going to prison and paying fines.

On the news there were a lot of people saying how upset and unhappy they were about not being able to get on the ferry and get to their destination. The ferries are an extension of the highways and to picket the ferry terminal is blockading the highway.

On the day the mediator proposed, and the negotiating committees accepted, binding arbitration the news finally showed interviews of a few people who were sympathetic to the union's plight. When I see these interviews, pro or con, I keep thinking that most of these reporters and camera people are CEP members. I just wish they, and their producers would be a little more sympathetic in their reporting to the union side of the story.

Let's remember what is happening with these workers. The ferries are an essential service. All essential services should be provided by the state because the need for these services far exceeds any rights that a private sector business may have. Private sector businesses have one purpose, to make a profit. Public sector services have one purpose, to serve the public.

The following comments can be found on the B.C. Ferries web page: "On April 2, 2003 ...the provincial government and BC Ferries' Board of Directors ...officially re-launched as a new, independent commercial company..."

"...in its former state as a crown corporation, BC Ferries had weak financial underpinnings for the service it was required to deliver. Over the next 15 years, approximately \$2 billion will be required to upgrade and modernize the aging ferry fleet and ensure that terminals keep pace with traffic demands."

"The new company is designed to attract private-sector investment and establish innovative partnerships that respond to the marketplace. While legislated to protect consumers, the new structure has enough flexibility to encourage entrepreneurial ingenuity that focuses more on the customer and in a way that meets solid business objectives."

So, how is that innovative partnership going to encourage entrepreneurial ingenuity that meets solid business objectives; well the first way to get it was on the backs of the workers.

The following comment were found on the net at www.globeandmail.com: "The union's most urgent concerns are that the company wants to roll back wages by increasing hours without a wage increase; it wants the "unfettered right" to contract out any service on the ferry; it wants a two-tiered pension system...."

And from www.cjad.com: "The most contentious issue in the dispute is concessions sought by the company, which it says it needs to help pay the \$2 billion cost of 22 new ships to be built over the next 15 years.

The company wants new employees to start at 70 per cent of current wages, combined with general staff cuts and increased hours for others.

An entry-level wage job varies between \$19 and \$21 an hour.

The company also wants to engage in more contracting-out of services (*this means paying non-union workers \$8 an hour instead of \$19 - \$21 and not providing any health and welfare benefits.* Editor).

Overtime is also an issue. The company says it is too generous while the union says it's needed because there are too few workers." (*Currently the ferry workers get paid double time for overtime.* Editor).

So now do you see what the ferry workers were up against? The government knew the ferries needed up grading. But, because the government has cut taxes for its friends and because there is such a high deficit, something all right wing governments hate, they had to find a way to get rid of all the bad publicity they were going to get. Either the Liberals were going to have to go further into debt to pay for the upgrade, something they hated to do and besides it would make them look like fools after claiming the NDP had spent like drunken sailors and wasted tax payers money, or they were going to have to take on the ferry workers themselves and get all the bad publicity that gutting workers' contracts would attract.

Remember, the ferry workers are one of the most militant unions around. They've taken on the government before and were prepared to do it again. It appears the ferry workers have good solidarity and threatening to fire all those that wouldn't scab just didn't seem like an option that would work for the government. So what the government did was contract out their headache. In comes the new independent company.

And so, the first contract that comes up for negotiations there are major concessionary demands.

The government has essential service legislation in place and the ferry workers were prepared to abide by that law.

(continued on page 30)

Executive Officers For 2003

		<u>Tel #</u>	<u>Work Local</u>	<u>Job Title</u>
President	Peter G King	632-7872	2368	Pipefitter
1st. Vice President	Don Klie	632-7571	2367	Pipefitter
2nd. Vice President	Frank Verde Sr.	632-2924	2213 or 2367	Shiploader/Labourer
Financial Secretary	Mary Murphy	632-5201	3451 or 2568	First Aid/Stores
Recording Secretary	Dino Stamatakis	632-7199	2213 or 2356	Shiploader/Labourer
Inside Guard	Gary Ewanski	632-2743	2213 or 3519	Shiploader/Labourer
Outside Guard	Elvis Resendes	632-5888	2368	Pipefitter
Trustees	Jack McCamy 3yr	632-5658	3513	Steam Plant
Trustees	Dan Belleville 2yr	632-5935	2367	Pipefitter
Trustees	Richard Crockart 1yr	639-9099	3510	Pulp Mill
Chief Shop Steward	Ilona Kenny	632-4244	3451 or 2568	First Aid/Stores

Committees

Standing: Frank Verde Sr., Dan Belleville,
Committee Don Klie, Ilona Kenny, Jack McCamy

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

Job Evaluation:Dave Burrows, Jack McCamy

Rehabilitation &: Don Klie 2yr,
Reintegration Steve Welsh 1yr

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, Don Klie, John Miller, Dennis Urbanowski

Central Safety:.....Mary Murphy, Dan Belleville, Alfie Poellot, Don Klie

Apprenticeship:John Burget, Dennis Urbanowski, Lawrence Closter

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

Environmental: Dennis Urbanowski, Peter King, Frank Verde Sr.

Chief Shop Steward	Ilona Kenny
Yard & Stores	Mary Murphy
Janitorial	Kelly Ruff
Raw Materials	Mike Holland
	Arnie Carrita
	Jim Savage
Steam Plant	Andy Sanwald
	Richard Crockart
Pulp Mill	Dave Burrows
	Kevin Read
Shiploaders	Dino Stamatakis
	Wayne Fulljames
Warehouse\Dock	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;
donklie@telus.net

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
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And Sunday
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Signed articles appearing in this newsletter express the view and opinions of the authors. They are not necessarily the policy of the CEP or views shared by Local 298, its executive, or the editor. Articles and letters are encouraged and should be handed in to the union hall. You can E-mail your articles or contributions to the editor at cep298@monarch.net, or donklie@telus.net. All contributions become property of the union and must be signed. Contributors should note if they wish their material returned.

Editor: Don Klie



1st Vice President's Report

NEEDED: A few Good Brothers or Sisters

by Don Klie

The **Executive for 2004** is as follows:

Don Klie – President
Frank Verde – First Vice President
Jack McCamy – Second Vice President
Mary Murphy – Financial Secretary
Gary Ewanski – Recording Secretary
Andy Sanwald – Inside Guard
Pablito Mendosa – Outside Guard
Dan Belleville – Trustee 1yr
Ilona Kenny – Chief Shop Steward
Peter King – Past President

Standing Committee

Frank Verde, Jack McCamy, Dan Belleville, Ed Da Costa, Ilona Kenny

Wage Delegates

Don Klie, Frank Verde, Jack McCamy, Dennis Urbanowski, Mary Murphy

Job Evaluation

Jack McCamy, Dave Burrows

Re and Re

Mary Murphy 3yr, Steve Welsh 2yr

EFAP

Mary Murphy, Gary Ewanski, Peter King

Pensions

Gary Ewanski, Gary Drake, Don Klie

Contracting Out

John Miller, Dennis Urbanowski, Ed O'Halligan, Dino Stamatakis

Joint Occupation Health and Safety

Mary Murphy, Dan Belleville, Angus MacLeod, Alfie Poellot

Apprenticeship Committee

John Burget, Dennis Urbanowski, Lawrence Closter

Sunshine Committee

Dorothy Birkett



Currently there are two positions not filled on the Executive Committee. Both are for trustee positions. As well as attending Executive and Membership meetings the trustees are responsible for auditing the financial books each month and quarterly. They are also responsible for running any official balloting/vote. They have a vote and voice on the Executive and as such have a hand in the leadership of the Union.

It is the President's job to make appointments to any position not filled by election, with the membership ratifying the appointments at a membership meeting. Should anyone wish to stand for one of these positions please contact me.

The Union met with the Company on December 11th to discuss reopening of the overtime guideline procedures and then at a later meeting to go over the draft copy of the contract and make any necessary corrections.

In regards to overtime the Union offered its overtime negotiation position, that is, doing away with most of the procedures associated with the current call procedures and instituting a penalty clause that would bind the Company to paying if the hours differential was greater than a set point for any one crew. The Union stated that in exchange for the Company agreeing with its position on overtime it would be willing to recommend to the membership the removal of the 12-hour bylaw.

The Company noted our comments and said they would have to review it and get back to us with a counter proposal.

Regarding the edits to the contract draft, there were a number of corrections needed but none were controversial. However, on one issue, regarding the Pulpmill Pulp Technology equivalency qualifications the Union noted that the document that was originally offered at negotiations had a minor change in the wording that changed the meaning of the clause. After reviewing both documents both sides agreed on what the intent of the wording was supposed to be. The Company committed to trying to reword the clause so that it stated what both sides wanted.

It will probably be a few months before we have the new contract books.

From the Chief Shop Steward's corner...

...best one so far...

By Ilona Kenny

We had Standing Committee on December 11th and it was the best one so far. Issues have been openly discussed and there seems to be a willingness on the Company's part to resolve them. We have met them halfway whenever possible. I sure hope that this trend continues and we can actually move forward and be progressive for a change. Build, rather than tear down.

The Company wants us to try to solve the issues before they get to Grievance stage. This could make the Shop Stewards very busy. If the issue cannot be resolved at that level, then the Chief Shop Steward will discuss it with the Superintendent of the Department. Then if that does not work, it goes to Standing Committee for resolution or moves to Arbitration.

I have already had a couple of meetings with Bob Matiowski and I believe they went quite well. We had four Verbal Warnings removed from records, came to an understanding about a Harassment Grievance and agreed that no one will be forced to work untrained even for a little bit, and we will meet again to discuss the unfinished business. I would like the Terminal and Raw Material's Grievances cleaned up before the end of the year. I also met with Roger Meeds, who will be sending an amendment to the Contracting Out Committee to remove the words 'or in special circumstances' on the Audiometric Contracting Out.

This is the time of year when new Shop Stewards should be elected and their names called into the Union Hall. I'll be organizing training and I expect it to be on two levels. One level will be for the new Shop Stewards and the next level will be a lot more in-depth for the Shop Stewards who have lots of experience and want more training in dealing one on one with Management.

We are still having monthly meetings (the first Wednesday of the Month) with the Shop Stewards from 1127. Please plan to attend. Your input is important and more than welcome.

I will close now with a BIG 'thank you' to all of you who have helped me in this job in the past year. The times have been definitely rough to say the least.

Merry Christmas and a Happy New Year to all my brothers and sisters!!!

What's the FTAA?

CLC/CALM

The Free Trade Area of the Americas is a new agreement being discussed by 34 of the 35 countries in North, Central and South America. Only Cuba is not part of the discussions.

Ministers are meeting in November in Miami to continue the talks. The negotiations for the FTAA are due to end in January 2005.

If it comes into being, the FTAA will extend the North American Free Trade Agreement (NAFTA) to the rest of the Americas and increase the number of items it covers.

The idea for the FTAA emerged from a meeting of the Organization of the American States in Miami in 1994 that included Canada. Like the NAFTA-the agreement on which it is modeled-the FTAA would cover all aspects of cross-border trade including goods, agriculture, services, intellectual property, investment and government procurement. But if it is signed, the FTAA will go further than the NAFTA and even the World Trade Organization in each of these areas.

The U.S.-and Canada to a lesser extent-are using the FTAA negotiations to put more pressure on other parties at the WTO. Their strategy is to create "competitive" negotiations that will encourage weaker countries to make concessions, for fear of being left out in the end.

Why should Canadians be concerned about the FTAA?

Canadians should be concerned because if the FTAA's current proposals for agreements on services, intellectual property and investment are accepted, they will greatly reduce our government's ability to set its own regulations and protect essential public services. So far, the U.S. has been able to push its own agenda more effectively in FTAA negotiations than in other multilateral forums such as the WTO.

The Canadian Labour Congress, along with trade unions in the Americas who are part of the Inter-American Workers Organization, objects to the FTAA because it would further limit governments' abilities to develop their own path to economic development, their own regulations, and it contains no minimum labour or environmental standards. *The FTAA as it is currently proposed would have no added economic, social or political value over other multilateral initiatives such as the WTO.*

JOHS Report

Interesting tidbits from other CEP Locals

By Don Klie

I had the pleasure this year of attending the annual CEP Pulp & Paper Safety Conference and the Joint CEP – Pulp & Paper Industry Safety Conference in Richmond, B.C. I have attended this conference twice in the past and looked forward to it again this year, the 50th annual conference. In the past there have been more representatives in attendance but, like our local, others have to deal with shrinking memberships and budgets.

It was a four-day affair this year from November 16 – 19. The first two days were just for the union locals to meet and report on and discuss local issues and concerns and to participate in 3 workshops: Measuring Safety Performance; WCB Regulations Changes; and Toxins in the Workplace.

The following is a sample of the notes I took from the conference:

From Local 1403 of The Pas, Manitoba, among other issues of concern for them was the company's program of burning tire derived fuel –TDF, in their boilers. Apparently the fumes aren't that bad but the ash is toxic to the environment. This mill was also having their dedicated first aid department going to an amalgamated department such as we have experienced here with our First Aiders now doing Stores duties or Power Lift operator duties.

At Local 1133, a Papermill local at Canfor in Prince George, new hires are assigned to train with the crew safety captain for the first week of employment (Canfor in Prince George is always near the top of the safety performance list of B.C. primary sector mills). However, Local 1133 reported that they have had paper machine rolls falling into the basement; something that we almost had happen at this mill recently. It was noted that every time that they sped up their machines and reached another performance level some catastrophic incident would occur.

Local 1132, a Papermill local at Crofton, reported that they had 3 major explosions in the mill; a steam line rupture and a transformer explosion (I missed the third one). They also noted that they had two crane failures and were asking other local if they had had similar incidents.

Local 1120, Weyerhaeuser in Prince Albert, Saskatchewan, noted that their chip pile dozers had GPS (Global Positioning System) instruments on board to help them avoid collisions on the chip piles. Visibility on their chip piles is hampered by the steam coming off the pile, just like ours.

Local 1119, at Port Melon/Howe Sound, indicated that they had a couple of individuals who were badly burnt, reminiscent of our situation.

Local 855, at Hinton, reported that they had had two safety stewards, which were company paid union safety officers, who were forced to resign their positions. When the program first started it appeared to be working fine. As long as the Safety Stewards were making sure that the union members were following the proper procedures everything was fine. When the Safety Stewards began to raise safety concerns that required the company to act the honeymoon was over. Eventually the activities of the Safety Stewards were so curtailed that they would have simply become tools of management' discipline program had they not resigned. They also noted an incident regarding a contracting firm doing fire hydrant work. Supposedly the contractor did not have any of the properly ticketed trades doing the work and, because of the compulsory ticket requirements in Alberta, a government official shut the job down. B.C. also has compulsory trade legislation but to my knowledge there are enforcement officials other than private citizens or groups taking the issue to court. It doesn't happen very often but we took one such issue to arbitration and the arbitrator did agree that only pipefitters were allowed to fabricate, install or repair piping systems.

Local 686, a Papermill local at Norske in Port Alberni, noted that their local had agreed to be part of the "Next Step" safety program. It sounded like it was a behaviour based safety program where everyone is supposed to be trained as observers and are supposed to watch over their fellow brothers and sisters and correct anything they see wrong. All of the Norske locals are involved in the Dupont Safety program (more on that later) or at least the Employer is involved in the program.



Local 402, in Mackenzie, noted that their JOHS meeting is part of what they call the 10-hour Safety Day (Local 402 has for sometime had the 10-hour shift for day workers). The first half of the day is dedicated to the formal meeting and the second half of the day the committee goes out on the floor to address the issues there and do inspections.

(Local 10-B, Weyerhaeuser in Kamloops, asked other locals what their experience was with gate hires for shutdowns. Apparently it is a new experience for them. Local 1115, in Quesnel, stated they don't have any gate hires during shutdowns or at any other time, only fulltime employees.)

To Rat Or Not To Rat?

During the local reports we took time out to discuss the issue of the reporting of unsafe acts to the supervisor. The WCB regulations require that you report to your supervisor anyone who is committing an unsafe act.

A few years back an employee was killed at one of the mills when he was crushed by a pulp baling machine. The worker happened to be a young, new employee. It was reported that a senior employee had, previous to the incident, corrected the junior employee on some of his work procedures. The WCB charged the senior employee for not reporting to the supervisor that the junior employee had committed an unsafe act.

Eventually the charges were dropped but the dilemma is; do we report unsafe acts to our supervisors when doing so could get an employee(s) disciplined?

While everyone agreed that employees must intervene when they see an unsafe act being committed there wasn't consensus on just what that intervention should look like. You must advise the employee that what they are doing is unsafe and contravenes safe work procedures. But, if the employee refuses to comply is it our place to report it to the supervisor; and if so, how?

There are gray areas here because what one person might think is unsafe another will feel quit comfortable with doing. So, the first thing a person should do if they see what they think is an unsafe act being committed is to discuss it with the individual. Asking for the advice of the Safety Captain/Shop Steward or others on the crew would also be helpful. If, in the end, there is no resolve to the issue and you believe that an unsafe act is being committed most at the conference agreed that you had to bring it to the attention of the area supervisor.

How to word your concern to the supervisor was suggested by one of the delegates from an off-the-record discussion he had had with a WCB Accident Prevention Officer; if you must go to management on this issue then tell them that you have seen an

unsafe act being committed in their department. Specify the unsafe act, the location or job, but do not give names. It is then the responsibility of the supervisor to go out and investigate.

Forest Industry Health Research Program - FIHRP

On the second day of the union safety conference there was a workshop explaining the history of the Forest Industry Health Research Program – FIHRP. It was established as a result of a union initiative to study substances in the industry and environment that may cause cancer. In 1979 the unions negotiated with the employers to set up the program which is funded by the employers and administered jointly by unions and companies.

In the early years the major focus of FIHRP was on anti-sapstain fungicides at sawmills; also, gas contaminants and gas monitoring equipment at pulpmills and later on ergonomic projects.

The research on gas sensors found that the sensors were calibrated too high, by a factor of 10, and that there were many more gases and in concentrations that were not expected. At first, H₂S was the gas everyone knew about and wanted controlled. But, there were also the mercaptans and turpines and other gases grouped as SOG – striped off gases. This program was and is instrumental in studying the problems associated with detecting and controlling these dangerous gases.

In the later years ergonomics has also become a major concern, especially with an aging workforce and the demands on employees to work harder, due to cutbacks and layoffs, and for longer hours (overtime). Overuse injuries, and chronic pain can and must be eliminated and the more we know the better we will be able to deal with these issues.

In 1990 the IWA pulled out of FIHRP to go on their own.

A couple of interesting points that the speakers made were:

Formaldehyde emissions from the glue used around the finishing line to glue the paper and the glues that are used in the pressed-wood core plugs, goes up exponentially if the temperature goes over a certain point (I have often smelt the pungent odour around the finishing line where they melt the solid glue chips and was concerned about it).

Dust fungus (found on either paper or wood dust) seriously affects those who have a compromised immune system.

Lung function testing should be done by professionals or trained technicians because of the importance of making sure the measuring unit is properly calibrated.

Once a year FIHRP sends out to all of the mills for suggestions of studies and then a panel reviews and selects what will be investigated. There is considerable time delay due to paperwork and government regulation because FIHRP is registered under the societies act so that it can be classified as a charity.

Give Your Opinion - Respect The Opinion Of Others

When the joint union management conference began we were challenged to give our opinion and to respect the opinion of others.

Jess Beaman, senior vice president of operations for Norske, one of the opening speakers encouraged us to get on board, safety is about commitment and we have a chance to change the way we act; we have to stop being confrontational and, during the course of the conference, listen without judgement.

Dave Coles, CEP Region IV Vice President, noted that safety must be an industrial relations issue and that it is the union's responsibility to make safety an issue between the union and employer.

Russ Fulton, President of Howe Sound Pulp and Paper stated that he was disappointed at the small size of the gathering. He believed that this was one of the most important meetings of the year – safety comes first. He encouraged us to take one thing back to the mill; whatever peaked our interest the most, take it back to the mill and try to make it happen, and then come back next year and take one more thing and keep building on it.

If there was a theme for this year's conference it had to be the safety program known as "World Class Safety Performance" (I believe it is also known as the DuPont safety program because it was developed by a top executive from that corporation).

The featured guest speaker for this was Dr Jim Stewart. The following is a review of his book, *Managing for World Class Safety*, found at www.wileycanada.com.

"Despite the extensive literature on safety, few tools have been available to help managers quantitatively assess the level of safety management and the quality of the safety practices in organizations. In his consulting practice, Dr. Jim Stewart, a former executive at DuPont, developed such a method, crafting a safety survey centering on a comprehensive questionnaire for employees at all levels, that reveals the true level of corporate commitment to safety.

Managing for World Class Safety first describes the model of safety management that underpins the questionnaire and then demonstrates how this innovative procedure illuminates critical intangibles like management commitment, the enforcement of rules, worker involvement, and injury investigation.

The central part of this book is the description of research at the University of Toronto that applies the questionnaire in comprehensive research at five of the world's safest companies and five with very poor safety. The questionnaire polled 700 people in the ten companies, "measuring" the level of more than twenty key elements such as:

- The workers' perception of the priority given to safety
- The belief that all injuries can be prevented
- The extent to which line management takes responsibility/accountability for safety
- How well safety rules are followed and enforced
- The frequency and quality of safety meetings
- The level of recognition to reinforce safety excellence
- In every element, the contrast between the responses from the very safe companies and those from the companies with poor safety was dramatic, clearly depicting where the former succeed and the latter fail

By developing quantitative benchmark data, Stewart reasons that it will be easier to convince reluctant management to undertake the fundamental change necessary for a "step change" in their company performance. *Managing for World Class Safety* promises a revolutionary new approach to workplace safety improvement for corporate leaders, safety professionals, and regulators."

Some of the interesting things said in his presentation were:

Safety incentives don't work; usually incentives (such as gifts or money) tend to encourage people to hide their injuries. A mill that has a very few lost time injuries in the mill but a high incidence of off the job injuries can usually be related to a company with a

safety incentive program – don't report your injuries at work and the rest of the guys on your crew still get their injury free bonus incentives. Ingrained safety attitudes don't stop at the mill gate.

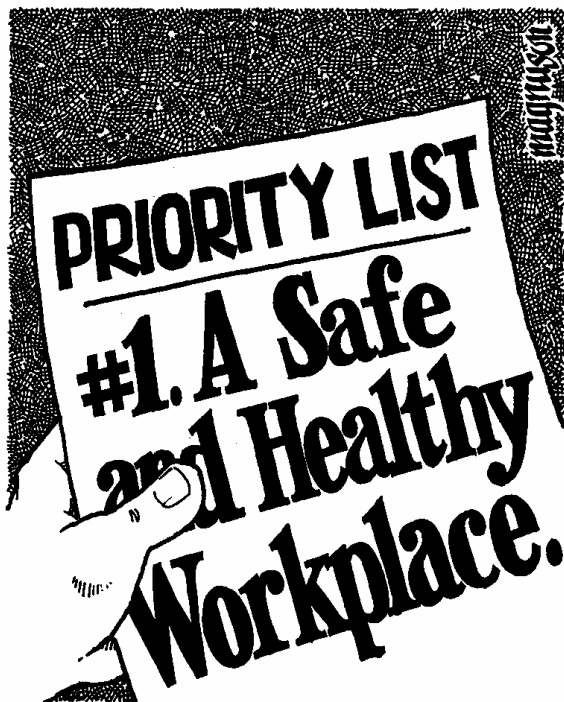
Report It - Investigate It - Learn from It

World Class Safety states that you must have values or beliefs that everyone can accept. The values were listed as follows:

1. All injuries **can** be prevented.
2. Safety is the over riding priority.
3. Involvement in safety is essential.
4. Safety is a line management responsibility.
5. Safety is built into every job.
6. Success in safety is contagious.

The concept that all injuries **can** be prevented is one of the hardest for people to accept. The statement doesn't say all incidents will be prevented, just that, when you analyze the incident, you can always find a way to have prevented the incident from happening. Honest tracking and information must be a high priority – don't hide any injuries or reports because you have to use them to learn from.

If you properly investigate every incident you will develop trends with regards to the recommendations for the prevention of injuries. Eventually a critical mass will be reached; people will begin to recognize the critical thinking that is necessary to analyze the job or task at hand and they will learn to plot the safe way to do the work.



Safety is an overriding priority is different from safety is the number one priority. If you don't run a successful business it won't be very long before you don't have a business at all and then safety won't be a problem. So, production is very important and a high priority but, safety is above all else and must be addressed.

One issue I have great reservations about is that safety is a line management responsibility. While I agree that everyone is responsible for safety, and that everyone has a job or part to fulfill in safely running the mill, we have seen how this policy is used at this mill to insulate the top management people from the everyday responsibility of providing a safe working environment. Upper management passes the buck down to their subordinates and refuses to intervene stating that if they involve themselves in the everyday issues then their subordinates will always wait for the boss to intervene or do the job for them.

What I say is that upper management must provide leadership. If they know of a situation that needs to be corrected, regardless if it is safety or not, the top brass must show their underlings how the job should be done. If the underlings are not doing their job properly let us assume they don't know how to and that they need training and guidance. That is one of the main jobs of top management.

For upper management to assume that their intervention in a situation will negatively affect their underlings defies logic. Let's at least give some credit to the supervisors and superintendents; they do the best job they can and sometimes miss the mark, not intentionally but by not knowing any better. Providing guidance and encouraging lower management will not weaken them but give them a better understanding of what is expected and how to act.

A Funny Thing Happened On The Way To Safety...

In what was the most unusual presentation, union and company representatives from all of the Norske mills (except, I think, from Local 1123) jointly put on a seminar regarding their experience with the World Class Safety program.

Both sides acknowledged that their mills had very poor safety records. Some of the union representatives stated that they were very leery of involving themselves in this program. One even encouraged his members to attack it as best they could to see if there were faults with the program; his endorsement of the program suggested that his local was unable to find sufficient reason not to be involved with it.

All of the Norske mills reported an improved safety performance record and appeared to credit World Class Safety as the prime reason. The program has only been in place 18 months to two years. It will need more time to prove its worth.

However, Dr. Steward did say that it was usually management that had the most trouble coming to terms with and accepting the program.

Youth In Industry...Our Responsibility

The WCB gave a presentation of a video that I had seen at the Canadian Society of Safety Engineers' Safety Conference that I attended last June during the strike. The video documents, in graphic detail, four incidents in which young, new employees were injured and disabled. At both screenings one of the disabled youths, Mike Levitt, was there to give a speech on the incident and his life since that time.

Mike's incident has particular meaning for some of us on the JOHS committee because something very similar had happened here a Eurocan. Mike had only been working at a sawmill for a little over a month. He had recently been put on the night shift to do clean up. He was trained by another young employee who had only a month or two more seniority and then he was left to work on his own.

Mike had climbed onto the side of a chain conveyor in order to clean it. As he was getting down his pant leg on his new coveralls got caught up in the chain and it began to pull him towards the tail drum. He was unable to free himself before his leg was pulled into and around the tail drum. Mike's leg was pulled into the tail drum almost up to his hip before the drive chain from the motor broke. He had to wait close to half an hour before someone heard his cries for help. His leg needed to be amputated above the knee.

At Eurocan in 1977 a young employee was cleaning around the hog belt in the hog building when he got caught in the equipment. The employee was pulled into the tail drum up to his waist before the belt stalled. It is not known how long the employee was trapped before help came but it happened in the morning on dayshift. Mary Murphy, First Aid Attendant and current JOHS representative, had only been on the job a few months when this incident occurred and was on duty when the call came in.

The young man was alive when was transported to the hospital but died later due to the injuries he had suffered.

Everyone who has seen this video has recommended that every employee view it. People who have children just entering the work force are especially keen on having their children view it.

There was a safety supplier trade show and on the final day three workshops: Shift Happens; All Injuries Can Be Prevented; and Involvement in Safety.

Bros Get Info by the Ton at 2003 CEP Safety Conference

by Vince Unilowski, Member of Local Occupational Health and Safety Committee (OHSC)

(This article was printed in the December 2003 issue of The Pulper, the newsletter for Local 1129 in Burnaby, and offers another view of what transpired at the CEP Safety Conference. Editor.)

This year's CEP Pulp and Paper/Converting Safety Conference was held in Richmond and was attended by Brother Kelly Noakes and myself.

The first day, as per usual, we heard reports from all the locals present. The full, written reports are in Union Safety Office, if anyone is interested in having a look at them.

Following are a few highlights, including some of the problems being encountered by our brothers and sisters in the industry.

Local 630 (Norske—Elk Falls) now have six relief posted to each shift instead of 30 people in a labour pool. This has resulted in a much more stable work environment for these relief workers. An added bonus is that they are seeing a lot of safety items being taken care of. Also from Local 630, two Union OHSC members were taken off shift to work as Safety Coordinators' during a recent five-day maintenance shut down, and they only experienced two first aid incidents!

Local 456 (Scott Paper) has an excellent ergonomics program that we may want to inquire about.

Local 1 (Norske—Powell River) has 30 new hires!

Local 1133 (Canfor—Prince George) members have refused to enter or go under the paper machine dryers when the machine is running. They seem to be having a problem with rolls falling to the ground. They are also experiencing problems with excessive heat.

Local 815 from Hinton, Alberta says their employer, International Paper, doesn't consider it to be a lost-time accident (LTA) if a worker gets hurt and then declines the offer to come in for light duties. Such injuries count only as medical aid incidents.

Local 1123 (Norske—Elk Falls) has a problem with regards to working alone.

There was a long discussion about how to deal with fellow workers who blatantly ignore safety rules and regulations after it has been brought to their attention, often repeatedly.

The main question was "Are you wronging a bother/sister, if you report the safety infraction to the employer?"

WCB regs state that you must report all unsafe acts or conditions to your supervisor. But they don't say you have to name the individual involved. You could simply state the kind of unsafe act or condition that you observed and where it occurred. (For example: "I was just in your department and noticed someone working on top of the dryers without any fall protection. No, sorry, from the distance I couldn't make out who it was. No, I didn't say anything to them; I thought I should report it to someone in authority.")

Now the burden falls on the supervisor to investigate and ensure the rules and regulations are adhered to. You've fulfilled your obligations under your oath and under the law.

Sister Karen Cooling, a staffer with the CEP Western Region Office, is going to summarize the discussion we had on this and then form a committee to try and come up with a policy that individual locals could modify and/or adopt, if they so wished.

The following account would be funny if it wasn't so serious. It comes to us from Local 76 in Powell River and concerns contractor safety and awareness.

Seems some contractors were going to go inside a barge to do some confined-space work. When the Union asked if they had done any air quality tests, the contractors replied, "We're way ahead of you. We had it sniffed in Vancouver before it came up!" When asked about a hole watch, they replied, "We're way ahead of you on that one too. We work in pairs!"

Some of the other comments in the local reports covered housekeeping concerns due to lack of manpower, training issues, (i.e. not getting contractors running around the work site working under their own so-called 'safety rules,') a lack of management commitment to drive safety programs, and near-misses involving pedestrians in the warehouse.

On day two of the conference we had a presentation by the Forest Industrial Health Research Program, a non-profit organization dedicated to research in the areas of concern to the Pulp & Paper industry. The presenters were Robert W. Lockhart from B.C. Research Inc., and Elizabeth McDonald of ALS Environmental, whom many of you will recognize as the person who does a lot of our air quality tests. You can view the studies they have done at www.paperforum.com.

After this presentation and continuing into the afternoon we had three mini-workshops. These were abbreviated versions of the eight-hour (or sometimes longer) courses that are put on for workers.

In "Measuring Safety Performance" with Randy Kelbert of Kits Corp, he talked about various ways that safety committees measure the effectiveness of

their workplace safety programs. He discussed the pros and cons of conducting audits; using statistical data like first aid incidents, medical aids and lost time accidents; and working time ratios. Behaviour-based safety programs were also briefly touched on.

"Changes to Workers' Compensation Board OH&S Regulations" was led by Lynn Bueckart, director of OHS and Environment with the B.C. Federation of Labour. You can check the B.C. Fed website for the changes to the OH&S regs at www.bcfed.com.

Lynn informed us of the upcoming sections of the regs that the Liberals are planning to gut next. Parts 4, 7, 11, 13, 22 and 28 are next up for review. There will be a chance for the public to comment on proposed changes at a public hearing coming to Langley sometime in March of next year.

We also found out that there are going to be some major changes in how First Aid levels are determined. It appears at first glance that this will not have much impact on us. We will have to look into this further as it is one of the items on the company's agenda in the current round of contract negotiations.

Mae Burrows from the Labour Environmental Alliance presented "Toxins in the Workplace." Brothers John Galuska and Kelly Noakes attended the full version of this course earlier this year as part of the annual training required to be given to OHSC members under provincial law.

There is always valuable information exchanged in these gatherings. We will be following up with a couple of the locals with regards to some of the shared experiences that we've had (eg. rolls falling in dryers, working alone policy).

On behalf of brother Noakes and myself, I would like to thank the members for sending us to the conference this year. Have a safe and happy holiday season.

BC labour leaders say maintenance worker's death was preventable

B.C. Federation of Labour President Jim Sinclair today sends his condolences to the family of Brian Lai, the maintenance worker killed in a tragic and preventable accident in downtown Vancouver on May 14, 2003.

"There is no question that the family, friends, and co-workers of Brian Lai are suffering enormously from the loss of their loved one," said Sinclair. "We're deeply saddened by this tragedy and we want the family to know that workers around the province send their heartfelt sympathy at this difficult time."



"What is truly tragic is that this accident could have been prevented. This employer has had several fines imposed by the WCB for repeated violations of fall protection regulations and yet the problem continued and a worker died," said Sinclair. "It is time the WCB took a more forceful approach to health and safety violations and invoke the Workers Compensation Act. The Act states that employers can be prosecuted for repeatedly exposing workers to life threatening hazards and be liable for fines up to \$500,000 and/or imprisonment."

Sinclair pointed out that the government has directed the WCB to cut one-third of the health and safety regulations and to introduce more performance-based regulations in a bid to cut so-called 'red tape'. One of the regulations currently on the chopping block is fall protection. "It's outrageous that the WCB is considering cutting fall protection regulations while some bad employers continue to flaunt the current standards," Sinclair said.

Under the performance-based regulations employers would be allowed to establish and implement their own safety regulations. "If the current template isn't being followed, why in the heck would an unscrupulous employer invest more time and money into developing and implementing their own framework?" asked the Executive Director of the BC Building Trades, Wayne Peppard. "This will definitely not make job sites safer," Peppard said. "Rather, more workers will be killed and injured on the job."

"Workers lives depend on these regulations being strictly enforced," said Peppard. "We simply cannot assume that employers will put workers' safety ahead of their own bottom line and police their own operations."

Sinclair and Peppard are demanding that the government immediately call off their directive to the WCB to cut health and safety regulations.

So I went to the SAFOR training...

...and came back pretty disgusted. I will not be wasting any more of *my* time to go to this training. However, they *can* force me to do it on my working days. So be it.

I don't know about you, but I find it personally offensive that the SAFOR course is trying to tell us that we are at fault for the accidents we have. Unless an individual is purposely trying to hurt themselves (read: suicidal tendencies or self-injury to overcome some deeper pain) it's very unlikely that we come to work with the intention of having an accident. If we are 'away' it's not necessarily due to our 'personal' problems but more likely due to the frustration from the directions we are given, the tools/equipment and their availability or condition. And one mustn't forget to mention the never-ending silly stuff inexperienced Supervisors are trying to force us to do, the input overload of being bounced from this task to that task or any number of other common occurrences that wear us down on a daily basis. The brain tunes out in an act of self preservation and stress avoidance.

I personally do not need to be taught to clean up the oil or water on the floor. The safety things under my control, are done. The safety things out of my control are just that...out of *my* control and those are the things that need addressing

I understand that the course is going to be teaching leadership among other topics. Leaders are born. You can teach someone everything you want about leadership and if they're not natural leaders, this course isn't going to make them leaders. And the leaders we do have don't have a problem with doing things safely. Another little thing the company might consider...it's not them...it's the others. Moreover, the 'others' also have a tendency to have all kinds of Employee/Supervisor relationship problems.

Another 'new' thing is the recording of the Safety Stats. They have changed the guidelines they used for reportable injuries and that is fine. As indicated elsewhere, most companies do this; the big problem is that the SAFOR dude will most likely take the credit for this miraculous 'show' of lowered First Aid numbers. The bad news is...he'll probably be long gone when we have our next serious, injury producing accident. And guess what? The company will shake their heads and not understand why the training 'did not take'.

In Solidarity
Ilona Kenny

**To Local 298:**

Thank you for the fruit basket. I enjoyed it very much.

Glenn LaBounty

To Local 298

I would like to take this opportunity to thank everyone for the care and concerns during my time of being ill. I can't put into words how much this meant to me. All of the visits were awesome (even the MOBIL 1 gentlemen) and definitely helped the time pass and I'm happy to let everyone know that I am 100% again. It once again proves how terrific the people at Eurocan are and I wish you all the best during the holiday season!

Kevin Read

Dear Brothers & Sisters:

Wishing you a beautiful holiday season and a New Year of peace & happiness

**Brother Hans
(Anna & Hans Thodt)**

To all the members of Local 298

I would like to take this opportunity to thank all my sisters and brothers of Local 298 who congratulated me on my achievement of the 2nd Class Power Engineering Ticket. Thanks once again. Also, Merry Christmas and Happy New Year to each and everyone.

Lakhbir (Lucky) Bhullar

To all the members of CEP Local 298:

Many thanks for the Christmas basket. Wishing you all a Merry Christmas and a Happy New Year.

Frank Paulitschke

Hello Don,

Thanks for taking the time to send me local 298 NEWSLETTER. The articles were so interesting to read, I read it twice.

You guys have a uphill struggle, to secure a better working environment. I could not believe the article on the locker and tool box issue, I guess they want to lower the morale of the workers. Keep up the pressure. All the best for a better working environment.

The articles on safety were most interesting to me, I am now the Maintenance workers safety rep. at the JHSC level.

I followed the events of the strike by checking your web site, but as you realized it was not always up to date, I enjoyed going to it and read whatever news did show up. Tell the guys the pictures were excellent, I remember most of them.

I have met several people from Eurocan who has retired and some that are sick and seeking medical attention out here. Many of the retiree had heart attack and some bypass surgery. I have met Pekka Rakhola the finish electrician, he had a massive stroke and is now paralyzed, he is in a wheel chair. I wonder if the working environment at Eurocan had anything to do with all the people that is suffering from heart attack and other illness. As for me I doing well so far, at the same time I am getting a lot of exercise.

The job is quite relaxing not too many pressure, part of the year we run 1 shift, the summer 3 shifts and the winter 1 sometime 2 and they shut down for the Christmas.

Merry Christmas to you and the family also all the members of local 298.**Rahim Bacchus**

(Rahim is an electrician who worked at Eurocan for many years before moving to the lower mainland and going to work for Labatt's Breweries. Editor)

To CEP Local 298:

Thank you for the gift basket, it's very much appreciated.

We wish all members of CEP Local 298 a very **Merry Christmas and a Happy New Year!**

Peter & Jane Martin

Thanks to Local 298

for the Christmas Basket and all the help.

**Merry Christmas and all the best in the New Year.
Allan & Jean Pierce**

To Pat, Executive & Members of CEP Local 298

Hope you all have a very Merry Xmas and a Happy New Year. Thank you for everything in the past and in the present. It's nice being remembered.

Regards
Manfred & Ingrid Lubke

To all Members & Executive of CEP Local 298:

We would like to thank you for the lovely basket which was delivered to us recently. Your thoughtfulness was very much appreciated

Sincerely
Marion & Fernando Amado

To CEP Local 298

Thank you for the very nice basket you gave us and all the goodies in it.

Walter & Marianne Sanwald

To CEP Local 298:

Thank you very much for the beautiful Christmas Gift Basket.

Merry Christmas
Bruce & Diana Griffiths

To CEP Local 298

Thanks very much for the lovely gift basket of goodies, we appreciate it. We wish all of you a Merry Christmas and Happy New Year. Many good blessings to you all.

Love
Joao & Maria Ventura

To CEP Local 298

Thank you very much for the lovely basket. It is very much appreciated, wishing you all a

Merry Christmas and a Happy New Year
D. Pereira

To The Executive & Members of Local 298

Thank you very much for the gift basket of goodies. Have a Merry Christmas and all the best to you and your families in the New Year

Bernie Da Silva

To CEP Local 298

Thanks for the Christmas basket. It was much appreciated by Heather and myself.

Peter Crockart

WHAT'S UP DOC?

Whatever happened to the Co-Gen Plant that Eurocan is suppose to build? I know during the strike they told the public that due to the strike the generator couldn't be delivered until after the strike. It was to be here in the spring but it was delayed until the fall.

I know a couple of workers that work for the construction trades. They told me that because of the strike their jobs at Eurocan were on hold. They said they had the contracts to build the Co-Gen Plant.

But, on our return someone asked Rick Maksymetz when the building of the Co-Gen Plant was to start. His answer was he couldn't say now because it would hamper him with the deal he was making with Hydro. So, does that mean if Rick can get cheap Hydro from B.C. Hydro he will not build the plant?

I asked these same people and they said they thought the project was dead.

After all the benefits that this project would help, reduce the cost of paper production, reduce the use of electric heat to prevent freezing and many more plus the pay back was there, I can't believe Eurocan or Hydro would kill a project like this that benefits the future of Kitimat.

Dan Belleville

WENT AWAY! GONE AWAY!

I think the Company is really sold on this SAFOR program, at least part of it.

When we first came back to work after the strike the Company said that the Ketchams were really concerned about safety but they went away.

The Company focused on pinch points and guards but appear to have gone away from that project for now. Now they are saying that we have too many safety representatives on our Joint Occupational Health and Safety Committee meetings. They want us to go away and come back with only half the representatives.

Also, we know now why the Company representatives are all for this program because at four o'clock they can go away and forget about safety. The Company is responsible for doing risk

assessments and job procedure but have they gone away again from that responsibility too? They think!

We had people taking responsibility for this but rumor has it that the Company is cutting back on secretaries. The Company doesn't see the pay back, so send these people away even though they are badly needed.

It also came to our attention that if staff stays extra hours because they are concerned about our safety they don't get paid for it and still have to do their regular work. So maybe that is why upper management went away from dealing with the safety issues.

Investigations of incidents have gone down because the Company has changed the rules that make them obligated to do the investigations. The example that comes to mind is when one of our members got burnt by white liquor to his back he was sent to the doctor and because he was just checked and released without any medical treatment an investigation was not needed under the new rules. To be fair I was told the reason the drip was not fixed for over two years would be investigated. Yes, the employee would have to lose an eye before we can have an incident investigation. My concern is that this example of putting a larger or newer pan under some dangerous drips to make them go away to a new area is acceptable to this company.

Going away is not always bad! Let's say if Lawrence Closter had gone away he would have never got hurt, but he chose to stay and work. Yes, when he did come back he was wearing his hard hat. Well, I guess by now you have guessed what part of the SAFOR Program that I think the Company has adopted. Don't read the title.

So, if you see anything that seems unsafe or is in question, take the Company's example and go away, walk away and ask questions.

Remember, it's your right to keep yourself and others safe, so use it.

Dan Belleville

P.S.: I heard that Mike Rekedal has implemented the rule that when a Paper Machine is down the Papermill will be considered a construction area. Therefore, hard hats must be worn in the area (*except the employees working on the machine that is still running*) and hard hats should be worn in the basement of the Papermill.

Mike took this action after Closter was hurt in the Papermill by a falling object. I think Mike should get an "at-a-boy" from the Union for action taken so quickly to prevent injuries to Eurocan's employees

Thanks Mike.

SHAME and INTIMIDATION

An Open Letter to Hank and Sam Ketcham

Dear Sirs:

I was recently asked to do a job I felt to be very unsafe in nature by Tony McWhannel, Steve Bull and the Pulp Supervisor de jour, Mr. Ellison. They stated that this job was urgent and needed to be done immediately...it was a Friday. To do the drag chain repair on the crossover conveyor required that I step on top a shaky short section of handrail, over another open drag chain conveyor, pulling myself up by a live piece of electrical conduit, and then work balancing on the edges of a single drag chain conveyor some twenty feet in the air with nothing to hook a fall arrest lanyard to.

The job would have required me to have a cutting torch and hose, and an electrical extension cord hanging dangerously over the running drag chain below which the Pulp Mill refused to shut down. I wrote a detailed account of the reasons I refused to do this job in the Mechanical Log. After looking over the job and then explaining the hazards to the above mentioned supervision, I was then told that I could easily do this job with just a hammer and zip cut, but when I suggested that they take a good look at what I was being asked to do and for them to climb up and take a look., they declined.

I have since seen that the supervisor stated in his log entry, "the millwright had access issues." With regard to my lengthy log entry, I was never approached by any management person, our Safety Officer included. I brought this up with my Superintendent and regarding the job, he told me that I had done the right thing, end of story. The job was done by two millwrights the following Monday using a rented JLG, since ours had been condemned as unfit to use. I am told that it took them most of the day to do. Further, there is a work order in since January 2003, a copy of which I have, to build a work platform so that this job can be done safely and so the operator can safely inspect the conveyor. It has not been built, though the inspections and repairs have been numerous.

Though I was concerned about this hazardous assignment and I informed my relief of my concerns with this job, I had just about set this incident aside, until a member of Standing Committee, informed me that my name had come up and I had been called a "shirker" by Mr. McWhannel. I must add that there has been one other incident in the Pulp Mill where I have had to refuse a job because I felt it to be unsafe.

Having read Mr. Ketcham's direction for safety and the appointment of Sam Ketcham to follow up on making our mills safer I wonder what they would

think of their management's complete disregard for mine. It appears to me that the recent death and another dismemberment of two West Fraser employees' have already been forgotten, if it ever was taken seriously here at Eurocan. I personally feel that every attempt was made to intimidate and shame me into doing this unsafe work. I also consider that Mr. McWhannel's remarks later spoken were harmful and intended to ruin my good reputation with other management people and union people as well. I would suggest that remarks like these further intimidate workers to do unsafe work for fear of similar repercussions.

I have since brought this matter to our Maintenance Manager's attention. His interest really perked up when I suggested that my best course of action would probably be to write Hank Ketcham. He has scheduled a meeting with myself, Tony McWhannel, and I asked that Jack McCamy be present also. You are welcome as far as I am concerned. Mr. Muzykowski wants first crack at resolving this. I have little faith that anything will really come of it and it will be written off to poor communications or some similar excuse. I am asking that you forward a copy of this letter to Hank and Sam Ketcham, and please print it our next Union paper. I have a feeling that this is happening more than we know.

One last comment. I was going to write one of my tongue in cheek articles, "Things That Make You Go HUH?" with regard to this incident. I can't do that in good conscience, the matter is anything but funny. Maybe the WCB wouldn't think so either. As yet, I haven't been formally disciplined for my refusal. But I feel the Employer's obligation and the Supervisor's obligation for my safety has been found lacking and they have indeed disciplined me in other ways. In our SAFOR training, we were asked to come away thinking, "Would we ask our child to do this job?" I wonder which of these individuals was thinking about that when assigning this work? And if SAFOR is supposed to work with our existing safety program and correct such problems, why have I not heard anything back after my log entry? How many more deaths and dismemberments will it take?

Sincerely yours,

Brian Liberman

Ignore hazards and go to jail

Bulletin/CUPE Local One/CALM

Last Spring, changes to the *Canadian Criminal Code* were proposed in the form of *Bill-C45*. If it gets passed, the bill will define occupational health and safety duties for corporations, individuals and other parties defined as "organizations."

In the proposed legislation the term organization is used rather than corporation. Organization includes "a public body, a body corporate, a society, a company," taken from the existing Criminal Code definitions, but adds "a firm, a partnership, a trade union or an unincorporated association," which are new. This ensures that the same rules for attributing criminal liability apply to various kinds of organizations, regardless of the specific way they choose to structure their affairs.

Bill C-45 is the most dramatic occupational health and safety proposal in Canada since the development of the internal responsibility system. The federal government is responding to recommendations made after the Westray Mine Disaster Inquiry.

The bill proposes an explicit new duty within the criminal negligence sections of the *Criminal Code*. The duty provides that those who "undertake or have the authority to direct how another person does work or performs a task are required to take reasonable steps to prevent bodily harm to any person arising from their work." Therefore, there would exist an obligation to workers and to the safety of the public at large.

This duty has traditionally been confined to managers, supervisors and officers or directors. The law will affect any individual employee who "undertakes" to direct another on how to perform any "task" in the workplace. Imposing this obligation on employees creates a chilling effect on working crew leaders, lead hands, union executives and safety professionals, including union health and safety representatives.

If passed, this law will need to be tested through case law to see what parts of it hold up. However, if you see an unsafe condition in the workplace, don't turn the other way. Instead, put it in writing.

Keep in mind that written documents are the strongest form of protection in court. You don't want to be the one to test the law.

Westray bill gets royal assent

USWA/CALM

Legislation that unions have promoted for nearly 12 years became law when *Bill C-45*, the Westray Bill, received royal assent.

The law holds corporations, their directors and executives accountable for criminally negligent acts in the workplace.

"Critics have tried to claim that this legislation was rushed through too quickly," said Lawrence McBrearty, national director of the United Steelworkers. "Nothing could be further from the truth. Our activists have lobbied federal politicians over many years, promoted changes to the Criminal Code through a series of private members' bills, and met with the all-party Justice Committee, which eventually recommended that the Liberal government bring forward its own legislation on corporate responsibility. I would hardly call all of that 'rushing'."

The law is known as the Westray Bill after the 1992 explosion that killed 26 miners at the Westray Coal Mine in Stellarton, N.S.

The inquiry after the disaster put forward a recommendation calling for changes to the Criminal Code. The Steelworkers' union kept up pressure on federal politicians with rank-and-file lobbyists meeting every Member of Parliament to get their support.

McBrearty said the campaign really started before the mine blew up, in an organizing drive in which workers signed union cards in the hope that the union would force Westray's owners to operate a safe mine.

"Most of the men who died in the early hours of May 9, 1992 were already Steelworker members," he said, adding that representatives of the Westray families were on hand, as guests of the union, for the reading into law by Governor-General Adrienne Clarkson.

Dangers of a rising Looney

CAW Contact/CALM

The Canadian dollar reached its highest level in eight years in October, breaking through 75 cents U.S. But economists warn the rapid rise in the currency is putting severe pressure on Canadian export industries, especially the auto industry.

CAW Economist Jim Stanford warned the Senate Standing Committee on Foreign Affairs of dire economic consequences if the Canadian dollar is maintained at current levels, or rises even further.

Stanford argues that the weaker levels of the dollar during the late 1990s were central to the strong expansion of Canadian manufacturing employment. Canadian manufacturers have created 450,000 jobs since 1995, while U.S. manufacturing has shed 2.7 million jobs. Higher Canadian interest rates, however, have driven the Canada-U.S. differential in interest rates to their highest levels in eight years, and explain most of this year's unprecedented run-up in the dollar.

The painful effects of the higher dollar are immediately visible in trade flows. Canada's net export surplus in automotive products has fallen by

over \$4 billion, or 50 per cent, during just the first six months of this year.

Stanford predicts that if the dollar stays at 75 cents U.S. or higher, Canada could become a net importer of automotive products within five years. He called on the Bank of Canada to cut Canadian interest rates, to bring the dollar back to 72 cents U.S. or lower-at which point, Stanford suggests, Canadian manufactured goods will be once again competitive.

The ILO

Leaflet/PPWC /CALM

The International Labour Organization

was created at the 1919 Versailles Peace Conference, after World War I.

A tripartite organization, it brings together governments, employers and workers. Almost all the governments of the world are members of the ILO and are legally bound by its conventions.

"Conditions of labour exist involving injustice, hardship and privation to large numbers of people. The failure of any nation to adopt humane conditions of labour is an obstacle in the way of other nations which desire to improve the conditions in their own countries. Universal and lasting peace can be established only if it is based upon social justice."
-an excerpt from the preamble to the constitution of the ILO

Even though it lacks the power to enforce, the ILO continues to expose labour and social injustice throughout the world.

How do you spell respect?

News and Views/IAM 2330/CALM

A high school teacher injured his back and had to wear a plaster cast around the upper part of his body. The cast fit under his shirt and wasn't noticeable.

On his first day back to work, he found himself assigned to the class with the toughest students in the school.

When the students started to misbehave, he asked them to stop, but they ignored him. Suddenly, a strong breeze from an open window started to make his tie flap. He kept pushing it down but it kept getting flying up.

Finally, out of frustration, he stood up, took a big stapler off the desk and stapled the tie to his chest.

Since then, he's hasn't had any problems with rowdy students.

Summary of Negotiations at CEP Local 789

Negotiations between Domtar and Local 789 began in April of this year with the exchanging of agendas. The company's agenda was quite vague but focused on cost saving measures. Highlighted, as the company's key issue was the splitting of our paper machine line of progression. We currently have two machines but the crews form one line of progression. Move ups across the two machines happen only during long term or permanent vacancies. This item was very contentious as we had been arguing for years that the company would be better served by cross machining on a daily basis in order to maintain proficiencies and avoid the costs of re-orientation. The matter is further complicated by the fact that our #1 paper machine is operating on a reduced schedule and we are experiencing instances where senior members are receiving less income than junior members as a result. It should be noted that the future of this machine is in doubt.

The union's agenda was very specific. Recent downsizing had highlighted the need to modify some of our seniority language. Retiree benefits were a concern. Our contract had no language guaranteeing these benefits. So we sought some codification as well as some improvements to the lifetime maximum for extended health benefits for retirees.

The most important aspect of our agenda was the **Norske Pattern Agreement**. We told the company from day one that we would not be able to conclude an agreement without the Pattern being met. With no indication that the pattern was unattainable, negotiation continued. It was agreed by both parties that we would negotiate local issues first and then move on to main wage items. Traditionally, in our mill, this process would take 8 to 10 days.

This was our first time at the bargaining table with Domtar. Their bargaining committee was, in our view, extremely inexperienced and unprepared. After repeated delays, lengthy caucuses, and cancelled sessions we reached a point where we had bargained for almost five months and had not yet completed our local agenda items. It became clear to us that the company was going to great lengths to avoid or delay any discussion of the Pattern agenda. Eventually, to advance the process, we informed the company that there would be no further discussion on their key issue (paper machine lines of progression) until we received their response to the Pattern.

At that point in mid October, the company finally gave us their position. While they agreed to some of the pattern, they would not agree to a number of key items. The company refused to accept the successorship language, the newsprint (or any other) price trigger bonus, the letters of Commitment to

Employment and Trades Qualifications, and most importantly, they would only agree to the benefit enhancements if we agreed to caps on dental benefits and a 75% / 25% cost share of all health and welfare benefits. Cost sharing was not on the company's agenda and had never been mentioned in the first 5 months of negotiations. We informed them that we considered this to be bargaining in bad faith and that unless they changed their position there would be no chance of reaching an agreement.

On October 14th the company declared that they considered us to be at an impasse and announced that they would be applying to the Labour Board for mediation. That same night, we gave a report to our membership and were directed to take a strike vote. The strike vote was taken on October 22nd. **Our member voted 98.6% in favour of taking a strike.**

Mediation began on November 6th with Stephen Rinfret. Throughout two days of mediation, very little progress was made. The company chose to spend the time rehashing issues that had been insignificant during regular negotiations. They attempted to negotiate items such as mandatory overtime for our tradesmen in exchange for an increase in safety boot allowance (while introducing an annual cap). We responded by withdrawing all peripheral items so that we could force the company to deal with items that could end the impasse. They responded with a new safety boot allowance offer. After two days of meaningless talks the company, as expected, issued a final offer. This offer still contained cost sharing, no guaranteed retiree benefits, no trigger bonus, and no successorship language. Rather than reject the offer and have the company force a Sec. 78 vote, we chose to take the offer to our members with a recommendation of rejection. **This final offer was rejected on November 13th by 93.2% of our members.**

On the **14th of November** we issued the company with 72-hour strike notice. They asked if we would continue negotiations the following week. We informed them that we would be willing to meet during the 72 hours but that we would not push back the deadline for a strike. We met with the company over that weekend with the help of mediator Rinfret but were unable to get cost sharing off the table despite making gestures such as capitulating on the company's paper machine line of progression item and offering to strike a union committee that would explore efficiency improvements in our operation. The company had recently stated that the reason for the impasse was the fact that the union wouldn't discuss the paper machine lines and wouldn't address cost saving measures. Our offer to accept their proposal on lines of progression in its entirety was met by their withdrawing the item!

On Monday the 17th of November, the company issued a new final offer. This offer again

included cost sharing of benefits (in a modified form). It included the successorship and the retiree benefits guaranteed for the term of the agreement but included items on a two-tiered wages system for summer students and the selling back of vacations and floaters. This offer was immediately rejected and the company applied for the Labour Board supervised final offer vote.

The strike began that night at midnight. The operation was shutdown. The company put up a chain link fence around the mill. Floodlights and security cameras were installed. The union was denied a location to set up a strike trailer. We were denied access to electricity and a phone line. The company attempted to have our burning barrels removed and has been extremely confrontational on issues of continuation of benefits and vacation entitlements.

The final, final, final offer vote, as it has been called, took place on December 2nd. Again our membership sent a strong message to Domtar. **It was rejected by 90.2%.** There are no talks scheduled at this time. The strike continues.

To summarize, it appears that Domtar underestimated the resolve and solidarity of our membership. We are speculating that their determination to get cost sharing at all costs is in anticipation of the East coast pattern negotiations scheduled for the spring. We are developing a strategy that will apply pressure on the employer in the East. The members of Domtar CEP locals are aware of this dispute and will be asked to be vocal in their outrage. Brian Payne has had discussions with senior Domtar officials in Montreal and will continue to explore opportunities to resolve this dispute above the local level.

Again **the key issues** are the cost sharing of benefits, successorship rights, retiree benefits, two tiered wages, selling back vacations and floaters, and the letters of agreement involved in the pattern. Our members are totally focused on, and committed to, achieving the West Coast pattern agreement. We are particularly concerned, as all union members should be, about the introduction of cost sharing of health and welfare benefits in our industry. We are determined not to be the first. The support of the wage caucus is key to helping our members take on this battle. The motion passed on the 28th of November, ensuring our members an additional \$150.00 per week and assisting with benefit continuation was a tremendous show of solidarity in our industry and was instrumental in maintaining support above 90% for this strike. We hope all locals in the caucus will see the importance of contributing as our local has contributed in the past. For any further details or inquires, please feel free to contact me any time or check out our website at **www.cep789.ca**.

Thanks for all the support, both moral and financial.
In solidarity,

Mike Fenton
President
CEP Local 789
(604) 307-9267
mikefenton@shaw.ca

(The following is a letter from Dave Coles regarding the Strike Support Fund. Editor.)

To all Pulp & Paper Wage Caucus Locals and Staff

RE: Strike Support Fund

Dear Bothers and Sisters:

On November 18, 2003 CEP Local 789 commenced strike action against their employer, Domtar, to defend the pattern agreement.

A Strike Support Fund has been initiated and will be administered through the Western Region office in Vancouver. To generate support for each member at a level of \$150 per member per week, the fund must receive \$8 per member per week from all Pulp & Paper Wage Caucus locals.

Please forward your local union contribution on a monthly basis, identified as **Strike Support Fund**, to:

CEP Strike Support Fund
Suite 540 -1199 West Pender St Vancouver, BC V66
2R1 Attention: Cathy Patterson

In Solidarity
Dave Coles
VP, Western Region

(In support of Local 789 the following Notice Of Motions will be voted on at the January 14, 2004 membership meeting. Editor.)

December 15, 2003

NOTICE OF MOTION

(To be voted on at the January 14, 2004 Membership meeting.)

On November 18, 2003 CEP Local 789 commenced strike action against their employer, Domtar, to defend the pattern agreement.

The CEP Western Region Pulp & Paper Wage Caucus locals have decided to supplement the

weekly strike pay support from the National by \$150 per member of Local 789. In order to generate sufficient funds for this support each member of the Wage Caucus Locals are being assessed \$8 per week.

The key issues are the cost sharing of benefits, successorship rights, retiree benefits, two tiered wages, selling back vacations and floaters, and the letters of agreement involved in the pattern. At one point Domtar was pushing its position on progression line move ups on their two paper machines, basically stating that each machine had its own progression line. When the Union eventually agreed to this position Domtar removed it from its agenda. This is bargaining in bad faith on the part of the Company.

While Local 298 is not part of the Wage Caucus it is important that we support our fellow brothers and sisters at Local 789. We know what its like to be in a tough strike with a stubborn employer and the indications are that Domtar wants to make an example of this mill in order to set the pattern for their mills back east.

In order to assist our fellow brothers and sisters at Local 789 the following motion is moved:

The Union temporarily increase the union dues by eight dollars per week, sixteen dollars per pay cheque, per member to help assist Local 789, starting as soon as possible after being passed and lasting until such time as the strike has ended.

Signed by Don Klie
1st Vice President
CEP Local 298

Recording Secretary
Dino Stamatakis
CEP Local 298

Update on the IWA

(The following article was provided by Gene McGuckin, editor of Local 1129's The Pulper. Editor)

A week ago Monday the IWA delegation walked out of the B.C. Federation of Labour convention in the midst of harsh criticism from convention delegates of the IWA's collaboration with the B.C. Liberals and multinational corporations in firing HEU hospital workers and privatizing their jobs. This walkout took place only days after the IWA's Coast region members had gone on strike over exactly the same issue -- contracting out.

Now it appears the walkout probably does not mark a permanent split from the Fed. The IWA delegation returned to the convention the following day, and members took part in the debates on Tuesday and Wednesday. This would make sense for a number of reasons.

First and foremost, the IWA membership is locked in a desperate fight against Forest Industrial Relations. FIR's unprecedented decision to impose a new contract allowing contracting out and weekend work at straight time was an all-out declaration of war, and came at a time when thousands of IWA members were already out of work thanks to the softwood lumber dispute. The IWA will need serious support during this strike, and that support will be easier to obtain inside the Fed than outside it.

Second, it would seem logical to assume that if the IWA left the Fed it might create difficulties should the reported merger discussions with Steel, the Machinists, CEP and CAW start to move towards actual organizational unification.

Third, there is evidence that the IWA's raid on HEU is creating growing internal opposition within some locals to the disgusting conduct of Sonny Ghag's Local 1-3567 and the complicity of President Dave Haggard:

First, reports have surfaced regarding a dissident grouping in the Kelowna local that has now gone public in opposing the IWA raid on HEU (see the November 30 Province article and their website at www.sellingthefarm.com). This group was involved in mobilizing around a hundred IWA members to picket their own national convention last September in opposition not only to the raid on HEU, but also to the leadership's unsuccessful attempt to push through a \$13,000 a year pay raise for Haggard.

Second, the Woodworkers for a Fair Forest Policy, another oppositional group of former employees at the Eburne sawmill in Vancouver which closed four years ago have revealed that in 2001 Ghag's local signed a contract with a small remanufacturing plant in Surrey that contained a 35% wage cut and allowed for straight-time weekend work (see their website at www.wffps.bc.ca/nobel_lumber.htm).

Third, there are reports that Vancouver local 2171 sent a resolution to the September convention condemning the raid on HEU.

Finally, Bill Routley, president of IWA local 1-80 broke the silence in mid-October with his courageous public apology to HEU members, telling a community meeting in Duncan "I think it is outrageous what has happened to the [Hospital Employees Union]. I say I'm sorry to them and I'm sickened by what some people in our union have done."

Everyone who opposes contracting out and who supports a democratic union movement should seriously consider how to support these IWA members both in their fight against FIR's corporate offensive, and in their fight to support HEU and the basic principles of trade unionism. Please consider contacting them directly and asking them what sort of assistance and solidarity would be most useful to them.

Pension Report

Pension Improvements on the Way for Plan Members on January 1, 2004

By Dave Schaub

Pension Trustee

CEP Western Region Staff Representative

Remember 1993 when the pension plan trustees came to various meetings around the province and advised you that the Pulp & Paper Pension Plan was in financial trouble and members were going to be faced with a reduction in benefits or other drastic action would have to occur.

Remember the meetings in 1996 and 1997 advising the plan members that we were going to be entering a new pension plan that would increase benefits for you and the reaction was this could not be done and employee contributions were just there to ease the cost to the employers.

Remember the 2003 negotiations when you were voting on increasing the employee contributions to the plan by 1.5% January 1, 2004, another 1.5% January 1, 2005 and 1% each year for the next two years and the general consensus was that there would be no benefit to plan members in the immediate future.

At the Trustees meeting in October 2003 your pension trustees and alternates met and discussed the suggested changes that had been brought forward at previous meetings. These discussions resulted in the following changes becoming effective January 1, 2004 :

- Past Service Benefits (Service accumulated prior to January 1, 1997) will be indexed from \$45.91 to \$47.06
- Pensioners will have their pensions increased by .5%
- A second update will be applied to the earnings formula providing a further increase in service after January 1, 1997
- The Plan Normal Form will be changed from Life Guaranteed Five Years to Life Guaranteed Ten Years
- The Pension Formula for service after January 1, 1997 will increase from 1.3% to 1.35%

To show how these improvements will impact on a person's pension I will use the following assumption data:

Retirement date : January 1, 2004

Pre-1997 Credited Service : 25.5 years

Post -1997 Credited Service : 7 years

Total Monthly Pension Payable at retirement date prior to benefit improvements:

For credited service prior to January 1, 1997

(25.5 X \$45.91) = \$1,170.71

For credited service on and after January 1, 1997

(1.3%)* = \$400.02

Total = \$1,570.73

If you elected a Joint & Survivor option with a spouse that was 3 years younger, your benefit would be : **\$1570.73 X 89% = \$1397.95**

Total Monthly Pension Payable at retirement date after benefit improvements : (Career Updates, indexed pre-January 1,1997 service, Normal Form Guaranteed 10 and 1.35%)

For credited service prior to January 1, 1997

(25.5 X \$47.06) = \$1200.03

For credited service on and after January 1, 1997

(1.35%)* = \$415.41

Total = \$1615.44

If you elected a Joint & Survivor option with a spouse that was 3 years younger your benefit would be : **\$1615.44 X 91% = \$1470.05**

***Actual calculations for these amounts can be provided but were omitted due to space.**

What this represents for an employee with the wage rate of \$23.42 in 1997, indexed by the wage increases to \$26.37 in 2003 means that the benefit of 52.77 at 1.3% in 1997 has increased to \$61.72 in 2003 at 1.35% and the past service has increased from \$40.00 in 1997 to \$47.06 in 2003. The Joint & Survivor option, due to the change to the plan minimum being Life Guaranteed Ten Years, has seen the percentage change from 89% to 91% of your benefits.

Also at the same Trustees meeting, the trustees adopted the principled position that the plan minimum for the post January 1, 1997 service will be 1.6% and the target is to have the pension based on a final five year average earnings.

While the past ten years have been a challenge for your trustees it has been through the guidance of the plan professionals on investment of assets and plan governance that has seen the plan grow to a position of having a surplus position that has allowed us to grant the increases each year.

With the current plan we have a surplus of approximately \$90 million dollars with in excess of \$1.6 Billion in assets. If you compare your plan to others which have experienced dramatic reduction in assets because their trustees or employers have been heavily invested in equities. This will result in either a significant increase in contributions from

employers and employees or a reduction in benefits for the plan members including retirees.

Investments play a major role in any pension plan both to ensure the current benefits can be maintained for retirees and the promised benefits can be met for current active members. Your investment structure is fairly conservative by design.

A majority of the investments are in bonds (long term Canadian, provincials, or corporate), real estate through Mortgage Fund One and Two, Concert Properties (a real estate development company that is totally owned by Union Pension Funds and builds projects with Union Labour – also has significant rental holdings throughout B.C. and in partnership with OMERS in Ontario housing projects), Pacific Point (a residential building owned by several Union Pension Funds, Hedge Funds and a small equity holding.

This has resulted in a fairly significant return on your investments as follows :

For the past year to date :	15.6%
For the past two years :	13.0%
For the past three years:	9.3%
For the past four years :	7.8%
Since inception :	12.8%

Normally the trustees and plan professionals meet with those who are involved from both the Union and Employers around the province every two years to review the changes to the pension plan and answer any questions. This would have meant that we should have met this fall. With all the changes that I have indicated and others that have been implemented over the past two years, it was felt that it would be best to wait until the Spring of 2004 when examples can be presented to those who will be attending the meetings.

To further assist you, the Plan Administrator and Communication Committee has met and prepared a new Plan Newsletter that will be ready for distribution in the early spring.

This is your pension plan and if you have any questions please feel free to contact your trustees.

Construction, Maintenance and Allied Workers Bargaining Council

NEW ALLIANCES IN CONSTRUCTION Construction, Maintenance and Allied Workers Bargaining Council formed

Vancouver - The Communications, Energy and Paperworkers Union of Canada and the BC Provincial Council of Carpenters today announced the formation of a joint council between the two unions.

The announcement follows the decision by BC carpenters in a referendum vote to sever relations with their former international union.

"This Council represents the solidarity between CEP and BC Carpenters. It is the beginning of a new relationship that will fulfill the long-held aspiration of carpenters in BC for a progressive, Canadian union," said CEP President Brian Payne.

"BC Carpenters have now voted democratically and without any involvement by CEP or others to chart a new course for their membership," said Payne.

"This partnership can mean more job security and employment opportunities for our members, said BC Carpenters Union president Len Embree. "It will help us address the growing problem of non-union contractors and gate hires doing construction and maintenance work in large industrial plants. It will also promote more solidarity and co-operation between our Industrial and School Board sectors."

"It's a win-win for both unions," said Embree. "This alliance makes both unions stronger."

CEP represents 150,000 Canadian trade union members across Canada, including many tradespersons in the forest industry, energy industries and other sectors.

The BC Provincial Council of Carpenters represents about 8,000 carpenters, industrial, school board employees and other workers in BC.

BC Carpenters vote to leave International

British Columbia Carpenters Union members have voted decisively to sever ties with their International parent in Washington DC.

In a referendum, members voted overwhelmingly to cease their affiliation with the Washington dominated United Brotherhood of Carpenters and Joiners of America and seek an alliance with a Canadian Union.

"Our members are clearly demanding freedom from American control," said BC Carpenters Union president Len Embree in a statement issued today.

The ballot mailed to members asked "Do you wish to transfer the affiliation of the British Columbia Provincial Council of Carpenters and its affiliated Local Unions from the United Brotherhood of Carpenters and Joiners of America to a Canadian Union?" The membership voted 83 per cent in favour.

BC Carpenters Union president Len Embree said, "This is the clearest demonstration yet that the members of the BC Carpenters Union are determined to control their own destiny. They demand the right to elect their own officers and

representatives and to vote on decisions that affect their livelihoods."

Reacting to numerous American takeover attempts, BC Carpenters have indicated in several referenda that they will not tolerate American interference in their elections of officers and business representatives or the merging of Local Unions or negotiating collective agreements. Embree said that those collective rights have been fought for over generations and "We are not going to hand that over now, or ever."

Embree continued, "Only as a free and autonomous organization will we be able to make the changes necessary to grow and properly represent Canadian workers."

BACKGROUND

BC Carpenters sever ties with UBCJA

In September, 1995, Douglas J. McCarron was elected as the General President of the United Brotherhood of Carpenters and Joiners of America. In 1996 he introduced his plans to restructure the entire union. The restructuring included the forced mergers of Local Unions and the transfer of all assets and authority to newly established Regional Councils. It also provided that McCarron would appoint all the officers and delegates of any newly established Councils. The membership in BC solidly rejected the proposed restructuring, and instructed the BC Provincial Council of Carpenters to take any steps necessary to resist the structure being imposed in BC. Negotiations facilitated by former Labour Relations Board chair Stan Lanyon failed to find a resolution between the parties.

In July, 1999, McCarron came to a meeting in Port Alberni where the membership walked out after they were told that there would be no vote on mergers of Locals and no elections for the founding officers of any new Locals or Councils. Attempts by the International to force mergers and form a Regional Council on Vancouver Island failed when the Provincial Council successfully defended a Labour Relations Board decision that prevented any transfer of bargaining rights without a vote of the affected membership. In the summer of 2000, the International and a few of their supporters in BC filed a lawsuit against the Provincial Council when we refused to turn over our books to their auditor. The International lost this suit when Madam Justice Brown found that they had acted in bad faith in attempting to use the General President's constitutional authority to further their political battle against the Provincial Council.

In October, 2001 the Provincial Council applied to the Canadian Labour Congress, under the justification provisions of their constitution, seeking a CLC supervised vote of the membership that would allow BC Carpenters to affiliate directly to the CLC.

This led to another failed round of mediated negotiations and ultimately, over a year after our application was submitted, the CLC advised us that they would not proceed with a vote because in their view our application did not meet their constitutional requirements. Delegates at the Provincial Council's 2003 convention then endorsed a resolution directing the Council to negotiate an affiliation with a large Canadian Union. Before we can proceed with these negotiations we need to be able to demonstrate that this is clearly the wish of the membership in BC. That is the reason for this referendum vote. And that is the reason why it is important to remember what the issues are. McCarron has said that restructuring is necessary to make the union more accountable. Where his views differ from ours is that he believes the membership should be more accountable to the leadership - we believe the leaders should be accountable to the membership.

Aligning with a Canadian Union is probably the only means left to prevent the International from taking away those vested rights that the membership in BC have cherished for over one hundred years.

CEP EXTENDS MERGER OFFER TO CBC WORKERS

Halifax -- Canada's largest media union today offered its ongoing solidarity and assistance to CBC workers, the majority of whom have voted stay with their in house, American based organization.

In a media release following announcement of vote results among the 6,000 workers, Brian Payne, president of the Communications, Energy and Paperworkers of Canada said that "CEP accepts the democratic will of CBC workers."

"Obviously, we wish they had voted CEP in the majority but we respect the result as announced today," Mr. Payne said. "We are still Canada's largest media union and, as such, we offer our hand of solidarity to CBC workers."

In a consolidation vote conducted by the Canadian Industrial Relations Board, CBC workers voted to remain with the Canadian Media Guild, a local union of the Communications Workers of America. Some 30% of the workers were members of the CEP while 70% were represented by the CMG. CEP gained 42% of the final vote.

"The odd result of this vote is CBC employees are now isolated in an American union which has little connection to the rest of Canadian broadcasting. This isn't helpful to employees or the CBC," said

Peter Murdoch, media vice-president of the CEP. "Over the years and during the vote campaign, we continuously and consistently offered to merge with the CMG and we still think that is in the best interests of all Canadian media workers. The fact that a significant number of CMG members voted for the CEP is a sign that CBC employees agree with that sentiment," Murdoch said.

"Meanwhile, we urge CBC workers, and especially the technicians and others who were in CEP, to continue to build a strong union."

CEP represents some 20,000 media workers across the country.

OFFSHORE WORKERS REHIRED

A four year struggle for justice ended yesterday as the Newfoundland and Labrador Labour Board ordered the re-hiring of 25 Hibernia oil platform workers laid off since a union organizing drive in 2000.

The Board also ordered the company to pay the workers one year's back pay. Their Union, the Communications, Energy and Paperworkers Union of Canada, had been seeking full back pay from the time of lay off to the present. The monetary order of the Board is worth between \$1.5 and \$2.5 million.

"This is what I would call a partial victory," commented CEP Atlantic Region vice president Max Michaud. "We are pleased that our members are getting their jobs back but we think they should have received full restitution for lost wages."

CEP is Canada's largest Union of energy workers and represents several hundred off shore oil platform workers. The Hibernia oil platform workers, represented by CEP national representative Ron Smith and legal counsel John Harris, are members of CEP Local 97.

The struggle on behalf of the 25 workers began during a Union certification bid in February 2000. The Board had ruled the lay offs were contrary to legislation but the Company appealed an order of reinstatement and won their case before the provincial Supreme Court.

The CEP continued the fight to the Appeal Court which, this autumn, reversed the Supreme Court decision and ordered the Labour Board to reconsider the case. Yesterday's announcement from the Board follows that order.

"CEP will never back away from seeking what is right for our members," commented national president Brian Payne. "Canadian workers have the right to unionize without fear of unjust treatment, including lay off and we will always uphold that right," Mr. Payne said in congratulating the Local and its members on their victory.

SOFTWOOD LUMBER DEAL BAD FOR CANADA

OTTAWA - Canada's largest forestry workers Union wants to delay ratification of any softwood lumber deal with the U.S. until all stakeholders, including workers, have a chance to see and study all of the details.

"From what we have seen so far, the proposed deal is bad for Canada because it could lead to direct American control of Canadian forestry policies and would pit one province against another," said Brian Payne, president of the 150,000 member Communications, Energy and Paperworkers Union of Canada.

"Canadians must retain sovereignty over our biggest single natural resource," Mr. Payne said. "This deal will cede control of our forests to the American Department of Commerce and the U.S. lumber industry. We want a settlement of this dispute but one that will respect how we as Canadians decide to develop our forests and our communities."

The proposed deal, Mr. Payne added, is essentially a back room arrangement bargained by bureaucrats and lawyers and it would lead to a complete reversal of existing Canadian forest policies and regulations.

"Under this deal, we would be in the hunt for the lowest common denominator in terms of job creation, community development, and environmental protections," Mr. Payne commented.

"Provinces would be locked into an ongoing battle amongst themselves for market share in the United States. Instead of being able to extract social benefits from the forests we all own, provinces would be forced to forego public good to please American industry demands for totally private, strictly for profit, control of how we develop."

Mr. Payne called on Prime Minister designate Paul Martin to delay ratification of the proposal and to open the negotiating process up beyond bureaucrats to include all stakeholders, including unions, on both sides of the border.

"This will be the first test faced by Paul Martin as Prime Minister. Based on what he decides, Canadians will be able to see how he plans to protect our interests."

Hire her

Internet/CALM

An executive was interviewing a young woman for a position in his company.

He wanted to learn something about her personality, so he asked, "If you could have a conversation with anyone, living or dead, who would it be?"

She responded quickly, "The live one."

Grievance Report**Put It In Writing****by Don Klie**

There have been two Standing Committee meetings since the last issue of the Newsletter; November 25 and December 11, 2003. Some of the issues discussed are detailed below:

1. Contracting out of truck hauling – The Union raised concerns regarding the amount of trucking (mainly the hauling of gravel) that the company has been contracting out. The Union stated that there is no need to contract out the work. If we need extra trucks the Company can rent/lease them and our people can drive them. The Company provided a copy of the original contract out form for the gravel haul to the landfill site. It was noted that the amount of gravel already hauled was over double what had been listed on the form.
2. Contracting out audiometric testing – The Union reiterated its position, that is, if the Company had followed the Union's advice the backlog of testing would have been completed in a timely and cost efficient manner. The Company is not living up to its commitment to reduce contracting out.
3. Summer Student hiring program – The Company gave a letter to the Union asking the Union to reconsider its position regarding the waiver of the seniority clause as it pertains to summer students. The Union to respond.
4. Union Leave requests – The Company gave the Union a letter noting its position on union leave request. The Company noted that it tries to balance the interests of the employee with the interests of the business and endeavors to grant union clearance where it can be reasonably accommodated. However, the Company noted that there would be occasions when they would not be able to grant the leaves of absence in order to be able to conduct its business in an efficient manner. Furthermore, the employee's supervisor must approve any leave requests prior to an employee absenting himself. The Union gave a written response stating that we did not agree with the Company's interpretation of Article XIV – Leave of Absence – Section 1: Union and Public Office. Also, the Union noted that we do not accept that leave for Union business is dependent upon approval by an individual supervisor. And, while we have consistently given the Employer as much notice as possible, there will be instances where pressing Union matters require immediate attention. The Company noted the Union's comments.
5. Grievance handling – The Company gave the Union a letter noting its frustration with the ineffective way the grievances have been handled and the long delays. The Company was concerned that the delays were contributing to taking people's focus away from the task at hand – that task being to make paper safely in a cost-effective manner. The Company stated that it was notifying the Union that it would be expecting the Union to process its grievances within the time frames and that the Company would give consideration to extend the time frames for individual grievances at the request of the Union. The Company also notified the Union that Angie Horianopoulos would be replacing Mike Martins on the committee and as the Company's representative at Fact Finding. While the Union noted the Company's comments it stated that it believed the letter was aimed at blaming the Union for the delays and hinted that the Company would try to use this tactic to squash any grievance it was fearful of losing. The Union to respond.
6. Skidder operation and procedures – The Union requested a complete explanation of what was planned for the skidder operation and how it was going to be implemented. The Company to respond.
7. First Aid back-up ambulance drivers – The Union requested the Company to identify the employees who are responsible for providing this service and a copy of the policies and training procedures. The Union noted that the Company cannot plan to use the supervisors as back-up; supervisors are only used incase of an extra-ordinary event causing the regular driver to not be available. Vacations, time-off work and illnesses are not extra-ordinary events. These are everyday occurrences that the Company must take into account. The Company to respond.
8. JOHS committee structure – The Union provided a letter in response to the Company's letter of intention, signed by Peter Cooch, to reduce the size of the JOHS committee. The Union's position that both the Company and Union shall cooperate in selecting the committee. For over ten years the Union representatives have consisted of two members elected at large from the membership, one member elected from the Terminal Warehouse department and one representative from the First Aid department.

(The member from the Terminal Warehouse was added to the committee at the recommendation of the WCB following the death of Shiploader Billy Virk in 1989). It was noted that a grievance had been filed on the issue and answered. The Company agreed that the size of the committee would be as written in Eurocan's Safety Manual, that is, status quo.

9. Maintenance change of practice – vehicle mechanics participating in warranty work – The Union provided a letter in response to the Company's letter regarding this issue. The Union's position is that having our vehicle mechanics participating in the warranty work is the best, most efficient way for the Company to do this work. It provides needed training for our mechanics plus it gives the Company insurance against any irregularities involving the outside contractor. The Union restated its position that warranty work is contracting out. Also, it is the Union's position that the Company is estopped from changing the practice until the Union has an opportunity to bargain the issue following the termination of the collective agreement in 2008.
10. 3rd Class ticket requirement – special leave – The Union provided a letter in response to the Company's letter regarding this issue. The Union's position is that the timelines for the training wouldn't start until the course details had been worked out. The fact that there is no current existing 6-month course designed for the 3rd Class ticket means that we can't start until the details of the course are worked out. The Union again requested that the Company hold a meeting with the four individuals, a Union Standing Committee representative and a representative from Kitimat Valley Institute – KVI. The Union also noted that while its preference was for having the local institution developing and delivering this instruction the individuals could exercise their right under the contract to attend any approved vocational school. At one point during the discussions the Company questioned whether the individuals' were at all interested in taking advantage of this special leave. The Union denied the Company's insinuation and reiterated its request for a meeting to address the specific concerns of the four individuals. (The meeting was held and tentative dates and schedules are in the process of being worked out).
11. Day workers working through their lunch break (nooners) - The Union provided a letter in response to the Company's letter regarding this issue. The Union's position is that past practice rules what we do in this matter: if a supervisor

determines there is a need for a person to work through their lunch break it is the option of the worker to agree or disagree. The Day Worker lunch break is an unpaid lunch break and as such if it is worked it is considered to be overtime and thus is voluntary. The usual practice is that when the Company requires a job to be done as expeditiously as possible, and the lunch break would interfere with doing that, the employee(s) is asked to work through the break until the job is done. Most jobs usually last anywhere from a few minutes to two hours; if the job were to last longer the Union would expect the Company to assign others to assist so that the affected employee(s) could take their delayed lunch break. The individual(s) on the job are the first to be asked to work the overtime. Once the job is done the individual(s) is then allowed to take a paid lunch break. Usually the supervisor will, at the time of requesting the overtime, ask the individual(s) how they want to be compensated for working the overtime. The most common options are to be paid an extra half hour of overtime and go home at the normal time of 4:00 p.m. or, to be paid only for eight hours and go home a half hour early at 3:30 pm. In the past there have been times when an individual, with the supervisor's permission, would get paid only 8 hours for the day in question and go home at 4:00 p.m. but would pick another day in which the individual would exercise the right to go home a half hour early. On other occasions the individual has been allowed to accumulate the half hour time frames and then take them off all at one time. This has always been a matter between the supervisor and the individual. It is the Union's position that the Company is estopped from changing the practice until the Union has an opportunity to bargain the issue following the termination of the collective agreement in 2008.

At the December 11th meeting the Company handed out a number of written responses indicating their position on grievances that had been discussed at previous meetings. Some of the details are noted below:

12. John Kenny and Ed O'Halligan grievance – These grievances were regarding unjust discipline of the employees which was based on their refusing to do work on the grounds of safety. The Company contended the discipline was related to the flexibility issue, the employees' refusal to work as directed and what steps a worker should follow if they feel the work is unsafe. It is the Union's position that the employees did follow the proper procedure for refusing work on the grounds of safety and that it

was the supervisor that did not follow the proper procedure; that is, when the employees refused to do the job on the grounds of safety the supervisor should have offered a solution to the problem. If the solution was not acceptable to the employees then the supervisor is required to bring in a worker member of the joint committee. The supervisor did not do this; instead the job was postponed until a pipefitter could do the job. Since the time limits have expired on the discipline in these two cases the Company has offered to meet during the week of January 12th, 2004 with three Union representatives to discuss and clarify any issues or concerns with regards to this type of assignment. Union to respond.

13. CEP Local 298 grievance re: supervisor assigning work to employees not properly trained for job – This grievance was filed alleging that the supervisor violated the contract when he assigned two instrument mechanics to roll two mag tubes out in a line even though the supervisor could not produce any evidence that the employees had received the proper training to do the task. The Company has offered to meet during the week of January 12th, 2004 with three Union representatives to discuss and clarify any issues or concerns with regards to this type of assignment. Union to respond.

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

Trina Martin – filed Nov. 1/01 – case #01-49 – unjust discipline; insubordination, indefinite suspension and two-day suspension.

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.**

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

Grievances at Standing Committee

John Kenny – filed Nov. 22/01 – case #01-67 – - unjust discipline, violation of Safety agreement.

The Company has offered to meet with three union representatives during the week of Jan. 12th to discuss the issues of this grievance.

Ed O’Halligan – filed Nov. 22/01 – case #01-68 - unjust discipline, violation of Safety agreement. **The**

Company has offered to meet with three union representatives during the week of Jan. 12th to discuss the issues of this grievance.

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

Brian Liberman – filed Sept. 5/02 – case #02-56 – unjust discipline.

CEP Local 298 – filed May 28/02 – case #02-48 – Safety and flexibility violation; supervisor assigning work to instrument mechanic who didn’t have the necessary training to do the work. **The Company has offered to meet with three union representatives during the week of Jan. 12th to discuss the issues of this grievance.**

Don Klie – filed July 16/02 – case #02-58 – unjust discipline, verbal warning for alleged neglect of duty.

Gord Mitchell - filed Sept. 19,2002 – case #02-64 – violation of overtime distribution procedure.

Jaswant Dhillon – filed Sept. 2002 – case #02-63 – violation of overtime distribution procedure.

Jasbir Virk – filed Sept. 2002 – case #02-66 – violation of overtime distribution procedure.

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

Jose Rego – filed Sept. 19/02 – case #02-70 – O/T distribution violation.

Gary Riley – filed Sept. 19/02 – case #02-71 – O/T distribution violation.

Gus Stamatakis – filed Sept. 28/02 – case #02-72 – O/T distribution violation.

Ilona Kenny – filed Nov. 17/02 – case #02-67 – supervisor harassing employee.

Carlos Eguia – filed Nov. 18/02 – case #02-73 – O/T distribution violation.

John Miller – filed Dec. 17/02 – case #02-68 – C/O violation – moving concrete block barricade.

Grievances at Fact Finding

Jason Smith – filed Dec 19/02 – case #02-78 – Failure to provide work as per Rehab and Reintegration Program and Light Duty.

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.

Elvis Resendes – filed Feb. 10/03 – case #03-03 – O/T distribution violation.

Kevin Gentile – filed Feb 17/03 – case #03-05 – Chemical employee doing union work.

Jason Smith – filed Feb. 19/03 – case #03-13 – Discrimination.

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

Schikowski, Dudra and C. Gardner – filed Mar. 3/03 – case #03-17 – O/T and C/O violation.

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

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.

Claus Rosner – filed April 24/03 – case #03-18 – failure to provide work.

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

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.

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

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

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

CEP Local 298 – filed Nov. 10/03 – employer wrongfully seizing the Union's and employees' possessions without permission or notice.

CEP Local 298 – filed Nov. 11/03 – violation of safety training; Union does not support the SAFOR program as a safety program. Union and Company are to comply with established safety rules as amended by the Joint Safety Committees.

CEP Local 298 – filed Nov. 12/03 – 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.

Completed Grievances

CEP Local 298 – filed May 31/02 – case #02-11 – staff doing hourly work and unsafe work procedures, cleaning ID fan in the Steam Plant. **The Company acknowledged that job training is primarily the responsibility of the hourly workforce however there might be times when it is appropriate for**

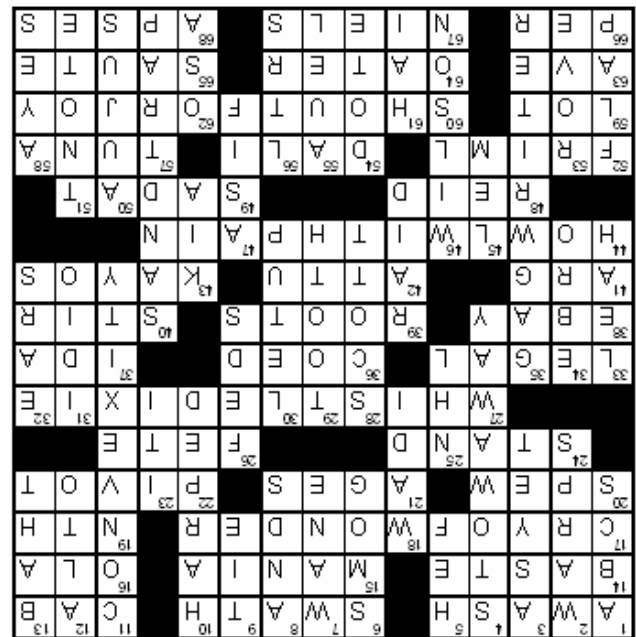
the supervisor to give this type of instruction to the employees. The Company also held an incident investigation into the matter to deal with the safety issues that were raised. The Union accepted this as a resolve to the grievance. Complete.

Brian Thompson – filed Sept. 5/02 – case #02-57 – O/T call list procedure violation. **The Company committed to ensuring that in the future the proper paperwork would be filled out in regards to the keeping of the overtime statistics. Resolved and Completed.**

Jurgen Schiemann – filed Dec. 2/02 – case #02-75 – O/T distribution violation. **The Company noted that it was inappropriate for the supervisor to be contacting the employee at home in this instant and that in the future would pay the appropriate overtime. Resolved and Completed.**

Russell Ruff – filed Dec. 3/02 – case #02-69 – unjust discipline and harassment. **The Union noted that the chief shop steward and the area superintendent came to a resolve on this issue. Complete.**

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By Ernest Lampert
"MAKE ONESELF HEARD"



BC FERRIES

Ferry Workers Approach The Breach

Today at 3:00 the Provincial Executive, SOC Executive and Strike Captains from throughout the Fleet held a conference call. After lengthy discussion a vote was conducted by the Provincial Executive. The unanimous results of that vote are as follows:

The Fleet will return to full service effective immediately. Vessels will continue to run at full service levels tomorrow morning.

The Minister of Labour Graham Bruce is being asked to meet with the Union and will be asked to withdraw the cooling off period he forced on the Ferry Workers today.

The legislation was imposed on the Ferry Workers despite there having been a mediated settlement at the Labour Relations Board with regard to the issue of crewing at essential service levels.

If the cooling off legislation is not removed and the Ferry Workers are not allowed to exercise their right to strike the entire Fleet will shutdown effective at 12:00 tomorrow.

Vessels that are on the run at noon will continue operations until they get back to their home port and then shut down.

If any Ferry Worker is disciplined in any form for these actions the Fleet will not recommence operations until the discipline is lifted.

**Captain Dave Badior on behalf of President
Jacqueline Miller
BCFMWU
BC FERRY & MARINE WORKERS' UNION**

(When the government changes the law to break contracts its called democracy, when a union withdraws their labour to fight for their rights it ruled illegal. Editor.)

(continued from page 2)

(Who do you support...)

But, when it looked like the ferry workers were going to flex their muscle the government stepped in and ordered a cooling off period. A moving of the goal posts so to speak. And, a mediator was appointed.

Then everyone started to claim that the ferry workers were breaking the law by putting up the pickets and completely withdrawing their labour. In reality it was the government that has broken the law and, shirked its responsibility to the people. This isn't the first time the B.C. Liberals have broken the law by re-writing it.

What about all of those hospital workers. Many have had there jobs simply contracted out to non-union firms. Instead of paying decent wages for important work, this government encourages a third world dictator mentality by changing the laws to suit its desires to favour its right-wing friends and suit its ideology.

It is getting to the point where the rest of us can simply not let this go on any longer. The government is very lucky that there was agreement on binding arbitration. The momentum for a joint labour response was building. Across the province many people were watching and if the Liberal bullies had started to jail and fine the ferry union workers there most likely would have been a serious backlash from the rest of labour.

So who do you support?

I know that in the summertime when we were on strike and we had people like the mayor of New Hazelton, Peter Weber, and Claudette Sandeck slag us I didn't take to kindly to it. We were on strike for things that we knew had to be corrected or improved on. Remember how Sandeck had to apologize for her comments? Some people only look at what immediately effects them and don't know the whole story.

We were very appreciative of the support we got from other locals and unions. I know the kind of tough times we went through and I can imagine the ferry workers are going through some tough times of their own.

My support is with the ferry workers. I know that the Liberal government doesn't have our best interests at heart. I've seen how they attack the other public and private sector unions. I know the union is more concerned about the traveling public than the Liberal government. And, look at the record; have the initiatives the Liberal government made over the last few years improved conditions for the public at large or has it worsened it? Is our health system better? Is our children's education opportunities any better?

Supporting the ferry workers is supporting the traveling public. I believe that the public will come to realize that; I only hope it comes in time for the elections.

They get elected promising us more but then...

For the last few years, most noticeably since the Federal Liberal election in 1993, governments have been cutting the services it provides to the public. The trend might have started in the early 1980's,

about the same time that most of the unions in B.C. started experiencing cutbacks and roll backs in their wages and benefits (remember the Pulp and Paper Industry lock-out in 1984 and the government imposed contract with increases of 0%, 0% and 0% over a 3-year contract; the longest such contract term, up to then, in the industry history).

Mulroney and his gang tried to privatize everything they could and claw back the rest. Remember the confrontation on the steps of the Parliament buildings with the retirees when the conservatives were trying to reduce CPP and OAS?

During the '90's Paul Martin and Jean Chrétien cut way back on the money they sent to the provinces in order to get rid of deficit financing that Ottawa had been trapped in for years. Within a very few years the provincial governments began to do the same thing and we all began to see and feel reduced benefits.

Things such as education, medical coverage, transportation costs, privatization of government services; all were negatively affected with the end result being we were much worse off than we were before.

Ontario was the first province to really show a significant trend away from what we have come to expect from our government and society. Mike Harris and his Conservatives were elected and the "we can do anything we want because we formed the government" mentality really took hold. What followed were a few years of loud, large union demonstrations that for the most part were ineffective. The Unions were mindful not to break the laws because of how bad it looks on T.V.

But Harris got re-elected and most began to believe that the right-wing governments could do anything they wanted to and the people, after a few noisy protests, would sooner or later accept it and re-elect governments that could balance the books.

And then there was Walkerton. Everyone was quick to blame privatization. Privatization allowed for the standards not to be enforced until it was too late. The government regulators no longer had people to go out and inspect to make sure things were being done right. **The privatized companies make decisions based on the bottom line not public interest.** Obviously, no one would intentionally want to see anyone getting hurt but in tough, competitive times certain risks are taken in order to beat the competition.

Alberta was a bit different in that they had their oil dollars that could make the changes a little less drastic. The economy has been booming of late and there are lots of jobs, some well paying some not. The boom was not driven by the cutbacks that the Klein government made but by the demand for oil and gas. And, where do they send their welfare recipients?

British Columbia on the other hand is now seeing how far the right will go to move their agenda along.

What we have witnessed since the fanatical right-wing Liberal government was elected is a wholesale disregard for democracy and the concept that governments are there to serve the people.

Democracy is more than just a vote or freedom of speech.

Democracy is about people organizing together to make a community or society that works for the betterment of the whole.

If an election were held today and the winning party got 60% of the vote it would be an impressive victory. In our system of democracy you would probably see the ruling party with almost all of the seats in the parliament or legislature.

But, what would happen if the 40% of the people who didn't vote for the winning party decided not to abide by the rules. That community or society wouldn't last long. There would be anarchy and civil war.

If you are 20% stronger than the person you're in a fight with the chances of you winning are good. But, you are probably going to get hurt in the process. Who wants to get hurt? Most of us don't like pain. And, with your opponent only being 20% weaker than you, there is always the chance they might get in a lucky punch and you lose.

In a democracy the winner is much better off not having to get into fights. What they should try to do is implement policies and programs that have the respect of all concerned. This allows for the minority to keep following the process, to be orderly, follow the rules and pay taxes. This way no one has to feel pain and the majority feel good.

When you start to make cuts in services and benefits there are large numbers of people who are getting hurt or being negatively affected. Usually, it is the poor, the sick, the elderly and other members of society on the fringes who suffer the most. But the cutbacks, the rollbacks and rewritten contracts that the Liberal government have implemented, or intend to implement are putting, or threatening everyone.

The greatness of any society or country will always be measured by how well it looked after its least fortunate members.

It might take a few years for the majority to feel just what its like not to have these services; who needs to have an operation or medical service today? Is it you or someone you know? Are those services the best we can offer or are they only the best that we can afford? Do we want to live in a society where crucial, quality medical treatment is only for the rich or those able to pay?

When a government official gets sick, breaks a leg, gets cancer, etc, do they wait in line like everyone else? Do they get the cheaper less effective drugs or do they get the best?

Our children and our future is what are at stake.

The cutbacks in education only hurt our children. They are the ones who are going to take over for us. Like our parents before us our expectations of a better life for our children is what motivates our everyday decisions. Our children's education is one of the key factors that make that better life a reality.

A high school diploma no longer qualifies a person for being hired in industry except for those that pay the minimum wage. There may be a lot of jobs in the fast food industry or retail sectors but none of those jobs offers a living wage or even enough hours to get close to a living wage.

For many a post secondary education is out of reach financially. And even if you have the resources to afford it which areas of learning do you chose? What do you spend your money on today that will get you a decent paying job in the future?

Many industries used to pay for the training of their employees. This way you knew that you would be learning a job that was needed. There was a future in the chosen area. But more and more those industries have cut back jobs and training programs. The companies can select from a large pool of skilled, unemployed workers. But, what about the young workers coming up?

Eurocan no longer hires people who only have a high school diploma. They hire people who have gone on to post secondary school to get technical tickets or other such qualifications. Eurocan says they need people who have the ability to move up progression lines and to learn how to use sophisticated equipment.

But look at what is happening. Eurocan has hired 4th and 3rd Class steam tickets into the Papermill. Some of these individuals have paid for their own schooling in hopes of being able to find work. But the Papermill doesn't need employees who have steam tickets. If those employees stay in the Papermill they will have wasted their time, money and effort.

Many of the new hires in the Papermill have transferred out into other areas of the mill where they can best use their training. The problem now is that the Papermill is having difficulties getting people with enough training to properly do the work and to be able to move up the progression line for relief purposes.

Up to a point Eurocan, and companies like them, must pay for and provide the training specific to their

industry. Industries should pay for the training costs for 4th and 3rd Class tickets, for the Pulp and Paper technology certificates, for the apprenticeship training that its employees need.

However, if in general, the successful businesses of today need a highly educated workforce then our society should provide that education free of charge. Our society provides elementary and secondary schooling for free because we recognize that as minimum level of training that our children need to live and becoming productive members of society. The bar has been raised on what level of training is needed. It is now time for post secondary education to be provided for free by our society.

IN THE FUTURE WHO WILL MAKE ENOUGH MONEY TO PAY TAXES

In B.C. the right-wing Liberal government has torn up contract after contract or imposed contracts to their liking. The government says that this is the way to save money so that they can still afford to provide the services that remain. However, all they are doing is getting rid of high paying jobs and replacing them with low paying jobs.

In a very short time tax revenue from the people who used to have high paying jobs will be severely reduced. And there will be fewer and fewer in society who will have the benefit laden, good paying jobs.

Can we afford to sit back and hope that all of our legal, orderly protests will change the government's mind or their direction? Should we take on the government and call a general strike? Or, should we wait for the election and hope that there are enough people outraged and ready to throw the bums out?

As union members and citizens we must raise these issues and debate and fight whoever supports the government initiatives regarding the gutting of our benefits and services. These are the things that make our province and country a great place to live.

We must not allow the government to cut jobs only to replace them with low paying jobs. Profit margins are not what make us a caring and sharing country.

A pattern might be developing

In both the forest industry and the ferry disputes mediators/arbitrators have been appointed. I believe their disputes are going to be similar to what we experienced with the full flexibility issue. The mediators/arbitrators are going to look around in the current labour setting. They are going to say that times are tough and that we must all get on board. They are going to say that the reality of the situation

is that jobs are being contracted out everywhere else. The unions must adapt and compete just like the businesses. Contracting Out language in the contract will be gutted or seriously affected (remember how limited flexibility led to full flexibility). Wages and benefits will be rolled back and reduced.

We cannot allow this to happen. We have already been forced to accept full flexibility. Our next negotiations will follow the same pattern if we do not all stand together and support our fellow unions.

The CEP Wage Caucus was able to brag about a no-concessions agreement this time around. We must do whatever we can to support the other unions around us to make sure they achieve the same type of agreement.

(With that in mind make sure to read the articles on the labour dispute with CEP Local 789 and the Notice of Motion regarding the extra strike pay assistance. Editor.)

Globe and Mail December 12, 2003

General strike threat rising in Quebec, unions warn

Ports, roads, hospitals, transit disrupted in day of protest against 'anti-labour' bills

By Rhéal Séguin

Quebec -- Quebec's labour movement concluded a province-wide day of protest yesterday against Premier Jean Charest's "right-wing, anti-labour" policies with a warning that the confrontation may eventually escalate into a general strike.

The province's largest labour organization with more than 500,000 members, the Quebec Federation of Labour, is giving serious consideration to mounting a general strike with other labour groups, which would be a first in Quebec history.

"We have already received proposals from 125 local unions calling for a general strike," federation president Henri Massé said at a news conference yesterday.

"A general strike is out of the question right now. You don't improvise a general strike. It is something big. But what is certain, this debate can no longer be avoided . . . It cannot be eliminated from our strategy."

Yesterday's journée nationale de perturbation -- national day of disruption-- served as a warning to the government as the major union groups mobilized in the streets, in the workplace and in front of government offices in a show of force to counter what they contend is an attempt by government and business to "domesticate and destroy" the labour movement.

The main highway to Northern Quebec's Saguenay region was blocked for most of the day, paralyzing transportation of goods to the region. Other highways to the lower St. Lawrence and North Shore regions were also blocked.

Public transit in Montreal, Quebec City and other major urban centres was disrupted during the morning rush hour. Garage doors in two Montreal public-transit centres were disarmed, preventing city buses from leaving to pick up morning commuters.

Protesters also blocked access to the ports of Montreal, Quebec City, Trois-Rivières and Bécancour.

Workers at the Alcan aluminum plant in the Saguenay region walked off the job for four hours. Union members in a number of plants owned by other companies wanted to follow suit, but were ordered by unions to stay on the job.

"I have never seen QFL members this upset since 1972," Mr. Massé said, referring to the year the leaders of Quebec's three major labour organizations were jailed after ordering striking public-sector employees to defy back-to-work legislation adopted by the Liberal government of the time.

Administrators at the three major Montreal hospitals affiliated with the Université de Montréal reacted by canceling 74 elective and day surgical operations and 2,900 appointments though employees said services would not be affected.

Mr. Massé accused the government and hospital administrators of deliberately creating a panic situation in a bid to turn public opinion against the unions.

The day of protest was held to denounce a number of government bills, including changes to the Quebec Labour Code to make it easier to subcontract operations, which unions say will weaken collective bargaining in the public and private sectors. One bill raises the cost of daycare services, while another eliminates the right to negotiate collective agreement by employees in private-home daycare centres.

The protest did not weaken Mr. Charest's resolve to adopt the bills by the end of next week. "Quebec is at a point in its history where it must do things differently," he said in the National Assembly.

The government is on a mission to implement the mandate for which it was elected last spring, he told a news conference. "That's the mission that we received and we are going to pursue that mission."

The government has a responsibility to all Quebecers, not just the business leaders, said Réjean Parent, president of the Centrale des syndicats du Québec, the province's third-largest union organization. It represents mainly teachers, daycare employees and health-care workers. He warned that his members will soon be calling for even tougher actions.

"This is a message of social solidarity being sent to the government and their friends in the business community," he said.

"I had to hold my people back today. Some wanted to block the National Assembly next week and stop the government from adopting the legislation. I told them we were in Quebec here, not in Georgia. . . . The people are just livid."

Yesterday's protest extended beyond the labour movement, encompassing many other groups angered by the Charest government's social policies. While union leaders mobilized their members, more than 2,000 daycare workers and parents from non-profit daycare centres protested in freezing rain in front of the National Assembly.

The parents of more than 40,000 children closed down nearly 500 non-profit daycare centres to protest against the government's decision to raise daily daycare rates to \$7 from \$5.

"The decision was made by parents. This is not a strike. This is a closure decided by parents," said Marc De Koninck, spokesman for a group representing non-profit daycare centres. "We are sending a clear message to the government that we are very worried. . . . More and more they have a tendency to finance new places in profit organizations rather than non-profit daycare centres and that is very worrisome."

A common front of the three main public-sector unions, representing 40,000 government employees, will table salary demands on Monday for current contract negotiations. The talks are expected to drive the labour movement's escalation against the government through the winter and spring.

With a report from Ingrid Peritz

(Is now the time for B.C. workers to organize a general strike? Editor.)



Salvation Army Did Have a Choice!

Of course the S.A. had a choice. The employees offered the employer over \$200,000 in concessions as an alternative to contracting out. PLEASE continue the NON support of the Salvation Army, there are plenty of organizations to donate to at this time of year.

Thanks Bob Wilson

(Bob Wilson works for the HEU in Victoria and was closely involved in the Army's acts of Christian charity surrounding the Sunset Lodge contracting out of HEU jobs.)

Salvation Army kettles briefly disappear from BC Safeway stores

CanWest News Service

Wed 03 Dec 2003

Byline: John Bermingham

Source: CanWest News Service; Vancouver Province

VANCOUVER - Salvation Army kettles were back outside Safeway stores in British Columbia after the supermarket pulled the red pots from all its 78 locations in the province this week because of a threat of picketing by unionized workers.

United Food and Commercial Workers local 1518 had told Safeway there might be pickets from workers angry with the Salvation Army's layoff of health workers from a seniors home in Esquimalt, B.C., last summer.

But Safeway reversed its decision Wednesday and allowed the kettles to return to the front of its stores for the Christmas season.

"We decided the needs of the poor and needy really needed to have priority," said Canada Safeway spokesman David Ryzebol.

"The effect of pickets would be very negative to the store," he said. "But it seems hard for me to think that any person would picket a volunteer fundraiser for the Salvation Army."

Last summer, the Salvation Army laid off 60 workers at Sunset Lodge seniors home in Esquimalt and contracted out the work to a British company. The Hospital Employees' Union has been calling on other unions to give to local charities other than the Salvation Army.

"The Sally Ann treated its workers at Sunset Lodge very badly," said hospital union spokesman Stephen Howard.

Salvation Army spokesman Capt. John Murray said his organization had no choice if the seniors home was to stay in army hands.

"We didn't want to walk away from it," said Murray. "We're going to be able to have an impact on more people and more families in the years ahead."

Murray said he's relieved the kettles are back. "When people make a donation in the kettle, that money goes exactly where they think it goes it stays in the community," he said.

In recent months, unions on Vancouver Island have called on unionized workers not to donate to the Salvation Army.

In Port Alberni, B.C., Capt. Jeff Johnston said donations were down last weekend compared to the previous year.

"This is a labour-intensive town," said Johnston. "A lot of employees here in town are on strike." "You know what, you're hurting your own," he added.

The army's Christmas drive in B.C. is expected to raise \$1.4 million this year.

(At this time of year Local 298 divides up the funds in its Charity account that it has collected from the membership and donates it to four or five charities of the members' choice. This year our local chose not to donate to the Salvation Army in order to protest the treatment of the HEU members at Sunset Lodge. We must take a stand against any government or employer that chooses to terminate dedicate employees for no cause only to contract out their work to the lowest bidder. There are many other charities to donate to that will help people in need. Editor.)

(Read it Again – this article was in last month's newsletter as well but it is worth reading again. Editor.)

Shopping on-line is no sweat

Label Letter/AFL-CIO/CALM

Last year, the founders of No Sweat Apparel, the world's first and most extensive brand of union-made casual and athletic apparel, bet the rent on it. Nine months later the company is making sales in 49 states, 22 countries and six continents.

More than 50 per cent of sales – everything from T-shirts to yoga pants to fine twill button downs, come from their on-line store. "Word of mouse" advertising – e-mail referrals by customers to friends

and family – makes it possible to pay a living wage and still provide price-competitive, quality clothing.

The No Sweat line of 100 per cent union-made casual clothing and athletic wear includes designer tees, fashion athletic wear, sweats, hoodies, yoga pants, fleece pullovers, twill button downs, scarves, caps and more. Everything is produced in UNITE shops in the U.S. and Canada. All ordering and payment information is on the No Sweat Apparel web site
www.nosweatapparel.com

Wise guy

The Forward Look/CEP 592/CALM

Will Rogers (1879-1935) was a cowboy and an Indian-Cherokee. He traveled around the globe three times--meeting people, covering wars, talking about peace and learning everything possible. As an international celebrity, he was famous for his wise cracks and folksy observations.

Never miss a good chance to shut up.

If you find yourself in a hole, stop digging.

The quickest way to double your money is to fold it in half and put it back in your pocket.

Lettin' the cat outta the bag is a whole lot easier than puttin' it back in.

Eventually you will reach a point where you stop lying about your age and start bragging about it.

The older we get, the fewer things seem worth waiting in line for.

You know you are getting older when everything either dries up or leaks.

One of the many things no one tells you about aging is that it is such a nice change from being young.

Gems

Internet/CALM

A metaphor is like a simile.

What the public thinks depends on what the public hears.

Bargains are something you won't use at a price you can't resist.

Drive the way you wish your children would.

A Freudian slip is when you say one thing and mean your mother.

A meeting is an event where minutes are kept and hours are lost.

Give me ambiguity or give me something else.

It's hard to be a leader these days. You don't know if people are following you or chasing you.

Ferry Scandal Eclipses Strike

By Terry Glavin

Georgia Straight, Dec. 18, 2003

Everything is all just so cheery now.

Premier Gordon Campbell himself says that the weeklong disruption we all suffered because of the ferry strike is a thing we will never again have to endure. The talk-show hosts are satisfied.

CanWest's editorialists have calmed down. David Hahn, the B.C. ferry company's new chief executive officer, is making all sorts of cooing noises. Christmas is coming. All the unpleasantness has been packed off to binding arbitration. Our problems are over.

Like hell.

Last March, the Crown-owned B.C. Ferry Corporation, along with \$330 million in public assets, was handed over to a private company called British Columbia Ferry Services Inc. Victoria didn't just hire a private management firm. The government gave away the ferry corporation.

If you don't know about this, don't be too hard on yourself. According to public-opinion polling done by the very company that got the fleet, most British Columbians don't realize it's happened. Or maybe they do, now. The polling was done back in October. Maybe most people figured out during the ferry strike that something had gone terribly wrong. Maybe that's why there was such astonishing support for the ferry workers, despite all the mayhem and despite the impression created by so much of the news media.

But even now, how many British Columbians realize that within five years, the "subsidized" ferry routes will be expected to pay their own way? How many people realize that 24 of the ferry system's 26 routes are subsidized?

This isn't just about the Southern Gulf routes, which I rely on to get to and from my home on Mayne Island. It's about Powell River, Comox, Campbell River, Cortes Island, Denman and Hornby, Sointula and Port McNeill. And that's just a small part of the picture, on the south coast. Will these communities even have ferry service five years from now?

Don't count on B.C. Ferry Services Inc. to level with you about any of this. They can't even tell a straight story about that public-opinion poll last October. When the poll results were released, Hahn--the \$300,000-a-year ferry boss, a New Yorker here on a work visa--said they backed his view that "our company and our customers cannot afford the current contract." In fact, the poll results clearly showed that only 11 percent of respondents viewed the contract as favouring the union.

Don't count on the politicians in Victoria to level with you about any of this either. In the sleight-of-hand transactions made possible by the new Coastal Ferry Act, we all went from being citizens, passengers on our own ferries, to being "customers" of a private company.

During that strange week of December 8, people's lives were disrupted, true enough. Here's how my life on Mayne Island was disrupted. First, it was not knowing whether the Queen of Cumberland was ever going to show up. Then it was having no ferry at all. Then it was wondering when the ferries would be running again.

But the very worst thing about the whole week was turning on the radio for news only to hear some rich American tell me over and over again how much he cared about me and how he was going to do all he could to protect me and my family against the ferry workers, my own neighbours. My own friends.

Here's a guy whose qualifications for the job of running our ferry fleet appear to consist of the part he played in the dismemberment of a multinational corporation that racked up \$3.3 billion in debt before it declared bankruptcy two years ago, leaving investors with \$250 million in losses and \$45 million in unpaid taxes.

When Hahn was taken on as B.C. Ferries' chief executive officer last May, B.C. Ferries mentioned nothing about this. Nothing was said about Covanta Energy Corp., the company Hahn came from. B.C. Ferries said Hahn had spent the past seven years running the U.S. and international operations of a company called Ogden Aviation, a company with 25,000 employees worldwide. The public was told nothing about the fact that Hahn had spent the last four of those seven years as vice-president of Covanta, Ogden Aviation's parent company, selling it off and winding it down.

The Troubled Company Reporter is an American newsletter that covers the Byzantine world of corporate bankruptcies and company restructuring in the United States. Last June, the newsletter reported that a major part of Hahn's Covanta job--for which he was reportedly paid an annual salary, including bonuses, totalling more than \$500,000--was to expedite the disposition of Covanta's aviation assets, its cargo-handling business, its airport fuel-supply services, everything.

In other words, the relevant talents of the guy that Gordon Campbell's appointees have hired to run B.C.'s ferry fleet appear to lie mainly in breaking up and selling off a major transportation company's assets.

The Troubled Company Reporter article disclosed proceedings in a New York courtroom that revealed Hahn's settlement deal with Covanta. The deal allowed Hahn to stay on as a consultant with the company, drawing a consultant's fee of \$30,000 a month, starting April 28 (a week before he began collecting his \$300,000 annual salary from B.C. Ferries) and continuing until at least October 27 of this year.

Hahn's Covanta settlement also included a \$28,486 "vacation pay" package, a lump-sum payment of \$50,000, and a bonus of \$150,000. This is the same guy who has been busy inciting British Columbians against the ferry workers over the "grave train" their union contract provides.

During the week of December 8, we saw the worst disruption to B.C.'s ferry system in a quarter of a century. Now the ferries are running again, but arbitration of the union contract is not where the trouble will end. It's just where it starts, and only idiots will blame the ferry workers' union for any of this.

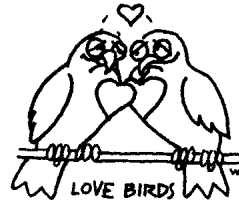
We're in this mess because of a scandal that should make us feel nostalgic for relative misdemeanours like the NDP's fast-ferry fiasco.

Our ferries have been stolen from us. We should take them back.

2004



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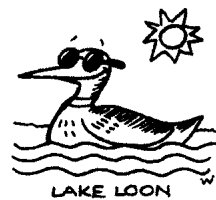
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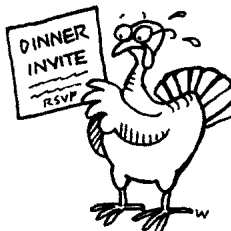
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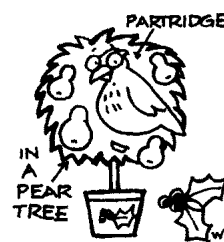
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"MAKE ONESELF HEARD" By Ernest Lampert — Edited By Timothy E. Parker

ACROSS

- 1 Above water, barely
 6 Narrow strip
 11 Semi section
 14 Cooking or sewing term
 15 Intense obsession
 16 Pay stub
 17 Gasp of admiration
 19 To the ___ degree
 20 Eject strongly
 21 Becomes older
 22 Turn on a dime
 24 Defensive effort
 26 Gala
 27 Engage in fantasy
 33 Word with brief or tender
 36 Majorette, perhaps
 37 Mrs. Eddie Cantor
 38 Auction site
 39 Legendary miniseries
 40 Cookbook instruction
 41 Neighbor of Uru.
 42 Westernmost Aleutian
 isle
 43 Floors
 44 React to a sprained
 ankle, perhaps
 48 John ___, the Lone
 Ranger
 49 Mubarak's predecessor
 52 Czech composer Rudolf
 54 Spanish surrealist
 57 Popular salad
 59 Word with parking or odd
 60 Hosanna
 63 Street address abbr.
 64 "Pale Rider," e.g.
 65 Prepare mushrooms
 66 Unit-cost word
 67 Physicist Bohr
 68 Church areas

DOWN

- 1 Basic skills
 2 Distorts
 3 To date

- 4 Illegal passenger
 5 Playboy Mansion nick-
 name
 6 Factory fallout
 7 Grow dim
 8 "No ifs, ___ or buts!"
 9 No-win situation
 10 Talked nonstop on a
 subject
 11 Outwardly curved
 surface
 12 Vocal range
 13 Thai bread
 18 Dry wash in Africa
 23 "... Lord, is ___?" (Matt.
 28:22)
 25 Orr's org.
 26 Ness and co.
 28 "Rob Roy" author
 29 Saw feature
 30 Pause
 31 Prefix meaning "peculiar"
 32 Loans to Marc Antony?
 33 Rachel's sister
 34 River through Aragon
 35 Comic's employee
 39 Legal invasion
 40 Golfer's bugaboo
 43 Hyundai rival
 45 Moon shuttle
 46 WWI president
 47 Seemingly
 50 How roast is often
 served
 51 U.S. security
 52 Letter opener?
 53 Emulate nomads
 54 Be fond of
 55 "The Clan of the Cave
 Bear" novelist Jean
 56 PO box contents
 58 Tar's affirmatives
 61 "Bali ___"
 62 Explorer Johnson

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