



LOCAL 298 NEWSLETTER

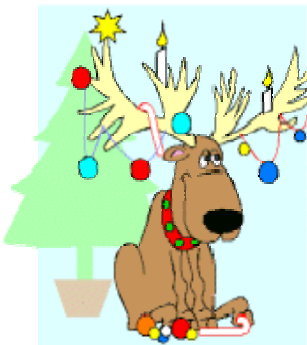
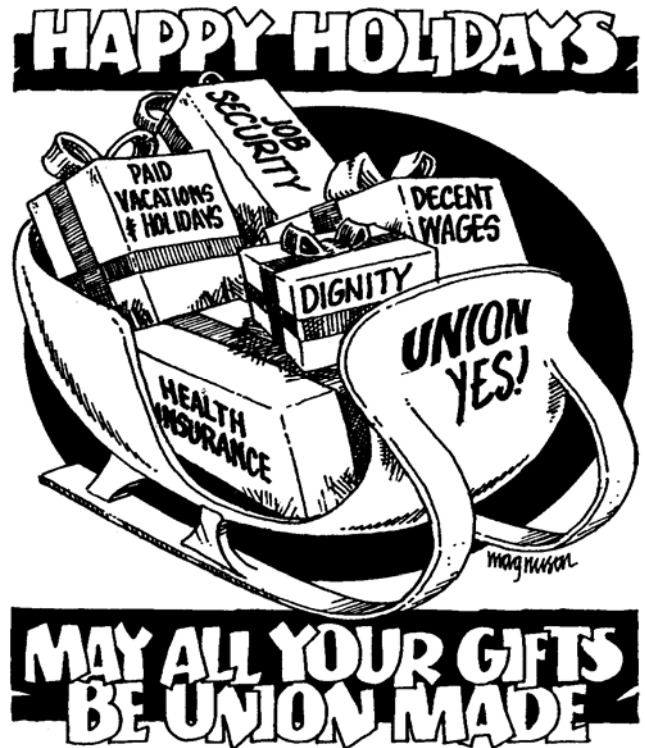
"What We Desire for Ourselves, We Wish for All"

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cep298@monarch.net

www.cep298.com

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Published by CEP Local 298
623 Enterprise Avenue
Kitimat, B.C. V8C-2E5
Phone: (250) 632-3231
Fax: (250) 632-2636
cep298@monarch.net



Editorial**The Terrorist's Election Platform****By Don Klie**

Four more years of George W. Bush; that was the result of the, supposedly, most watched election in the world. Before the American election most countries around the world closely followed the goings on of the election campaign on a regular basis. It's no wonder so many didn't want another four more years of George W. Who will he attack next in his holy war on terrorism?

On CBC's **Sunday Edition** radio program Gwynne Dyer, a well known military analyst, commented that the American response to the terrorist attack on the Twin Towers in New York far exceeded any reasonable action necessary to get justice for the Americans. While the war on Afghanistan was a reasonable response, because that was where the terrorists responsible for the act were headquartered and training more terrorists, the actual war on terrorism was a farce.

Dyer said that the Americans were spending far too much money on this supposed war on terrorism. And in fact, the war in Iraq was creating far more terrorists and more terrorist acts; witness the kidnappings and beheadings.

Going after Osama Bin Laden and his terrorist training camps in Afghanistan was a reasonable response. The country itself was recklessly protecting and allowing an infamous terrorist to operate world wide with impunity. The Taliban government had to be brought under control so that they would no longer pose a threat to the world. But, once the Americans had replaced the Taliban government they moved on to Iraq to prosecute their war on terrorism. The job in Afghanistan wasn't finished yet.

There was no known link anywhere between Iraq and al-Qaeda or the Taliban. The only apparent reason for going into Iraq was to finish a war that Papa Bush wasn't allowed to finish in the Gulf War. The smell of oil/money might also have been the reason. But, while George Sr. rallied the world community behind him, George W. didn't have the patience or ability to do the same.

The Americans should have continued to pursue Bin Laden in Afghanistan or Pakistan or wherever he is hiding and they should have done more in Afghanistan to help that country rebuild after years of Soviet occupation and Taliban butchery. While most of the countries in the world supported the attack on Afghanistan, they are now against George W. because of his terrorism against the people of Iraq.

In a number of polls done in other countries outside of the USA, more people supported John Carey than George Bush. That might be one reason why more American voted for Bush. In actuality,

Carey probably wouldn't have been any better or much different than Bush.

Spending billions of dollars on a war in Iraq will not stop or eradicate terrorism in the world much less in America. Improving airport security will do more to prevent terrorist than the war in Iraq. The war in Iraq was supposed to depose Saddam Hussein and destroy his weapons of mass destruction. Those weapons, had they existed, did not threaten the United States. And, while Hussein was a murderer and a despicable despot, there are many more like him in the world (so why was Iraq attacked). The problem with replacing Saddam Hussein is what happens once you've accomplished it. Beating Hussein and the Iraqi Republican Guard was easy when you think of the size and resources of the United States and England. But, just like Viet Nam and the Soviet occupation of Afghanistan, overwhelming power won't win you peace. However, if the Americans just pull out like the Soviets did in Afghanistan, there is no guarantee that Iraq won't succumb to a government like the Taliban. There will be no satisfactory conclusion to this war.

If George W. wants to spend money, have him spend it rebuilding Afghanistan or, paying for a national health care program at home.

The exact death toll in the Twin Tower disaster has been changed from time to time but one "official" current death toll stands at around 2,752.

Compare that to the civilian death toll in Iraq. Who is the real terrorist here?

In the USA, in 2000, there were more than 42,000 people killed in traffic accidents. Of those deaths more than 17,000 were related to alcohol. If Americans really want to save lives in America they should spend a bit more on the war on drunk drivers.

In the USA, in 1997, there were over 32,000 deaths related to firearms. I'm sure there are other staggering statistics of people dying needlessly in America. And yet the Americans focus on the terrorist threat from the outside.

So far over 1,000 American soldiers have died in Iraq. How many more will have to die before American public opinion turns against this war and forces an end to it? How many more Iraqis will have to die? How many more terrorist will be created?

Declaring war on terrorism won't end terrorism. You can't defeat it by making war on it because it has no country and no boundaries. Terrorism feeds on injustice, on poverty, on hopelessness.

The Americans were frustrated that Saddam Hussein continued to exist. They believed that the World Trade Centre disaster could be used as the excuse to get the world to support a war on Iraq and finish what they couldn't in 1991 in the Gulf War. The Americans were blinded by their sorrow, their fear, their hate and their arrogance. Many more of them will die before this particular war on terrorism ends.

Executive Officers For 2004

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

Committees

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

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

Job Evaluation:Dave Burrows, Jack McCamy

Rehabilitation & Reintegration: Mary Murphy 3yr, Ilona Kenny 2yr, Steve Dudra 1yr

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

Pensions:Gary Drake, Don Klie, Gary Ewanski

Sunshine Committee: Dorothy Birkett

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

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

Apprenticeship:John Burget, Dennis Urbanowski, Paul Wilson

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

Chief Shop Steward

Yard & Stores

Janitorial

Raw Materials

Steam Plant and Pulp Mill

Shiploaders

Warehouse\Dock

Maint. Pipefitter

Electrical

Inst. Mech.

Millwrights/Oilers Millwrights

Ilona Kenny
Mary Murphy
Dorothy Birkett
Mike Holland
Arnie Carrita
Andy Sanwald
Richard Crockart
Lucky Bhullar
Dave Burrows
Kevin Read
Jim Harrison
Cary Manahan
Dino Stamatakis
Wayne Fulljames
Jason Smith
Angelo Marrelli
Al Hummel
Dan Belleville
Rick Wittmann
Wayne Villemere
Elvis Resendes
Pablito Mendoza
Dave Andrews
Steve Dudra
Derek Smith
Paul Wilson

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

Monday to Thursday

Closed Friday, Saturday

And Sunday

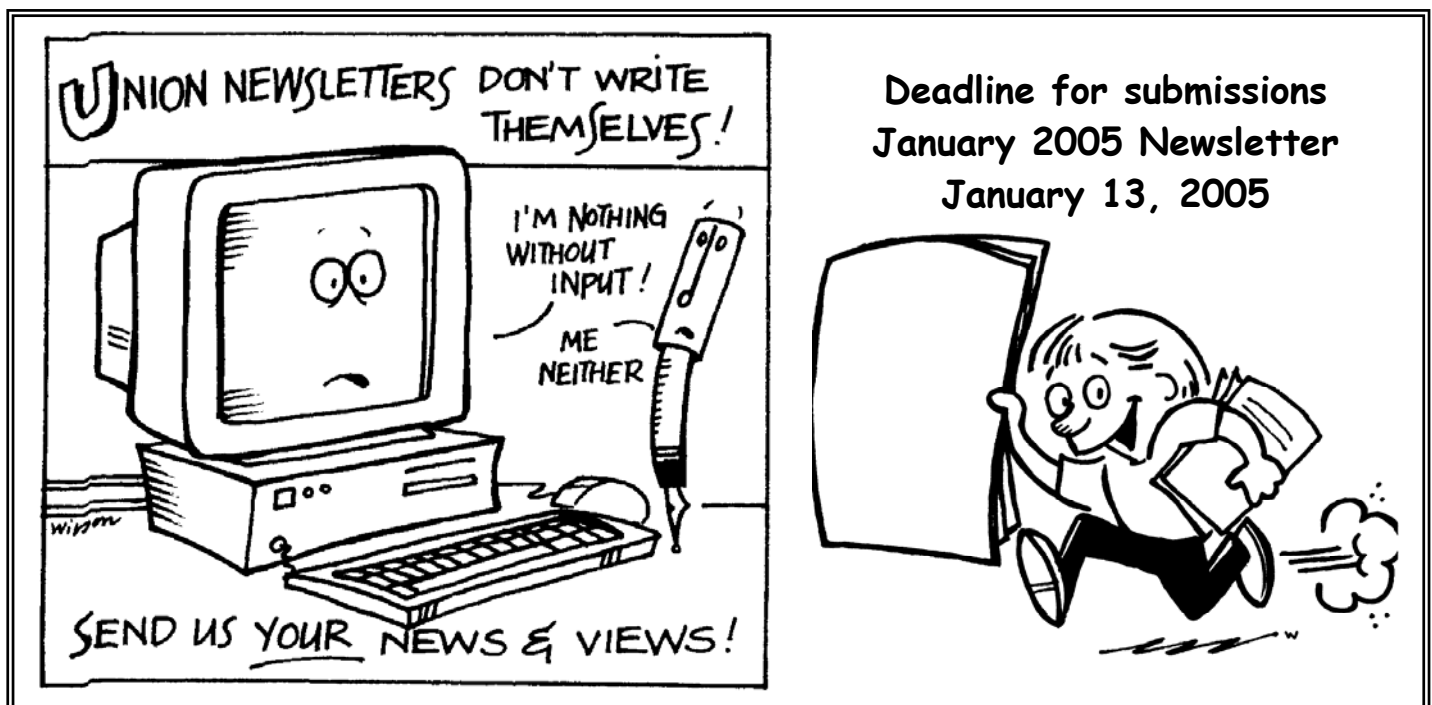
Phone 250-632-3231

Fax 250-632-2636

Email: cep298@monarch.net

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



President's Report

The Business of Union

By Don Klie

I have been very busy of late either preparing for arbitration or preparing submissions for arbitrations.

On December 6 & 7 there will be an arbitration hearing regarding a grievance filed by E. Carreiro, G. Stamatakis and J. Rego. These three were assigned tradesmen work, masonry, patching the Terminal dock surface area. It is the Union's position that the flexibility language in the contract doesn't allow the Company to assign mainly maintenance work to non-maintenance workers. If the arbitrator rules that the Shiploader/Labourers and Gear Lockerman were allowed to do the work our alternate position is that they should have been paid the trades' rate. The hearing will take place at the City Centre Motel commencing at 9:30 am.

There are also 3 arbitrations in process regarding denial of Weekly Indemnity – WI benefits and/or Long Term Disability – LTD benefits. One of our members was denied WI for more than two months before being able to return to work. Two other members who had been on LTD for more than 18 months had their benefits wrongly terminated and are currently not receiving any benefits.

The process we have in place for WI and LTD disputes was negotiated in the 1997-2003 contract. Previously, the avenue for appealing wrongful termination of insurance benefits was first the insurance carrier and then the courts. This new procedure was negotiated to try to speed up the process. However, while two of these members had their benefits terminated at the end of February 2004 and the other at the end of April 2004, the process still seems to take a very long time.

Another grievance that was recently moved to arbitration is one the Union filed against the Company when they refused a Union request to temporarily increase the dues of a certain number of individuals who had volunteered to participate in the strike support effort for CEP Local 789. Long before my time unions negotiated the rights to have the employer automatically deduct union dues from their employees' paycheck and deliver those dues to the Local. Dues are the life line of the Union.

Peter King is currently handling the Petro Can grievance at arbitration. The issue concerns the Code of Ethics clause in our contract and the fact that Northwest Fuels, who sell Petro Can's bulk fuel supplies in the area, crossed our legal picket lines during last years strike. It is scheduled to be heard April 18 & 19, 2005.

Also at arbitration are a number of grievances (14) regarding the contracting out of certain items in stores without giving proper notification. Dennis Urbanowski is managing those grievances.



There are a number of WCB appeals currently being processed. Pat Williams has been assisting me with those appeals and is scheduled to go to the CLC Winter School at the end of January 2005 for a week of specialized training. The Union is always looking for others to help in this area and if anyone else is interested please contact me or someone on the Executive.

Vacations

Most people would agree that vacations are high on our list of priorities. Time off work is a very real way for us to get away from the pressures of work; to relax, spend time with family, go on planned trips, catch up on work around the house, participate in hobbies or other past times, or whatever suits your fancy.

Twenty five to thirty years ago most employees at Eurocan didn't have that much time off because the mill had only started up in 1969. In our Local during those early years vacation selection was done based mainly on seniority prior to May 1st. In the early 1980's a few crews in the maintenance department introduced "vacation rotation" in an effort to try to rotate the first opportunity for getting time off when they most wanted it.

Part of the Company's manning requirements are the need to maintain production while allowing a certain number of people time off, either on vacation or other earned time off. Accordingly, the Company established a policy that managed the number of people off at any one time; the basic rule was: 1 off in 7.

Each crew was assigned a number of people who were allowed to be off at any one time. Floaters also had to be accounted for because of the wording in the contract: "...overtime shall not be a factor in the granting of Personal Floating Holidays..."

Over the years the Company has reduced the numbers in almost every department. At the same time the seniority of probably more than 90% of its workforce was increasing. There are a large number of people who have more than 25 years seniority, or, more indicative, 6 to 7 weeks of vacation; plus, one week of floaters and a varying amount of Banked Time Off and Supplementary holidays – 3 to 4 weeks during a five year period.

Added to this requirement for time off is the regrettable but ever present fact that the workforce is aging and more are going off sick or disabled for both short and long periods of time.

As the Company reduced their manning levels some departments didn't change the number of people allowed off. If, 10 years ago your crew was allowed to have 7 people off at any one time, then that number usually remained constant as the crew was reduced.

While this allowed the ratio of people off at any one time to get smaller, like 1-off-in-6 or even 1-off-in-5, it generally also allowed for most people to get time off during the period they wanted. Things weren't perfect, nor was everyone happy, but by and large most were content to accept the way things were.

There have been some significant glitches like last year when, because of the strike, there was only 8½ months to take all of our vacations and earned time off. Also, the production departments have been affected more noticeably because they have positions that can't be left vacant if the mill is to continue to operate.

Last year the Company started to enforce the 1-off-in-7 rule in Raw Materials and grievances were filed. Some members have been made aware that the maintenance department is revising its procedures to more closely follow the 1-off-in-7 rule.

I believe this is wrong. The Company, by its actions over the years, and by the relaxing of the 1-off-in-7 rule, allowed the Union to believe that the Company was recognizing that it had to allow more people off at one time in order to meet the demographics; that is, more people having more time off regardless of whether it was earned time off or illness related.

The Union is opposed to the Company trying to enforce this policy of 1-off-in-7. We have been trying to convince them that they have to hire more people to properly man the departments.

One of the effects of having too few people in a department is that it requires there to be more overtime worked. Whether it is for covering when people are off as a result of illness, earned time off, or there just aren't enough people regularly scheduled to do the work. Most people bank their overtime so that they can get more time off, again adding to the earned-time-off problem. The Company is just making a bad situation much worse by continually under manning the departments.

While contract language on vacation rights are covered in the main wage portion of the contract, policy regarding the number of people off at one time vary from mill to mill. A few years ago I read in **The Broke Beater**, the newsletter for Local 1123 at Elk Falls, that their members were upset because their employer was trying to change the ratio to 1-off-in-5. They had been allowing 1-off-in-4 or better.

This is one issue that most of our members will rally around. It has the potential to be an irritant that people will remember each year and, come contract time, they will demand that this issue be dealt with.

Overtime

In late 2003 the Company approached the Union saying that they were having problems in the maintenance department getting people to come in for overtime late at night. The Company said they believed that people didn't want to work overtime late at night if they could only work 4 hours of overtime and then would have to come into work the next day and work a full 8 hours. They said they were prepared to offer the Union "sleep time" in exchange for the Union relaxing its 12-hour Bylaw. The Company proposed that the Union should allow its members to work 16 hours whenever they were called in late at night without first having to get permission from the Union. This would let anyone who got called in late at night to know that they could be in for the whole job if it went more than 4 hours.

While the Union wasn't keen on relaxing its position on the 12-hour Bylaw, seeing how it had been a strike issue, we were prepared to discuss the issue. The Union countered with its position at negotiations regarding overtime; that is, there would be a set spread differential for overtime hours in each crew, and each quarter that the hours differential were greater than the negotiated spread then everyone under the spread would be paid out, in overtime pay, the number of hours that exceeded the spread. Sleep time would also have been part of the deal. In exchange, the Union said it was willing to recommend to the membership that the 12-hour bylaw be amended as the Company had requested.

The Company countered our proposal with basically their original offer, only this time there were a few more details. They offered maintenance workers sleep time for those who came into work overtime after 11:30 pm. If a person was required to work between the hours of 11:30 pm and 7:30 the next morning the Company was prepared to pay the employee an equal number of straight time hours the next day; thus, the employee would be allowed to sleep in the same number of hours that they had worked the night before and still get paid as if they had reported for work at the regular start time. So, if you worked 4 hours between the hours of 11:30 and 7:30, a person couldn't come into work until 12:00 the

next day and would only have to work until 4:00 pm and still get paid for the full 8. Also, the Company was still looking for a "relaxing" of the 12-hour Bylaw.

We noted a few problems with their proposal, the one most obvious was when a person is called at 3:30 am. Quite often there will be people willing to come in at that time because they get paid overtime until the job is complete, plus they get 3 meal tickets. Plus, a person wouldn't be going home after the call in; they would just continue with the regular scheduled day's work.

However, the Union received a great deal of negative feedback from its members on the Company's proposal. The first was the fact that the 12-hour Bylaw was a strike issue and we won't be easily moved into changing it. But, right after that point was made most commented on how the overtime issue was being abused by the Company. No one trusts that the Company is accurately compiling the overtime stats. In my own experience I have seen a number of times when I was not marked for refusal or not available. I know that there have been several occasions when that has happened to others. Over the past few years whenever I investigated an overtime grievance I would always find errors on the overtime lists. Either people who worked weren't recorded (that was the usual error), or the refusals and unavailables weren't recorded.

At the meeting with the Company at the beginning of the year we said that we wouldn't discuss the issue of sleep time and the 12-hour Bylaw until such time as we knew that the overtime lists were being accurately maintained and that the Company was properly and fairly distributing the overtime opportunities. The Chief Shop Steward and another Union Standing Committee representative were assigned the task of going to the crews and getting a volunteer, usually the crew shop steward, to, on a regular basis (daily), get information on who worked overtime the previous day and then to check the overtime statistics to make sure that the not only was it properly recorded but to make sure that the correct individual(s) were offered the work.

This model for monitoring the overtime list is based on the Shiploaders' overtime procedures; that is, the shop stewards on a regular basis record the overtime statistics and make up the call lists. Whenever a mistake is caught with regard to their standing on the call list, they know that it will be corrected the next time the list is done. In a very short time period the individual knows they will get to make up the opportunities to work overtime that they might have missed because of the earlier error.

In all fairness, the Union has witnessed that some of the supervisors are putting in a good effort to try to correctly follow the overtime procedures. Both Jack MacNeill and Wayne Muzykowski have given the Union reason to believe that they have given serious attention to correcting the overtime problems. But, much has to be overcome.

Dues Increase

At the recent CEP Constitution Convention, held in Quebec City, the delegates adopted a resolution increasing the national per capita from .0072% to .0078%.

The Union Executive has taken the position that we currently are collecting sufficient dues to cover this increase. More information about this increase is contained in the following release from the CEP National office.

Your union dues will increase on Jan. 1, 2005

Published by CEP National Union

CEP convention delegates decided

The decision to increase the dues to the national union was made by the CEP national convention which met October 17-21 in Quebec City. Because a dues increase requires a constitutional change, the decision required a two-thirds majority of the more than 1,000 voting delegates.

A modest increase

National union dues will increase from .72 to .78 of one percent of your straight time pay each month. For a member earning \$20 per hour, this translates into \$2.08 per month, or about 50 cents per week.

This increase is for the share of your dues that finances your national union. In the 12 years since CEP was formed, this is only the second dues increase. (The previous increase was in 1996)

Modest, but necessary

The extra \$2 per month for the average member will provide the national union with the money needed to balance its budget. This new revenue is needed to cover the \$2.8 million deficit that developed during 2004 and to ensure that the union's financial health is restored. Without this new money, it would have been necessary to make significant cuts in staff and activities, affecting the servicing provided to local unions.

This adjustment in the basic formula is necessary because any increase in dues revenue that occurs as a result of wage increases is simply not adequate to meet the increasing daily costs of running the Union.

One reason that costs have exceeded revenues is because many of our bargaining units have been downsized by layoffs or closures. When a local union loses members because of downsizing, the cost of

negotiating contracts and other servicing costs does not go down correspondingly. To the contrary, the demands on the union actually increase. CEP estimates that downsizing over the past two years has resulted in 9,000 fewer members across Canada. This reduced our revenues and increased work load for our staff.

Another reason for the dues increase is a change in calculation of your dues to exempt any payment of dues on vacation pay earned while working overtime and to exempt dues from any sick pay paid at less than 100% of salary. These changes had also reduced the national union's revenue by more than a quarter of a million dollars per year.

Expenses have also been increasing. Among the major higher costs are increased gasoline and travel costs for union staff, and higher insurance costs. The cost of providing bonding insurance for local unions, for example, increased last year by more than \$100,000.00. There were also extra-ordinary costs in 2004, arising mainly from major collective bargaining in pulp and paper, energy and telecommunications, and equipment for CEP's new national headquarters.

Where your dues money goes

CEP dues are divided according to a formula in our constitution. Of the extra \$2.08 that will be collected from the average member, 36 cents will go into your defense fund used for strike pay during labour disputes. Another 15 cents goes into an organizing fund used to help organize new workers into CEP. And 5 cents goes into the convention and child care funds. The remaining \$1.52 per month will be used to balance the national union's general fund that pays all expenses to operate the national union. The vast majority of union expenses are for the salaries of union staff, rent and other fixed costs.

CEP has also gained a national reputation for speaking out and campaigning on issues of national importance that affect our members. For example, we have campaigned for public medicare, on the softwood lumber dispute with the US, to stop the privatization of Hydro One in Ontario and for a Canada-first policy for Atlantic natural gas resources. All this has been accomplished with a very small portion of union dues, and we intend to keep doing important work with these very modest resources.

Still the best deal

CEP delegates to national convention voted for the dues increase because our union still has the lowest national dues of comparable unions, and we also provide more for our members from the dues they pay.

CEP provides more servicing than many unions. Our national representatives are involved in most serious grievances and arbitrations and they are most often the spokesperson for the local union in

negotiations. The National Representatives also are the first line of assistance for the local union on health and safety, community issues and any other issue confronting the local union.

Your union dues also provide the highest strike pay in Canada at \$250 per week, in the event that our members are forced into a labour dispute. 8,000 CEP members walked picket lines over the past two years. Other unions offer much lower strike pay.

Add to that education, communications, leading campaigns, and legal services - and it adds up to a great deal of value for CEP members for less than union members in other comparable unions pay to their respective national unions.

For CEP members who earn \$20 per hour (our average member), 2005 national union dues will cost \$27.04 per month. A CAW member earning the same hourly wage will pay \$27.49 per month to their national union. A COPE member pays \$29.46 per month, and a United Steelworker pays \$28.00 per month.

Looking forward - a stronger union

CEP convention delegates voted overwhelmingly for the dues increase because they believed that this modest increase in dues was necessary to maintain a strong, militant and leading union.

The CEP National Executive Board will ensure the highest possible financial accountability and maintain and expand our activities on behalf of members.

If you have any questions about CEP finances, contact your local union officers or send your question to info@cep.ca.

Elections Local 298

Local 298's annual elections are being held on Monday, November 29 and Thursday, December 2004 at the main gate. Some positions have been filled by acclamation and they are:

President – Don Klie

Financial Secretary – Mary Murphy (tentative as she is also running for Vice President)

Recording Secretary – Gary Ewanski

Inside Guard – Andy Sanwald

Trustee – Jonathan Gardiner (3 year position)

Chief Shop Steward – Ilona Kenny

Standing Committee – (members at large) Dan Belleville and Ed Da Costa

Re & Re – Steve Dudra (3 year position)

The remaining positions to be filled are **Vice Presidents** (two positions), **Outside Guard**, and **Central Safety** (two positions).

Be Sure To Vote – Show Our Strength

Joint Occupational Health and Safety Committee

CEP Western Region

Safety Conference

By Mary Murphy

This was the first year that all of the sectors in the CEP Western Region participated in the Pulp and Paper Safety Conference. Interaction between locals was not as good as in past years, although, our new sister mill, Hinton, sought out our group almost immediately.

It would have helped greatly to have had a hospitality room where the locals' representatives could have met and discussed problems affecting their locals. Not all locals put in safety reports. The concerns I noted while reading the reports were: MSI injuries, contact and ergonomic incidents, back injuries, denial of WCB claims, asbestos exposure, managing asbestos, and of course, the ALL MIGHTY DOLLAR effecting reductions in safety programs.

Some highlights of the conference were: CEP'S commitment to 0 TOLERANCE FOR ASBESTOS; why CEP should be looking at negotiating full pension rights for people who have worked 20 years of shift work because of the medical problems associated with shift work. Add this to us northern workers and you are more prone to suicides and depression.

Some of the lectures/presentations were repetitive, although the new ones were very informative.

CEP Workshops:

- Impact on Lifestyles due to sleep disorders
- Addressing the ageing workforce
- Fitness basics
- Improving on eating habits
- Cancer in the cupboards (Cancer Smart consumer Guide).

Joint CEP/Employer Workshops:

- Batteries included-Energize your life
- Health and wellness in and out of the workplace
- Nutritional needs for your work life and beyond
- How to deal with your off the job injuries
- Stress and how to balance it.

The workshop I found to be the most interesting was Cancer in the Cupboards, and Health and Wellness In and Out of the Workplace. The presentation addressed reducing exposures, reducing the risk.

Carcinogens play a key role in the development of cancer. Eliminating or reducing exposure to carcinogens, whether it is tobacco smoke, pesticides, or household products. Reproductive toxins can cause cell mutations that may be linked to cancer in future generations. Endocrine disrupters affect human health and development, the environment, and may play a role in development of cancer.

MSDS gives you the right to say no to cancer-causing agents. 5.57 WCB regulation gives you the right to know. There is a cancer epidemic in children.

Some changes we can make in our life are: weed control can be accomplished by using boiling water; insects controlled with insecticide soaps; fungicides can be replaced with borax or garlic; pets' fleas can be controlled with insecticide soaps; for head lice treatment use Nix and R&C, which contains chrysanthemum derived pyrethins, along with a nit comb. Acceptance of low doses of toxic chemical may sometimes be more dramatic. Look for Enviro choice products.

Check the plastic products and solvents you use. Some plastics contain phthalates, which tend to leach out. Look for #2, 4 or 5 at the bottom of the plastic products. Plasticizers can also migrate out of plastics into food during microwaving.

Use glass or microwave-safe crockery instead of plastic for microwaving, covering and freezing. Use glass bottles especially for babies. The hard plastic bottles typically made of polycarbonate have been shown to leach bisphenol-A, a suspected reproductive toxin, don't re-use personal-size water bottles.

More information can be obtained www.leas.ca. Contact one of the Safety Representative which attended the conference, on any of the topics, Danny Belleville, Angus McLeod, Alfie Poellot, Jean Guy Gaudet, Paul Jeffery, Peter Cooch, Rick Maksymetz, or myself. Thanks to you all for making it possible for us to attend.

**In Solidarity,
Mary Murphy**

(The following report was submitted by Local 298 to the recent Joint Health and Safety Conference. Editor.)

Local 298 Central Safety Report 2004

Eurocan safety statistics for the last five years:

	00	01	02	03	Oct/04
First aids - - - - -	714	722	839	413	404
Medical aids - - - - -	119	97	96	47	63
(non recordable)					
Medical aids - - - - -				15	33
(recordable)					
Lost Time - - - - -	20	25	20	7	6

New changes documenting and analyzing safety data, to bring us in line and even ground with the rest of the West Fraser Mills, raised some concern with

the requirements to conduct incident investigations. Recommendations/education/prevention is accomplished through incident investigations. We continually inform the company that when there is potential for injury, an investigation must take place.

We had a serious derailment where the locomotive collided with a string of chemical cars and still our rail yard is a concern with potential for another serious accident. Huge turnovers in the rail progression line, removal of necessary equipment, e.g.: pike/980 loader for clearing snow off the tracks, along with the frequency of incidents sent red flags of concern to the Safety Committee.

An external audit of our Rail Yard System was completed by a group, which previously prepared our railway employees for provincial certification, was submitted to the company December 2003.

The report referenced applicable provincial regulations, and noted:

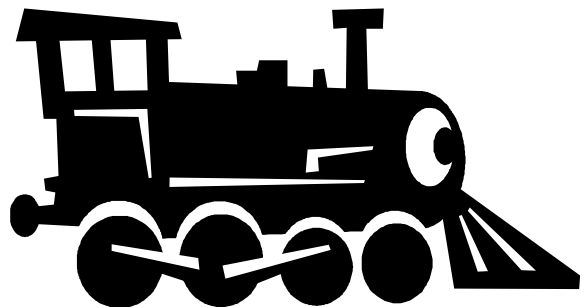
- Lack of qualification records for track maintenance workers
- Lack of employee induction process,
- Lack of rail car inspection reports,
- Lack of safety meetings (3 held in 2003),
- Lack of addressing rail safety issues raised at most of the 23 department crew meetings,
- Lack of completion/implementation of accident investigation recommendations reviewed from 2001 to 2003.

Observations listed: deterioration in the rail yard; track conditions not meeting class 1 requirements; removal of a ballast; sanders not operating on both locomotives; inspections lacking or out of date; slow brakes; air flow meters not calibrated; no blue flag on engine storage track; piston travel not posted in cab; fire extinguisher not tagged.

According to Provincial Regulation, Non Compliance's noted:

- Conductors riding on loaded chip cars
- Not on ground or point while pushing over crossing
- Radio signals not including car lengths
- Not giving stop command
- Not tailing movement into chute to ensure proper coupling
- Hand brakes not set on cars left chute
- Hand brakes not set on string of cars left on grade
- After throwing switch not checking points
- No flashlight after dark
- No light on end of cars when pushing
- Switch keeper not replacing after lining switch-
- Pre work inspections not being completed, some completed during shift
- Shift change communication done by supervisors, INSTEAD OF communicating between operators
- Conductors not performing "TUG TEST"
- Seldom if ever apply hand brakes
- No wheel chocks found at chip chute

- Reference to getting off at slow speed, should state 4 mph or less
- Blue flag removal at chemical spur
- Cross check chemical car numbers, Use TDG placards and U.N. numbers
- Non standard clearance at doorways, no sign.
- Blue or Red flag to be displayed, blue for equipment and chemicals red for track work only
- Communication Protocol does not include the word stop
- Moving locomotive without signal
- Bell not used when starting movement, sometimes not used near areas where people could be working, not used at crossing.
- No headlight on bright in direction of travel
- A doubtful signal was acted on
- No written logbook interchange agreement records
- Pre shift inspections not being accomplished
- Oil leaks not being reported
- Not following lock out procedure
- Check sheet does not include safety appliances
- Moving machine and test brakes
- Operated under direction of conductor definitions not defined
- Cleaning, fueling, air blow out including generator, switchgear not being done.
- Behavioral Observations were also noted, and in conclusion THE REPORT stated:
"THE PERCEPTION OF THE WORK FORCE FROM THE SURVEYS AND INTERVIEWS WAS THAT EVERYTHING WAS O.K. HOWEVER OUR FINDING SHOW THE OPPOSITE. MANY UNSAFE AND BAD HABITS HAVE EVOLVED FROM AN INCONSISTENT TRAINING PROGRAM, YEARS OF BAD PRACTICES, LACK OF KNOWLEDGE OF GOOD OPERATING PRACTICES, COMPLACENCY AND NON ADHERENCE TO RULES IN PLACE. IF LEFT UNCHECKED OR UNCHANGED THESE POOR OPERATING PRACTICES HAVE THE POTENTIAL OF SERIOUS PERSONAL INJURY AND PROPERTY DAMAGE.



The Traffic department attended Our Joint Health and Safety Meetings, to address ongoing and rising concerns. Rail chip cars in deplorable condition, couplers failing, derailments, equipment below standards, education, training, chip Pile Management. Continually the committee requested from the

department why Winter Chip Pile Management Procedure were not implemented. Although the committee was informed of plans for improvement throughout the department, implementation is slow. The Raw Materials Department Head set up a committee, included cat operators from the chip pile and had weekly meetings which started beginning of October 2003. That being said, and unsure if meetings were or are taking place, our chief shop steward, Ilona has taken on assisting the department in developing procedures, education, and a training program to resolve many of these issues within the department. A new position, Rail Yard Master has recently taken on the responsibility of the rail yard, and is implementing some of the lost past practices. Also, a new position Janitorial/Shiploader labor pool/Day supervisor will handle some of the needed job allocations to the rail yard maintenance.

Incident investigations, establishing root causes and adequate recommendations for prevention is a continued challenge. Sometimes the recommendations are CHANGED by the departments head to provide a cheap "don't need to think of a solution", causing concern to the committee. For example, when two clamp trucks collided, providing a "communication tool", walkie-talkies was the recommendation change. The fact finding notes stated: "BLOWING HORNS WHEN COMING AROUND THE CORNERS DOES NOT ALWAYS WORK BECAUSE OF HIGH NOISE LEVEL, and there is a better communication tool in place, radio's with designated channels, so why add a walkie-talkie as the problem solving implementation?"

One incident where a clamp truck driver came into contact with a post that supports a beam. Poorly maintained warehouse conditions and poor lighting were a factor, but the recommendation, 'BE MORE CAREFUL'. When speed is NOT A factor it is frustrating to see, "DRIVE MORE SLOWLY" as a recommendation. An employee injured his/her back by moving 50-pound boxes of paper; so we will handle this problem with "get someone else to move the boxed paper".

We have ongoing problems with paper rolls, dropping/sliding/falling off product trucks, falling from probes, dished paper rolls, protruding cores, collisions between equipment, equipment and stable structures. A committee of hourly/staff personnel is investigating some means of securing product onto the product truck...but as to date this committee has not had a meeting of the minds.

Years ago the Health and Safety Committee implemented a mandatory eye glass policy. Providing employees with adequate choices of eye protection should be reviewed, to insure compliance. Recording hazards; previously when a hazard report was generated it was answered within 24 hours.

Five copies were generated, one to Eurocan safety office, one to the CEP office, one to the supervisor and a copy to the originator. Documentation involvement and follow up were reviewed by several bodies. Years ago the Safety committee implemented a "SAFETY LOG BOOK" procedure; hazards were entered into departments log book; supervisors daily reviewed and answered the hazard report and the department head would periodically review the logbook. This was a great way to "defuse" addressing hazards. Today there is confusion both hourly and management on how and when to generate a "hazard report", and address the hazard in a timely manner.

On a positive note.....

Eurocan supplied The Health and Safety Committee, with a SAFETY IMPROVEMENT FUND. \$500,000.00 yearly; solely to be used towards safety, housekeeping, or improving working conditions. This is a huge step and this year the projects picked: improving air quality; providing loading benches at our terminal operations; Dolphin Software (MSDS on computer); and, working towards supplying a conveyor walking system to the guillotine, (on hold at this time). There are improvement fund suggestion forms throughout the mill, please fill one out with your suggestions"

The asbestos programs, documentation, inventory, education and inspections are finally onboard, although there is some major room for more improvements. Asbestos will always be an ongoing project. Exposure plan implemented. My view is that our Health and Safety Program, when compared to other industries, is superior and continually improving which is reflected in the statistics.

There is yearly Supervisor/Safety Captain Training. Manning has increased and areas which were downsized are appropriately refilled.

Intense research into air quality, thanks to Angus, has resulted in some appropriate steps being taken to address concerns.

Eurocan hired two carpenters this year and they have been diligently winterizing our mill, a practice that has been lacking over the last couple of years. The Joint Health and Safety Committee sponsored a family day, celebration for recognizing good safety performance, early in the summer. Families enjoyed great company, face painting, variety of food-hamburgers, hot dogs, salads, pop etc. Tours of Eurocan operations, including bus tours to our Terminal Operations, were well received. The Eurocan Emergency Response Team set up a hazop center, loaders, fire truck, ambulance, and our emergency response trailer on hand to view.

Children were suited up in fire gear, learned about the fire truck, sprayed a target using the fire hose, and went through an obstacle course. Once through the obstacle course a fish pond awaited them where retrieving colored washers were matched to a corresponding prize. EVERYONE PITCHED IN TO MAKE IT A VERY SUCCESSFUL DAY, especially the early risers, Peter, Patricia, Dan, and members of the emergency response team.

Several years ago at the CEP Health and Safety Conference, locals in attendance were experiencing growing pains, when management at their sites were rapidly being replaced. Eurocan is experiencing the same growing pains. Our member's years of experience and knowledge are still there and will be beneficial in replacing and upgrading the discarded documentation and data from the departments. Meanwhile, we need to continually focus on the problems, working on viable solutions to the mill's safe productivity.

In solidarity,
Mary Murphy

Central Safety Confronts The Falling Rolls Of Paper

By Dan Belleville

We began our monthly meeting by reviewing the incident investigations. One of the investigations we seemed stuck on was the paper rolls falling off the product trucks. We seem to keep coming back to, "Why are the rolls still falling off the trucks?" The Papermill managers said that any rolls that don't meet the specks are not supposed to pass through the finishing line. Yet, rolls are still getting on the trucks that are uneven, enough to rock and roll off the truck.

It was noted that the routers were broken so the cores could not be trimmed. How long the routers were broken, I don't know for sure. But, that is no excuse, because this should have meant that the rolls shouldn't be gone through the finishing line unless they were forced through. But then, when the rolls do get through and past the two-day operators and are put on the truck, it is the truck drivers who decide if the load is safe enough to haul. Harry said it is no different than if they were hauling on the highway and can be charged with hauling an unsafe load.

So, if the truck driver decided that the load is unsafe because of certain rolls he can refuse to haul the load until these rolls are removed by using the right to do unsafe work.

So, I ask the truck drivers to take the time to check your load because if they fall off the truck you are accountable for moving an unsafe load. If you're

not sure, contact the Supervisors and a safety Rep and get them to sign off on the load.

Also at the meeting it was noted that a committee was set up to deal with this issue. We are asking for them to make a report for the next meeting to see if they have come up with any solutions. This doesn't let the Company or the Central Safety Committee off the hook, because it's their job to come up with a safe solution.

We are also seeing incidents caused by workers using the wrong equipment and not using all the proper personal protection equipment. We ask everyone to take the time to get the proper equipment to do the job safely. Remember, it's you who will suffer the pain and Rick Maksymetz has said that there is nothing worth getting hurt for.

Peter Cooch also said that there is another book out there on the WCB regulations and it cost \$50 and is already considered out dated. The Committee said at this time, because of all the changes, it might not be wise to purchase the book. But, the regulations also state that the company must provide access to these regulations, and we said we have to find a way to do this. Peter said all the supervisors have access to the inter-net and all an employee has to do is ask to use their computer to check it out when they need to.

There is still a problem with safety work orders. Les Condon said they are not all safety work orders but wish-lists. Some should have been dealt with right away and others are taking far too long to complete. Les said there was a meeting being held shortly to deal with this problem. One of the ways is to make the Originator responsible to see that the work gets done and to do the follow ups. So, after this I guess anything on the safety work order list will be SAFETY WORK ORDERS.



Also, there is still a problem getting the Company to do Incident Investigations; they like to do other types so we are not involved. For example: with the help from Alexis and others in the electrical department we finally got an incident investigation on a 401A switch room incident. I found this a very good investigation and the electricians along with the supervisors came up with a lot of good ideas. They may prevent this type of incident from happening again, and some other problems have been

discovered that can be solved now before something else happens.

Now, if only they would do an investigation on the CMP incident about putting a gate in a restricted area and not taking proper precautions to ground it and work safely. This particular gate was built because of a safety work order, but it didn't solve the problem, it only created more unsafe acts. They have never done an investigation on this fact, but I saw the other day that the fence had been moved so that the steps are on the outside of the restricted area. Two questions remain; who did it and how was it done? We need to know.



But, let an expensive piece of equipment fall off a fork lift pallet or a truck get a dent in it and then see how fast an incident investigation gets done. I don't have a problem with investigations being done in these particular incidents because solutions can be found. But, let's do all of the investigations that have the potential for someone to get hurt and injured, not just the ones that cost money because of damage.

Another one I just heard about was a fire on one of the Chip Pile Cats a week or two ago and the fire system didn't work to put this fire out. I was informed that this is not the only time this has happened. So, why is the company not having investigations to find out how we can help improve the systems? Is it too much work or are we waiting for a death to happen? Do we have to wait for Hank to visit our site before we act on this? Or, do we want to have him visit our site after someone has died because of it?

(Why was it important to do an investigation into an incident where equipment was damaged and one of our members might be at fault, but it's not important to do an investigation when it might be the equipment at fault? Is it because it's the Company's responsibility to make sure that the equipment is in good working order? Maybe the investigation would expose that the Company isn't maintaining an adequate maintenance schedule? Please, insist on doing an Incident Investigation whenever you see an incident that had the potential to seriously injure someone. Editor.)

These are a few of the things that are happening in our mill and this is how I see it, it may not be completely how the Union sees it but it's close. If anyone knows of an incident that needs to be

addressed let us know by bringing it to your safety meeting or letting someone from the safety committee know before it is swept under a rug. If it's not solved it just might come back to bite you or someone else at a later date.

So, if we all do a little to make this a safer mill BIG, BIG THINGS can happen, safety wise, and we all have a better chance to go home in good health.

**In Solidarity,
Dan Belleville**

**Joint Health and Safety Meeting
November 16, 2004**

And Now, Another Point Of View

As always the committee reviewed incident investigations and follow up, a big pain to the management. Inadequate recommendations were discussed and ways to address this with the departments. Peter Cooch took on this responsibility. We don't want to be signing off on incidents which implementation/completion of the recommendation has not taken place.

There were lengthy discussions around the traffic incidents and product falling off the truck. John Chisholm stated that the product drivers should be held accountable because they hold the class 1 ticket and have a responsibility to insure the load is safe. John also noted that on "that particular day" – Tuesday, two more rolls were in the haul road ditch, which had not been there the previous day. It was brought to the committee's attention that Harry Wilkinson sent out an email directing the two day warehouse not to load dished rolls or rolls with protruding cores on SEPTEMBER 10, 2004, and some supervisors/operators had not seen the email. Harry wanted a copy of the email, as he couldn't remember it. I told him I would provide him with a copy of the email.

AFTER ALL THE DISCUSSIONS, as always the committee members felt that this was not our area to be discussing/problem solving/reviewing, as the department is the logical means of settling this issue.

THANKS TO DON, for sending the letter to Rick Maksymetz – things are really rolling now. All of the so-called non-existing meetings are taking place now....We also voiced our opinion that these issues need to be solved, if not at department level then at our level, as they have been working on this one for way too long. I informed the group that Kevin Carter had first started a committee and was compiling all of the incidents involving paper falling off the product truck to come up with viable solutions.....along with all the chip pile incidents, and this did not take place.

THE ISSUE HAS GONE BACK TO THE DEPARTMENT ONCE AGAIN.

We have requested several times for tracking of Safety work orders, backlog, prioritizing, and to have the work order numbers or capital project numbers attached to the incident reports when it reflects recommendations for prevention. We wanted the report not to be signed off until the safety work order/capital project is completed, and that would be our means of tracking. Les had a problem with this and stated that sometimes safety work orders are not true safety work orders....and....Capital projects needs to be approved. According to Les an example of a safety work order that really isn't a safety work order – lighting. Well, lighting can be taken care of almost right away so I don't see this as an issue. John requested a formula on how management handles their safety work orders and was provided with one, so he can review and educate the terminal personnel.... That is where this issue was left, nowhere.

We requested the WCB report (Danny Belleville's right to refuse). Peter said he would give us the report. There are a few items on the report that he has to address – stairs, airflow, and risk assessment to eliminate the confined space issue.

We once again asked for a list of the Raw Materials Improvements Update.....

We brought to the attention of the committee when an employee is exposed to a hazardous substance an investigation needs to take place. Employees have the right to know what they were exposed to. Peter insisted that quite often there is no reading on exposures. He informed us that WCB had been called and there was no need for an investigation – everyone explained if you don't have an investigation, you don't know if there is a failure or not. He asked me to take this project on – investigation of exposure of two employees to noxious substances, which occurred quite a few months ago.

We ran through the previous month minutes with the goal of signing off on the issues "as completed"....with several I had Patricia replace with IP (in progress). The meeting time has gone from 4 hours to 3 hours-people start to leave the meeting around 3:30, which is okay as they were yawning, answering their cell phone, rolling their eyes, and not really with the program...We don't really get a chance to review the fire reports, safety work orders, tracking and trends, we never see any hazard reports, so there must not be any hazards. Anyways same shit different day...

Last night there was a problem with the tracks in the rail yard. Danny attended the investigation....They still don't know why there needs to be an investigation if no injury? Danny had to explain to them if there is potential – an investigation

needed to take place. I wonder how many times we have incidents in the rail yard where an incident report is not generated. Anyway, Dan asked for the audit report on the rail line (x-ray reports). The report found several points that were a problem, but the one last night was not one of them.

**Keeping you updated,
Mary Murphy**

P.S.: Have a very Merry Christmas and a Happy New Year.



Safety Conference A Success

CEP Western Region Report

The second CEP Western Region has been termed a success. More than 200 delegates from western locals attended the two day conference, held November 6 and 7 in Richmond, B.C. The union event was immediately followed by a joint CEP/employer safety conference on the 8 and 9.

Keynote speakers and workshops dealt with a wide range of issues such as the aging workforce, sleep disorders and shift work, fitness, eating habits and cancer risks from products used in our homes.

Western Region Vice President Dave Coles said the conference was well attended and well received by participants. Coles said, "one of the key issues was how to deal with problems associated with shift work. He said it is an issue that must be brought to the bargaining table if we are going to make progress on improving our members' health and lifestyle."

One of the most interesting workshops dealt with identifying dangerous products in the home. Workshop facilitator Sean Griffin works with an organization that brings together trade unionists, environmentalists and resource industry representatives to work on common projects. Griffin says he has recently been focused on the hazards posed by toxins in our homes. He calls on CEP members to become more aware of the effect of toxins on their health and to spread the word in their communities.



Thank you to CEP Local 298:

Thank you for the fruit basket! It was greatly appreciated.

Jim Olsen

To CEP Local 298

Thank you for the beautiful retirement gift. I will miss all of you and hope to see some of you in the future. Thanks again!

**Sincerely,
K. Garg**

To CEP Local 298:

CEP Local 1129 members on the line are watching the birds fly south as the leaves are falling off the trees. We are prepping for winter also. As the weather cools, the support you send also helps to warm the souls. We've had more contact with you in these 7 months than NORampac, we know we're not forgotten.

**Again "Thank you!"
In Solidarity
Dave Hart
President
CEP Local 1129**

*(On November 26, 2004 Local 1129 voted 65.3% in favour of the Company's "final, final" offer and are due to report back to work December 1st. See **On the Line with Local 1129** on page . Editor.)*

To CEP Locals 298 & 1127:

Thank you all for your help compassion. Your kindness is very much appreciated.

Madyha Youness, Mrs. Bashir

To the Member of Local 298

I would like to thank all the 298 members who took the time to vote on Nov 29 and Dec. 3/04. Also to say thank you for your votes and wish you all a safe Christmas and New Year.

**Sincerely yours,
Dan Belleville**

Hi Don

I'd like to wish everyone at 298 and 1127 a merry Christmas and a prosperous and happy New Year

Big John (Koelemy)

To CEP Local 298:

Thank you for the flowers sent to Mom while at the Vancouver General Hospital in May.

**Kim Lacey &
Leon Belanger**

To CEP Local 298:

Thanks for the fruit basket. A much unexpected & appreciated gift.

Pete Crockart

Greetings

As of Nov. 26/04 the owner of the Port Alice mill officially became bankrupt. The court ruled that there was no chance of them restructuring, we had taken the position that none of our members would accept any proposal they put forward based on the information presented to us.

The act of bankruptcy has caused some extra work but we believe that now we will be able to ascertain whether any corporate entity is interested in operating the mill. We remain optimistic that we can find the long term solution.

The creditors meeting is going to take place Dec. 15, 2004 after that meeting we may have a clearer understanding of how to proceed.

**In solidarity,
Don Vye
President
CEP Local 514**



Alfie Johnson

Brother Johnson recently past away. He was involved in a single vehicle car accident. Alfie was a long time member who retired from Eurocan a few years ago. He was a journeyman carpenter who had worked in the area for many years previous to hiring on at Eurocan. Over the past year he has visited the mill site and reminisced about the early days of Kitimat and the many houses and apartments that he was a part of building.

He served the Union for many years, mostly in the capacity as the Carpenters' Shop Steward and Safety Captain. He was a colourful character who was never short for words. While not everyone agreed with him on certain issues, when a person or position needed to be defended others always looked to him for his advice, direction and support. As a carpenter he was very proud of his craft and was well respected for his abilities as a journeyman.

As well as being known as the Carpenters' Shop Steward he will be remembered as that lucky guy who won \$5 million in The 649 Lottery. Many remember seeing him the day that he won because he showed up to work as if nothing had occurred. That is, except for the big smile on his face. It wasn't until the next day that he informed people that he'd won. He promptly retired from Eurocan after that.

At times such as these we mourn the death of our friend while at the same time we celebrate the life that we shared. We offer our condolences to his wife and children and to all the members of his family.

(The following announcement was put out by Carole Gagnon of Eurocan. Editor.)

The Company regretfully informs all employees of the passing of Eurocan retiree, Alfred (Alfie) Johnson Sr. on Wednesday, November 24th, 2004.

Alfie commenced his employment with Eurocan on September 21st, 1971 as a Carpenter in our Maintenance Department, a position he held until his retirement on October 2nd, 1997.

Alfie's family asked that we share the following Funeral Announcement with all employees:

A short viewing followed by the Lord's Prayer will be held this afternoon, November 30th from 2:00 p.m. to 3:00 p.m. at MacKay's Funeral Home in Terrace (4626 Davis Avenue).

The body of Wiidildalda (Wee-dil-dal-da) Big Echo, Alfred Henry Johnson Sr., will be returning home to New Aiyansh this afternoon, November 30th at 3:30 p.m.

A Tribal Feast will be held on Thursday, December 2nd starting at 5:00 p.m. at the New Aiyansh Auditorium.

Memorial Services for Wiidildalda will be held in New Aiyansh on Friday, December 3rd starting at 7:00 p.m.

The Funeral Services for Wiidildalda will start at 2:00 p.m. on Saturday, December 4th at the New Aiyansh Anglican Church. The Settlement Feast will follow at 5:00 p.m. at the New Aiyansh Recreation Centre.

There will be no Memorial Service held in Terrace. For more information, please contact Curt Johnson at (250) 615-7795.

In lieu of flowers, donations in memory of Alfie may be made to the Heart & Stroke Foundation.

Our sincerest condolences and prayers go out to Alfie's wife, Dorothy, and to his sons, Alfred, Herbert, Darryl and Patrick. Their sorrow and sadness is shared by Alfie's many friends here at Eurocan.

90 per cent of large fish gone

CCPA/CALM

Industrial fisheries have become so efficient that within 10 to 15 years of encountering a new fish stock, they destroy 90 per cent of its population, according to an issue of the scientific journal Nature.

"Industrial fishing has scoured the global oceans. There is no blue frontier left," says biologist Ransom Myers.

Just 10 per cent of the world's largest fish—cod, tuna, halibut and swordfish—are left, the decades-long study found. It looked intensively at international fish populations from 1950 to the present.

The study's authors urge that fish harvesting be immediately cut in half, subsidies to the fishing industry be sharply reduced and a high priority be given to creating marine reserves.

"We are in massive denial and continue to bicker over the last shrinking numbers of the ocean's surviving fish, even using satellites and sensors to find and catch the last fish left," says Myers.



Owner of Port Alice pulp mill fights to stave off bankruptcy

Doubts rise about future of operation as company moves to keep creditors at bay

PETER KENNEDY
The Globe and Mail
Tuesday, November 2, 2004

VANCOUVER -- The future of a pulp mill that is the lifeblood of the remote Vancouver Island community of Port Alice, B.C., is once again in doubt, as its new owner fights to stave off bankruptcy.

Only six months ago, the Port Alice mill seemed secure after the B.C. Supreme Court allowed Doman Industries Ltd. to sell the operation to a private Wisconsin firm, LaPointe Partners, for \$1. Doman was restructuring and its creditors had wanted either to sell the mill or shut it down.

Port Alice Specialty Cellulose Inc., (PASC) an affiliate of LaPointe, bought the mill from Doman, after agreeing to retain its 320 employees and assume responsibility for their pension liabilities. But the doubts about the mill's future have resurfaced amid allegations that PASC used employee benefit money to run the operation before shutting it down on Oct. 22.

"The investigation is still in its early stages," said Constable Erica Misfeldt of the RCMP detachment in Port Alice.

In a brief statement, PASC director John Sullivan blamed the rising value of the Canadian dollar and high energy costs for the closing, but said he hopes operations will resume in the near term.

PASC has moved to keep creditors at bay for up to 30 days by filing, last week, for protection under the Federal Canadian Bankruptcy and Insolvency Act.

"This is devastating for that community," said Rod Visser, the member of the provincial Legislature for northern Vancouver Island.

Since 1917, the fortunes of Port Alice and its 770 residents have depended on the health of the nearby pulp mill.

It produces dissolving sulphite pulp, a rare commodity that is used to manufacture a wide range of products, including diapers, rayon for men's suits and even nitrate paper for explosives.

The mill accounts for 80 per cent of the region's tax base, so the latest developments have left people to wonder whether this is really the end of the line for the mill and the community that depends on it.

"It's like going from the frying pan into the fire," said Andy McKay, a millwright who has worked at the mill for 25 years.

He was referring to the fact that Doman was forced to sell to LaPointe after declaring insolvency two years ago.

"Technically we are in a worse situation than we were before because [the new owner] is a private company," Mr. McKay said.

It means the community is likely to remain in the dark about LaPointe's ability to fund its operations, because it would not be required to file financial statements as detailed as those of a public company.

The union representing the Port Alice employees said it was informed on Sept. 9 that employee deductions had not been remitted to the fund. The union has alleged the money was used instead to buy wood pulp needed to feed the mill.

Dave Schaub, a national representative at the Communications, Energy and Paperworkers Union of Canada (CEP), said the union was alerted to the shortfall by the pension plan administrator.

Mr. Schaub said that according to the pension administrator, about \$1-million in employee pension plan benefits had not been remitted since LaPointe bought the plant in May.

In that period another \$500,000 in medical service, extended health and Canada Pension Plan contributions was also not remitted, Mr. Schaub said.

"They [PASC] came to us in mid-September and asked us to take a 20-per-cent cut in wages and benefits," he said.

Mr. Schaub said most of the outstanding money was paid to the appropriate agencies after CEP filed a grievance Sept. 14 alleging that the employer had failed to make payments that were required under the collective agreement.

An arbitrator agreed with the union and ordered the employer to pay forthwith any amounts that were in arrears.

The bigger question now is whether the mill can be saved.

"The owners of the mill are being very active in talking to the people they need to talk to," said Larry Prentice, a senior vice-president at trustee Ernst & Young Inc. "They believe there is a great urgency to resolving this and getting the mill back into production as quickly as possible," he said.

But Mr. Visser said he is not encouraged by LaPointe Partners' track record. Three years ago U.S. forest company Louisiana-Pacific Corp. transferred its interest in a Samoa, Calif., pulp mill to LaPointe for \$46-million (U.S.).

According to reports, creditors foreclosed on the Samoa mill two years later after the operator ran up debts of \$75-million. The mill was sold in August, 2003, to a management group for \$5-million.

Ottawa strengthens bill covering whistle-blowers Civil servants would get more protection

Neutral third party could hear complaints

MARY GORDON
OTTAWA BUREAU

OTTAWA—The federal government has re-vamped its whistle-blower legislation in response to fierce criticism that an earlier version offered little protection for public servants who disclose wrongdoing.

"We have ... strengthened the legislation to reflect a number of issues that were raised," said Treasury Board President Reg Alcock.

Under the Public Servants Disclosure Protection Act, whistle-blowers can report wrongdoing to a neutral third party — the president of the Public Service Commission, an independent agency charged with ensuring public servants are hired on merit.

The third party will have greater investigative powers, including gathering documents and subpoenaing witnesses, than it did under the previous bill.

Maria Barrados, president of the Public Service Commission, said the president's new powers "fit well with the direction" of the commission and she looks forward to reviewing the bill with a parliamentary committee.

Other new features include:

1. Strengthened confidentiality provisions to ensure whistleblowers are protected under laws such as the Access to Information Act.
2. Retroactive protection to February 2004 for information provided to parliamentary committees or inquiries in response to the sponsorship scandal.
3. The time allowed for public servants to complain about reprisals is extended to 60 days from 30.
4. Crown corporations are included.
5. The RCMP, CSIS and the Armed Forces are exempted, but they will be required to establish similar disclosure regimes, including a code of conduct.

Brock University professor Ken Kernaghan, whose report on whistle-blowers recommended an independent public service integrity officer for the

job, said he's not convinced the commission is the right avenue.

"We have to make sure the organization managing the regime be viewed as being credible and independent."

The bill's re-introduction comes on the heels of the firing in July of former Health Canada scientists Shiv Chopra, Margaret Haydon and Gerard Lambert, noted NDP MP Pat Martin (Winnipeg Centre), who co-chaired a sub-committee on whistle-blowing earlier this year.

"It's never been more important that those who have information of wrongdoing do feel free to come forward," said Martin, who had wanted the auditor-general's office to investigate claims of reprisal.

The scientists had criticized the department for its strategy to fight mad cow disease. Chopra and Haydon also said Health Canada pressured them to approve a drug that would be used in chickens and cows that could lead to antibiotic resistance in people.

Bankruptcy trustee recommends auction for New Skeena Forest Products assets

Steve Merti
Canadian Press
Monday, November 22, 2004

VANCOUVER (CP) -- The remnants of New Skeena Forest Products Inc. should be handed over to an auction firm for sale, the company's bankruptcy trustee recommends.

In a report filed in advance of a B.C. Supreme Court hearing Tuesday, Ernst & Young Inc. says efforts to find buyers willing to take over most of the northwestern B.C. lumber and pulp producer's operations have been unsuccessful.

The exception is New Skeena's sawmill at Terrace, B.C., which still could be sold as a going concern.

"With reluctance, the receiver recommends that the machinery, equipment and rolling-stock assets ... be entrusted to an auction firm for sale by auction or private sale," the report says.

The trustee valued New Skeena's assets at roughly \$17.5 million, not including its Crown timber licences, which are subject to separate discussions.

The receiver would have to get close to \$30 million to pay out all the secured creditors fully, Larry Prentice, Ernst & Young senior vice-president, said Monday.

More than \$8 million is earmarked first to repay various administrative charges and loans racked up since New Skeena went into court-ordered protection from creditors a year ago.

After that, northwestern municipalities, owed more than \$26 million in unpaid property taxes, are first in line to collect, followed by NWBC Timber and Pulp, New Skeena's holding company, and pulp marketer Celmark.

Prince Rupert, site of New Skeena's mothballed pulp mill, alone is owed more than \$22 million.

"For us, for the community, it's devastating," city manager Victor Kumar called the report. "We felt that it could have operated when there was an opportunity. It's unfortunate."

The bankruptcy is the last chapter in the company's long, sad history.

Once the linchpin of the northwest B.C. economy, accounting for 10,000 direct and indirect jobs in its heyday, it piled up more than \$1 billion in debts over various incarnations.

Skeena Cellulose Inc. was first forced into bankruptcy protection in 1997, when its troubled parent company Repap Industries Ltd. of Montreal walked away from Skeena's \$500 million in debts.

The B.C. government came to the rescue and led a restructuring plan that converted most of the debt into equity.

Skeena still bled money, mainly from its costly pulp operation, as the NDP government tried vainly to find a buyer.

Its debt had climbed once again to nearly \$500 million -- most of it footed by B.C. taxpayers -- before the Liberal government sold it to two former Repap executives for \$6 million in 2002.

Dan Veniez and George Petty hammered out concessionary labour deals with much of the renamed New Skeena workforce and slashed its cost structure, hoping to restart operations.

But they were unsuccessful in attracting the additional \$55 million they said they needed to complete the restructuring.

The company was pushed into receivership for the third time in six years in 2003 when the region's municipalities moved to seize assets to recoup years of unpaid property taxes.

A succession of would-be investors seemed poised to rescue New Skeena again but the proposals never gelled.

The trustee's report mentions \$245,000 paid to Veniez for unpaid salary, benefits and management expenses in the two weeks prior to New Skeena's Sept. 20 bankruptcy.

Prentice said the trustee is seeking more information about the payments but is not suggesting there was anything sinister about them.

Ernst & Young said it recanvassed all the previous players without success. It also rejected pleas from community groups to delay the liquidation process because none could table a substantive proposal.

There were a number of inquiries about buying assets piecemeal, including one to pack up the Prince Rupert pulp mill and ship it overseas.

The trustee recommended Maynard's, a Vancouver-based auction house, handle the asset sale, excluding the Terrace sawmill.

"There are discussions going on even as we speak trying to resolve Terrace on an operational basis," Prentice said.

The municipalities, including Prince Rupert, Terrace and Hazelton, are unlikely to get much of their unpaid taxes.

Prentice said the payouts to the municipalities will be based on the value of the land and improvements, which for Prince Rupert is a little over \$5 million.

The waterfront pulp mill site is potentially valuable for industrial development but Kumar said it's been estimated an environmental cleanup will cost more than \$103 million.

The B.C. government has set up a \$30-million fund for environmental remediation.

© Canadian Press 2004

Hospital unions signing up new members

WebPosted Nov 24 2004 08:24 AM PST

VANCOUVER - Two public-sector unions that were hard hit by government privatization at B.C. hospitals, are starting to get some of their members back.

Nearly 800 employees of Sodexho -- the private multinational that took over hospital services -- have signed up with the Hospital Employees Union.

The Sodexho employees work in food services at more than 30 health-care facilities from Sechelt to Richmond -- including St. Paul's Hospital and Vancouver General.

The workers had been paid about \$19 an hour before being laid off. The new workers, hired by Sodexho, are paid about \$10 an hour, and were represented by the IWA.

HEU spokesman Mike Old says they're returning to the public-sector unions because of problems with staffing levels and training -- plus a lack of health and safety guidelines.

"They've come to the HEU because they want help in improving the kind of working conditions they have. And that, in turn, we think will improve the care and conditions in our hospitals," he says.

Meanwhile, the B.C. Government and Service Employees' Union says 15 food service workers at George Pearson Centre in Vancouver have voted to re-join the union.

BCGEU president George Heyman says the union will work hard in the next round of contract negotiations with the private firm.

"I'm not going to mislead workers and say that joining the union is a magic bullet, that will get them back to where they were instantly," he says.

"But it is our long-term goal and we can certainly do better for them, than the appalling collective agreement that was negotiated by the IWA local without any input from the workers whatsoever." More than 2,000 other privatized cleaning and food services workers are still waiting for their votes to be counted.

Ripping up collective agreements means labour war

OFL/CALM

"Health Minister George Smitherman just shot the first volley in what looks like a major labour war," said Ontario Federation Labour President Wayne Samuelson.

Samuelson made the comment after the health minister made clear he wants to contract out hospital services like cleaning, maintenance and food services, effectively ripping up collective agreements for thousands of workers in the health care system.

"The Health Minister served up a 24 per cent wage increase to Ontario's doctors, but thinks he can balance hospital budgets off the backs of the lowest paid workers in the health system," Samuelson said.

"The work he wants to contract out is currently provided by a workforce that is 85 per cent women. Many are new Canadians and these jobs are their entire livelihood."

Samuelson has a pre-election letter from Ontario Premier Dalton McGuinty that states, "We believe in policy based on evidence, not ideology. We've seen no evidence that private care is any cheaper, but plenty that it's more expensive and of lesser quality."

In the same letter McGuinty said, "A Dalton McGuinty government will lead by example by being an employer that respects its employees. We will respect the collective bargains made by unions with their employers. We will bargain in good faith."

"If the Premier doesn't come clean and honour his commitments," Samuelson said. "The Ontario Federation of Labour will immediately convene an emergency meeting of the heads of unions in Ontario and there will be a swift response. If this government intends to break the collective agreements of these workers it will be a betrayal of all the working people of this province."

2005 Local 298 Executive

I would like to thank all of those people who accepted nominations for positions on next year's Executive. Our society relies on and requires the volunteer services of dedicated individuals.

Our membership contains some very talented people, not all of who are able to volunteer their time to do the Union's business. But, for those that are able to volunteer their time it is a very worthwhile endeavour.

There are individuals worldwide who believe so much in the cause of unions and helping their members and others that they are prepared to put their livelihoods and lives on the line. While our efforts here are not under such extreme threats it wasn't always that way. We must remain vigilant to maintain and improve our standard, our way of life. Our enterprise and livelihood at Eurocan will only be successful if we all participate fully in making Eurocan the best company that it can be.

I would like to congratulate the successful candidates and with their efforts we can all look forward to a bright future. I would also like to thank all those who took the time to exercise their right to vote.

CEP Local 298 Executive for 2005

President –	Don Klie
First Vice President –	Frank Verde
Second Vice President –	Jack McCamy
Financial Secretary –	Mary Murphy
Recording Secretary –	Gary Ewanski
Inside Guard –	Andy Sanwald
Outside Guard –	Dennis Urbanowski
Trustee 3 yr –	Jonathan Gardiner
Trustee 2 yr –	Gary Drake
Trustee 1 yr –	Ed Da Costa
Chief Shop Steward –	Ilona Kenny

Central Safety Committee

Dan Belleville and Mary Murphy. The First Aiders will also select a member as well as the Shiploaders and Terminal area employees.

Volunteers Helping Out

I would like to thank Ted Metz, Dennis Urbanowski and Jim Boguski for volunteering to answer the telephones and represent Local 298 at this year's **Aluminum City Telethon**. Our Local donated \$500 to the cause.

I would also like to thank retired member, Bruce Campbell for representing Local 298 and laying our wreath during the **Remembrance Day Ceremonies**.

Don Klie, President, Local 298

On the Line With Local 1129

Sisters, Brothers, and Friends, Strike's Over!

CEP Local 1129 has ended it's 33-week strike against the NORampac recycling paperboard mill in Burnaby, BC.

Under a management threat of mill closure if their "Revised Final Offer" was not accepted, members voted 65.3% in favour of an agreement which breaks the western CEP pulp and paper pattern in one important area: increased members' cost-sharing on health and welfare benefits.

Of 118 eligible voters, 101 cast ballots at membership meetings on Thursday evening and Friday morning (Nov. 25-26). Almost all of those who did not vote were either out of town or long-term-disability and workers' compensation recipients.

NORampac's 'final, final' offer came after efforts by CEP National President Brian Payne and CEP Western Region Vice President Dave Coles to get company brass from the Montreal head office to break the deadlock on bargaining. No talks had taken place since the strike began April 10.

And in the end, no talks did take place between NORampac and the elected Local 1129 Bargaining Committee. Top NORampac managers refused to sit down with that committee and said they would only talk to Brother Coles. Prior to his meeting with the two NORampac heavies, however, Brother Coles met extensively with the Local Bargaining Committee and accurately put their positions forward at the meeting with management.

Two of the three pattern-breaking items in the pre-strike "Final Offer" had disappeared in the offer that was accepted. The company offered a rough equivalent to our Job Evaluation plan (which they still want to delete). And they dropped their demand to delete an important piece of language that puts curbs and penalties on their use of non-union contractors.

Local 1129 wishes to say a huge thankyou to all of you who have given us support through this lengthy dispute. We could not have fought so long without the countless contributions of time, money, and morale-boosting acts of solidarity which many of you sent our way.

We will survive to fight another day!

**Solidarity,
The Members of CEP Local 1129**



CEP Local 514 – Port Alice

More Bad News...

Port Alice Mill Bankrupt

CEP Western Region
November 26, 2004

Vancouver – Yesterday the court did not grant the extension to allow Lapointe Partnership more time to prepare a restructuring plan for the mill at Port Alice, BC. The outcome is that the operation is now bankrupt.

The union is not surprised that Lapointe failed in its task to produce a restructuring plan. "We have always been suspicious of Lapointe's intentions with this mill," stated Dave Coles, CEP Vice President, Western Region. "However, we believe that there is a willing investor out there who will work with us to find a long term solution."

"The mill in Port Alice is a good mill, with good employees in a good community," continued Coles. "Our task now is to find a new owner for the mill."

On October 22, 2004 Lapointe Partnership filed a notice of intention to seek bankruptcy protection under the Bankruptcy and Insolvency Act. The pulp mill at Port Alice was acquired by Lapointe seven months ago from the previous owner, Doman Industries.

There are almost 500 direct jobs at the Port Alice pulp mill which is the only major employer in the community.

**Email From Don Vye, President of CEP Local 514
Thursday, October 28, 2004 12:54 PM
Port Alice " WHO'S RESPONSIBLE FOR THIS
ATROCITY?"**

As of Monday October 25, 2004 our employer has filed for a form of bankruptcy protection under the Bankruptcy and Insolvency Act "Notice of Intent to Make a Proposal" Our members will not be getting paid for their work during the last pay period. We believe this is just a stalling tactic for those responsible for this atrocity to escape.

We are trying to assess all our options at this time. We have been attempting to contact all allies we have in this fight.

We will be having a Town Hall Meeting in Port Alice on Nov. 4/04, 7:00 PM hopefully we will get some of the parties responsible for this mess to attend.

**Please contact us for further updates.
Don Vye
President CEP Local 514**

Local 855 recommends acceptance

pulp bargaining update CEP Western Region

After many months of bargaining a tentative agreement was reached between CEP Local 855 and West Fraser (formerly International Paper) in Hinton, Alberta.

"The agreement is a total victory for the members as it meets the pattern agreement and has rejected all 43 concessionary demands from the employer," stated Local President Wally Ewanicke.

Health benefits were protected and maternity and parental leave provisions were improved.

The members will be reviewing the details of the agreement on November 29th and voting on December 3rd.

CEP News

Quebec City Host of CEP Convention

CEP Western Region Newsletter

The CEP 2004 Convention was this union's largest gathering in its history. Almost 1500 delegates, alternates, officers, staff and guests filled the huge Quebec City Convention Centre to capacity.

Brian Payne opened the convention hall telling delegates it's time for CEP to build on its past successes and take a strong leadership role nationally.

"This convention is about who we are, where we come from and where we are going," said Brother Payne.

Brother Payne thanked all the delegates for their strong leadership to make CEP what it is, but said the theme of the convention "Program for Progress" signaled the need to move to the next stage in CEP's development.

Brother Payne got an enthusiastic response when he announced a new CEP initiative to put CEP at the forefront of the battle to create a national Pharmacare program. CEP will work with other social activist partners to fight for a universal national Pharmacare program that will cover catastrophic drug costs for all Canadians.

Several provocative speakers addressed delegates during the convention. One of them, Ignacio Ramonet, editor of Le Monde Diplomatique, a left wing newspaper produced in France and distributed around the world, told delegates "It is possible to have a better world. We cannot resign ourselves to accepting that things are not going well."

In his address he also suggested that all citizens of the world should have the right to vote in the US presidential election. He said, "Since we all have to live with the consequences of the actions of the US President, we must have the democratic right to determine who the decision makers are."

Later in the week Gary Cwitco told the Convention that 6,000 people each day die from HIV/AIDS in Africa. In an effort to try and relieve some of that suffering the Humanity Fund will raise \$5,000,000 over the next two years which will go towards that goal.

Western Region Vice President Dave Coles told delegates about the struggle the B.C Council of Carpenters have been waging in order to become part of a democratic union. The group of 8,000 members have signed an affiliation agreement with CEP but are still locked in a struggle trying to leave their American union.

Delegates unanimously approved two new policies. The Media policy speaks to several issues from the lack of diversity in our mainstream media to cultural sovereignty and from local programming to a lack of standards in journalism.

The Telecommunications Policy calls for government initiatives to stem the tide of lost jobs and to properly manage the convergence of the telecom and broadcast industries.

The full text of these policies are posted on line at www.cep.ca Administrative Vice President Don MacNeil spoke passionately in support of the resolution dealing with Workplace Drug and Alcohol testing.

Perhaps the most controversial debate on the convention floor was about the dues increase proposed by the National Executive Board.

Delegates lined up at the microphones to speak with passion both for and against the issue. The resolution was at one point sent back to Constitution Committee. When it returned the Committee stressed that even with the increase, CEP dues are lower than that of other major Canadian unions while we maintain higher strike benefits and levels of service than those other unions.

The increase was eventually approved but not without a strong message from the floor to be diligent in keeping our financial house in order.

Local 1127 News

COMMUNICATION BREAKDOWN!

November 16, 2004 had to be the shortest standing committee meeting in the history between Local 1127 and the Company (Eurocan Pulp and Paper).

Talks broke off when the Union felt that the Company was holding Standing Committee and the Union in *contempt. The Paper Mill Manager has shown his contempt with this Union from the day he arrived here.

After rushing through the first item on our Agenda, the Paper Mill Manager pressed to move on to the next item. Upon discussing item #2 on the Agenda, the Paper Mill Manager failed to take the subject seriously, indicated by his repeated laughter. We should not have been surprised at their attitude toward "Supervisors doing Hourly work", as they have not taken this item seriously for the past 30 years.

Local 1127 have always strived to keep the lines of communication open between the Company and us, even when we agreed to disagree. However this last show of disrespect by the Company against our Union could no longer be ignored. When challenged by the Union to take this Committee seriously, the Company chose to cancel this meeting.

Since this was the Company's decision to leave the table, we the Members of Local 1127 Standing Committee feel the ball remains in their court. Do we continue with this breakdown of communications, or will the Company attempt to make amends before the situation deteriorates even more?

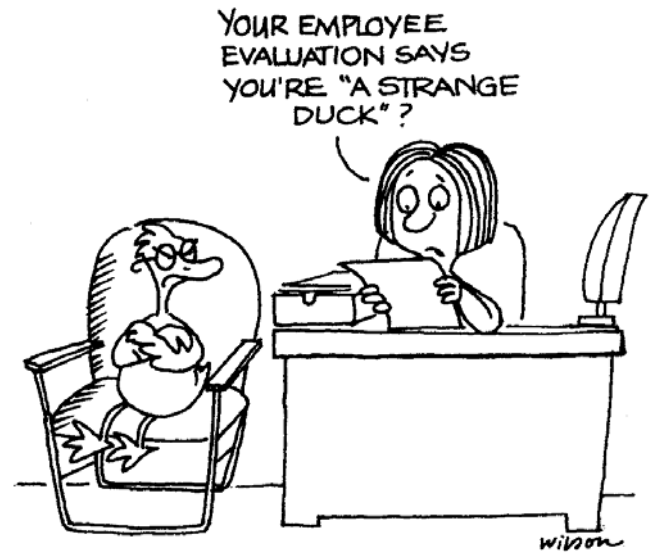
This Standing Committee will take its direction from its Membership.

In Solidarity
Local 1127
Standing Committee

Cc: Hank Ketchum

**Contempt: disobedience to; or open disrespect of a court or legislation. (Standing Committee)*

(In an update from Local 1127 the Company has informed them the Rod Albers will be replacing Mike Rekedal on the Company's Standing Committee. Editor.)



Purdy's Chocolates

November 23, 2004

Brothers and Sisters:

On behalf the Western Region staff and our members at Local 2000 who work for Purdy's Chocolates, I want to express our sincere appreciation for your support in our struggle for justice.

Due to the pressure exerted on the management of Purdy's by affiliated Unions, we were able to convince them that they must cease and desist from interfering in the rights of our members, their employees, to participate in a union of their choice. In addition, the vote at Purdy's last week demonstrated a 92.3% support for the CEP.

At this time we are pleased to encourage our members to once again purchase their chocolates from Purdy's. Thank you so much for your support. It is truly heart-warming to experience our collective solidarity. Together, we can accomplish anything.

In solidarity,
Dave Coles
Vice President, Western Region

PENSION *facts*

mus better
November 2004

Providing for Your Retirement

Pension Plan Improvement

The Trustees have agreed, as of January 1, 2005, to implement a number of benefit improvements to your pension Plan. These improvements are a result of the increased employee contributions that were negotiated in the most recent collective agreement in effect from May 1, 2003 to April 30, 2008, as well as the favorable recent experience of the Plan.

This edition of Pension Facts describes these benefit improvements and how they will affect your pension. All of the benefit improvements described in this edition of Pension Facts are based upon you contributing at the contribution rates as described in this newsletter.

*Benefit Accrual Rate Change for Service After December 31, 1996**

Effective January 1, 2005, the benefit accrual rate for service earned after December 31, 1996 has increased from 1.35% of your post-1996 earnings to 1.40% of your post-1996 earnings, for all members active on December 31, 2004.

*Flat Benefit Rate Change for Service Prior to January 1, 1997**

Effective January 1, 2005, the flat benefit rate for service prior to January 1, 1997 has increased from \$47.06 per month per year of service to \$48.24 per month per year of service, for all members active on December 31, 2004.

** Note: If you are a TVP who has returned to work you are not entitled to these improvements on your prior service until you have completed 3400 hours.*



If you are retiring from active status on January 1, 2005, you will get the benefit accrual rate change, the flat benefit rate increase and the earnings update.



Earnings Update

Effective January 1, 2005, the Trustees have agreed to update the earnings used to calculate your pension for service after 1996. At the end of 2004, the Plan Administrator will do a test to determine which of the following calculations results in a higher pension value for you. The calculation resulting in the highest benefit will be your accrued benefit to December 31, 2004.

Your pension value at the end of 2004 will be the *greater* of:

Benefit you earned to
December 31, 2003
plus 1.35% of your 2004 earnings
divided by 12

or

1.4% of your total earnings for all the
years after 1996 divided by 12

or

1.4% of your average annualized
earnings for the five Plan years
ending December 31, 2004 (2000-2004)
times your updated service to the end
of December 31, 2004 divided by 12

Latest Valuation Results

The actuary of the Plan is Watson Wyatt Worldwide. The actuary performs a valuation of the Plan's liabilities each year and estimates the financial position of the Plan. The total liability of the Plan is made up of the liabilities for all active, pensioner and terminated vested participants. The financial position of the Plan is as follows:

Market Value of Assets	\$1,726,525,815
Liabilities prior to granting January 1, 2005 improvements	\$1,709,366,528
Surplus prior to granting January 1, 2005 improvements	\$17,159,287
Liabilities after granting improvements	\$1,741,027,337
Deficit after granting improvements	\$(14,501,522)

As a Reminder

Your current contribution rate of 4.5% will increase as follows:

January 1, 2005	6.0%
January 1, 2006	7.0%
January 1, 2007	8.0%

To Contact the Plan Administrator:

The Plan administrator is Mercer Human Resource Consulting. They can answer any questions you may have about your pension plan

Mail: Suite #900, 550 Burrard Street, Vancouver BC V6C 3S8

Phone: 888 384 7555 (toll free) / 604 609 3720 (Lower Mainland)

E-mail: pulp@mercercorp.com





Season's Greetings

from the

Communications, Energy and Paperworkers Union of Canada

Dear Brothers and Sisters,

May this holiday season be for all of you a time of rest and relaxation.

As trade union activists we spend a large part of our lives helping others. Though it is not always easy to take time for our families, and ourselves it is very important during the holiday season that we do so.

From all CEP officers and staff at the National Union, season's greetings and best wishes for a safe and happy New Year.

In the spirit of compassion that is CEP, once again this year, rather than sending Christmas cards, CEP will make a donation to the Spina Bifida and Hydrocephalus Association of Canada.

Let's all take a moment, too, to think of those less fortunate and to help in any way we can to spread peace and well being to others in our communities and around the globe.

*Brian Payne
President*

**Communications, Energy and Paperworkers Union of Canada**

Dave Coles
Vice President
Western Region

November 29, 2004

Jim King, 1st Vice President
Pulp, Paper & Woodworkers of Canada
201—1184 6th Ave W
Vancouver, BC V6H 1A4

Re: CODE OF ETHICS and PPWC LOCAL 9

Dear Brother King:

With regards to your letter of October 2, 2004 it appears to us that you still do not understand nor appreciate the seriousness of the violation of the collective agreement regarding the Code of Ethics. Neither do you appreciate just how determined CEP is in defending the collective agreement.

Your intent to take no action on the real issue is not just disappointing, but in our view, a complete abdication of the legal responsibility of a trade union to defend the collective agreement and the rights of members under that agreement.

The Code of Ethics was negotiated specifically to keep any and all rat unions out of our mill sites. Provisions were included to allow non-union contractors, but only if certain conditions that protected our members were met. CLAC meets the test of rat unions as they have a demonstrated history of crossing legal picket lines.

The Code of Ethics is a deliberate protection of the wages and benefits of our members. If the employer is permitted to bring in workers with lower skills, as well as lower the wages and benefits, then there will be increasing pressure to reduce our wages and benefits. Letting CLAC onto the worksite negatively impacts legitimate building trades unions as well as our own members.

.../2

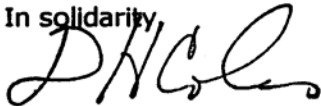


You acknowledged that PPWC Local 9 opened their collective agreement by accepting monies from Canfor for not grieving any violation of the Code of Ethics that might occur during the project. As a consequence of this action CLAC contractors are allowed into the mill thus undermining the wishes of the legitimate unions. Specifically, and because of your actions, legitimate unions had to open their collective agreements to form what is known as a project agreement to acquire the work. You also indicated that other legitimate unions would not open their collective agreements and unfortunately most of them never got any work.

You must be aware that despite your beliefs about the strength of the Code of Ethics language, CLAC contractors have not worked on any BC pulp and paper mill worksite, on construction projects, since the 1994 collective agreement was signed. That is until PPWC Local 9 negotiated with Canfor not to grieve the Code of Ethics in exchange for \$250,000.00.

We will never stand idly by when the rights and working conditions of our members are under attack. Once again we ask that Local 9 live up to its commitment to grieve this violation of the collective agreement as well as return the \$250,000 to Canfor.

In solidarity



Dave Coles
Vice President, Western Region

Copies to: PPWC Local Union Presidents
CEP Local Union Presidents
CEP Local Union Recording Secretary
CEP National Staff Representatives

DC/rh
copeu 343



Welcome to New Members

As new members hire on to our mill there is a requirement for them to be initiated into the Union in order for them to become members in good standing. Both Local 298 and 1127 require this. Listed below are the new members:

<u>Member</u>	<u>Department</u>	<u>Initiated</u>
Clayton Gosselin	Carpenter	Yes
Emmanuel Demelo	Pulpmill/S&R	----
Lance Armstrong	Steam Plant	----
Sean McFarlane	Steam Plant	----
Chris Gorder	Steam Plant	----
Coling Taylor	Steam Plant	----
Mika Vossi	Steam Plant	----
Ryan Coulter	Millwright	Yes
Steve Wood	Millwright	Yes
Tanya Pinto	Janitorial	----
Pete Mottishaw	Pulpmill	----
Chad Fournier	Steam Plant	----
Deo Araujo	Janitorial	----
Stephen Stone	Electrical	----
Teresa L. Nyce	First Aid/Stores	----

The next General Membership Meeting is at 4:30 pm, Wednesday, December 8, 2004 at the Union Hall, 623 Enterprise Avenue. General Membership Meetings are held on the second Wednesday of every month unless otherwise notified.

New members should also be aware of our strike defense fund, also known as The Futura 298 Account. To sign up for this fund members have to open an account at Envision, Snow Valley Credit Union in Kitimat. Once a month, a member has to deposit at least \$50 into the account. Local 298 will add \$8 per month to the account. Once you accumulate \$1000 it gets rolled into a term deposit of your choice with the maturity date no earlier than the end of the contract. You can access the money and interest collected only during the first month after the contract expires, for a month after the start of a strike or lockout or if you quite or retire from Eurocan. Otherwise, withdrawing the money prematurely will forfeit all interest earned. For more information on the account please visit the Kitimat Credit Union.

Also, anytime a member, or retired member of Local 298 or 1127 pass away both Locals take up a collection of one hour's card and pay this tribute to the deceased member's spouse or closest relative. This money is intended to assist the surviving family members with funeral arrangements and any other incidentals.

The above benefits are explained in our bylaws booklet.

Employee and Family Assistance Program - EFAP

The services of professional counselors are available to all employees of Eurocan through the **EFAP**. Anyone needing psychological or psychiatric counseling, financial counseling or help in any matter can contact the offices of Wilson Banwell in Vancouver, toll free at **1-800-663-1142**.

The Kitimat office is located in Century House at #330 370 City Centre and the phone number is **250-632-5564**.

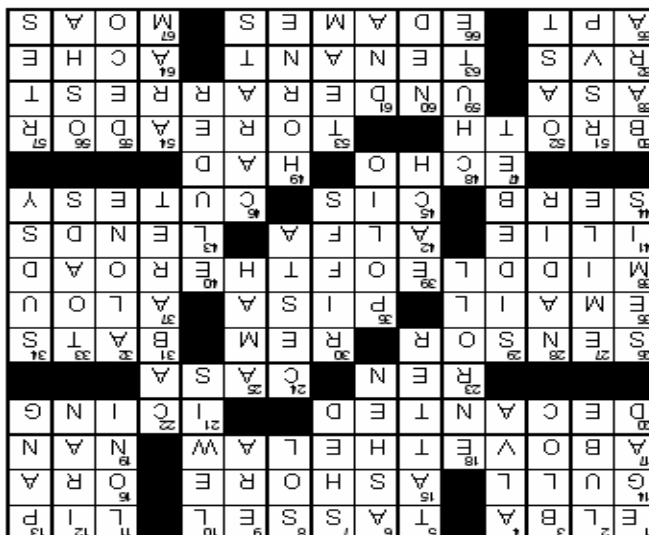
There is no charge for these services and all sessions are strictly confidential.

If you want advice about these services you can contact them directly or talk to one of our **EFAP** union representatives: Gary Ewanski, Mary Murphy or Pete G. King (pipefitter).

Notice

For people wanting assistance with their WCB claims, Don Klie will be at the Union Hall all day most Fridays. For the weeks that the newsletter is published he will be at the Union Hall all day Wednesday. To ensure availability please call the Union Hall in advance - 632-3231 or call his cell 632-1352. Pat Williams will also be providing assistance and can be reached at the Terminal Warehouse First Aid office at (639)-3506 or on his cell at 632-1267.

EDITED BY TIMOTHY E. PARKER
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By Vivian O. Collins
"WHERE IT'S AT"

"WHERE IT'S AT" By Vivian O. Collins — Edited By Timothy E. Parker

ACROSS

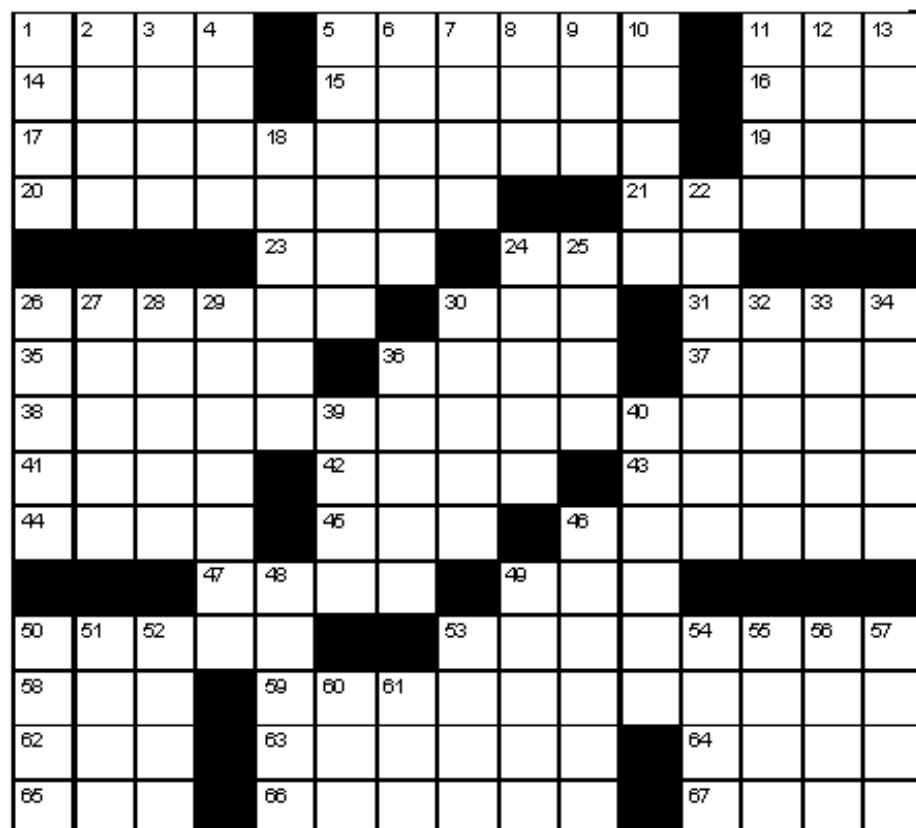
- 1 Napoleon's place of exile
- 5 Graduate's keepsake
- 11 Word with gloss or stick
- 14 Beach scavenger
- 15 One way to be washed
- 16 "The Yearling" mother
- 17 1988 thriller with Steven Seagal
- 19 One of the Bobbsey twins
- 20 Poured out
- 21 Cake topping
- 23 Stimp's cartoon buddy
- 24 Home, por favor
- 26 Motion detector
- 30 Sleep stage
- 31 Looks at curves?
- 35 Computer correspondence
- 36 Galileo's birthplace
- 37 Baseball brothers' surname
- 38 Politically moderate
- 41 "Would ___ to you?"
- 42 ___ Romeo (imported auto)
- 43 Gives temporarily
- 44 Belgrade resident
- 45 USSR successor
- 46 Excessively precious
- 47 Type of chamber
- 49 Scammed
- 50 Thin soup
- 53 Bullfighter
- 58 Comparison words
- 59 In custody
- 62 Campers, e.g.
- 63 Type of farmer
- 64 Ibuprofen target
- 65 Mentally bright
- 66 Mingo portrayer
- 67 Bygone big birds

DOWN

- 1 Victorian exclamation
- 2 Service-station service
- 3 Coalition
- 4 Edison's middle name
- 5 Reduce to rags
- 6 "White as a sheet!"
- 7 Molt
- 8 Costa del ___
- 9 Historic period
- 10 Jerry of comedy
- 11 Anderson of "WKRP in Cincinnati"
- 12 Location of Qom
- 13 Sudden twinge
- 18 Register formally
- 22 Tony winner of 1967 and 1998
- 24 Jai alai basket
- 25 Nanking nurse
- 26 Finals prelude
- 27 Rousseau novel

- 28 Lowest point
- 29 Extra wage
- 30 Jazzmen's specialties
- 32 End of a Garbo line
- 33 Natterjacks, e.g.
- 34 Like good dish water
- 36 Salk's conquest
- 39 "Into ___ life ..."
- 40 Escape artist, e.g.
- 46 Jeweler's measures
- 48 Laundry repository
- 49 Lena of "The Wiz"
- 50 Theda of movie fame
- 51 Letters on an invitation
- 52 Brewer's oven
- 53 Ravens, for example
- 54 Name in a Saroyan title
- 55 Art follower
- 56 Job safety org.
- 57 Country rds.
- 60 Actor Beatty
- 61 Genetic letters

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