



LOCAL 298 NEWSLETTER

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

cep298@monarch.net

www.cep298.com

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And so does Eurocan!

Published by CEP Local 298
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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 Locals 298 and 1127 require this.

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, a lockout or acceptance of the contract, or if you quit 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; an updated version of our bylaws can be found online at our web page – <http://www.cep298.com/>.

Union meetings are held the second Wednesday of every month, except July and August



Did you know that if the stores counter is closed and you need immediate first aid have an emergency, there is a phone beside the first aid door that connects directly to the 2222 line. The first aid attendant carries a radio and can answer on the radio wherever they may be.

This is not to be used for non emergency purposes.

For people wanting assistance with their WCB claims, Paul Jeffery will be providing assistance and can be reached in the pulpmill or phone 250-632-5896

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, Peter G. King (pipefitter), Ilona Kenny or Bill Whitty (retired).

The Laws of Work

If you can't get your work done in the first 24 hours, work nights.

A pat on the back is only a few centimeters from a kick in the butt.

Don't be irreplaceable, if you can't be replaced, you can't be promoted.

It doesn't matter what you do, it only matters what you say you've done and what you're going to do.

After any salary raise, you will have less money at the end of the month than you did before.

The more crap you put up with, the more crap you are going to get.

You can go anywhere you want if you look serious and carry a clipboard.

Eat one live toad the first thing in the morning and nothing worse will happen to you the rest of the day.

When the bosses talk about improving productivity, they are never talking about themselves.

If at first you don't succeed, try again. Then quit. No use being a damn fool about it.

There will always be beer cans rolling on the floor of your car when the boss asks for a ride home from the office.

Keep your boss's boss off your boss's back.

Everything can be filed under "miscellaneous."

Never delay the ending of a meeting or the beginning of a cocktail hour.

To err is human, to forgive is not our policy.

Anyone can do any amount of work provided it isn't the work he/she is supposed to be doing.

Important letters that contain no errors will develop errors in the mail.

If you are good, you will be assigned all the work. If you are really good, you will get out of it.

You are always doing something marginal when the boss drops by your desk.

People who go to conferences are the ones who shouldn't.

If it wasn't for the last minute, nothing would get done.

At work, the authority of a person is inversely proportional to the number of pens that person is carrying.

When you don't know what to do, walk fast and look worried.

Following the rules will not get the job done.

Getting the job done is no excuse for not following the rules.

When confronted by a difficult problem you can solve it more easily by reducing it to the question, "How would the Lone Ranger handle this?"

No matter how much you do, you never do enough.

The last person that quit or was fired will be held responsible for everything that goes wrong.

Editors Message

By Laura Prinz



Hello everyone! Please bare with me for the first few newsletters, this is very new to me. Don has left me with some big shoes to fill and I hope you will not be disappointed. I encourage anyone with any newsletter suggestions, ideas or interesting items to email me at lprinz@citywest.ca or come to stores and chat. I need your input to make this newsletter happen. I would like to deliver a special thank you to Len Hanson for all his hard work this holiday season and always decorating stores so beautifully. The sharing tree was a huge success, there will be a lot of happy children this year thanks to Len and many kind people at Eurocan. I also would like to congratulate Mary Murphy on being re-elected and the new executive of 2009, we are very lucky to have such wonderful and dedicated group of people representing us. Union work is a stressful and thankless job that consumes so much spare time. Although it may not always seem so, they are fighting for us and do have the best intentions. A simple thank you, good job, or delivering a delicious plate of cookies to stores, means lot more than you may think.

I would like to send sincere condolences to families of our passing union brothers; Hans Thodt, William (Bill) Cowburn and Manfred (Fred) Lupke, Norm Olson, Albert Reinfjell and Godfrey Grant. This season must be especially difficult. Their memories and contributions will never be forgotten by the privileged who knew them and their stories will be passed on.

Christmas is fast approaching, snow and ice are appearing, and the end of another year is looming. I would like to remind you all to make smart choices over the holidays. I look forward to seeing everybody well into 2009.

Presidents Message

By Mary Murphy



Your 2009 Executive:

President, Mary Murphy

Vice Presidents: Randy Dobson, Paul Wilson

Financial Secretary: Rick Wittmann

Recording Secretary: Cade Gardner

Inside Guard: Rick Bennett

Ouside Guard: Bill Karlsen

Trustees: Orlando Graziotto, Paul Jeffery, Pat Williams

Chief shop Steward: Don Klie

Standing Committee: Randy Dobson, Paul Wilson, Rick Wittmann, Dino Stamatakis

Central Safety: Paul Wilson, Paul Jeffery, Russell Ruff, Laura Prinz

Wage Delegates: Mary Murphy, Randy Dobson, Rick Whittmann, Daniel Bellville alt Don Klie

Rehab & Reintegration committee: Pat Williams, Peter King

Commitment to Employment: Standing committee members

Environmental committee: Randy Dobson, Rick Wittmann, Peter King

Personnel Facilities committee: Kevin Louttit, Laura Prinz

Retirement Committee: Rick Bennett, Rick Wittmann

Anyone interested in participating in any of the committee please contact me.

Thanks to Don for all the work he did as President, vice President very much appreciated. Thanks to Bill McEwan for the great work he did for us as recording secretary. Thanks to Dan Belleville for the work in central safety, and standing committee member, greatly appreciated.

Our last newsletter March 2008. Thanks to Laura for taking this project on. We will still keep our costs down by having the newsletter available on the web site, and having the newsletter distributed every other month. I will have all the information notices which went out during that time on our web site so members may access this for point of information. Working on the 2009 projected expenses budget:

By the end of 2008 simply accounting will be installed in the office computer, monitoring the budget, and expenses will be at our fingertips. It took a lot to get this far, two years, but finally we will have this process in effect. For future executive members this will be a great tool.

Budget for training next year was discussed at the last executive and membership meeting, so hopefully there will be no surprises during the year for extra expenses regarding training, trips, or conventions.

This is still an ongoing process, and in the spotlight is getting all the documentation, union business on the computer at the union hall, and having all the information accessible to all. The process is slow, with many road blocks but eventually this will be accomplished. It will be as successful as the components wanting to make this a success.

Tracking for medical information regarding illness will also be implemented beginning New Year. More road blocks, but will get this also accomplished.

Projected expenses for next year;

Shop Steward training

Leadership training for Rick Wittmann

Parliamentary procedure and public speaking for our new secretary, Cade Gardner.

Central Safety Training for 4 members.

WCB advocate training for Paul Jeffrey, who will be replacing Pat Williams. Thanks to Pat for the years and free time he put into the WCB worker advocate, and I know Pat put in a lot of his own time. I often offered Pat clearances do deal with issues, 5 members issues being appealed, and continually Pat informed me he was okay with the time he was putting in, no worries!

I have included BC Federation Convention, which was added this year with the membership voting to send two members, Paul Wilson and Orlando G. B.C. provincial convention, the membership passed sending Don Klie, who received some extra Arbitration Training.

Suspension of the negotiation defense fund, deductions from our paycheck effective December 6, 2008. The deductions will be reinstated if necessary. The wage Caucus was to meet sometime in the New Year. So far the meetings will be held by conference call, to keep the expenses down. There is a lot of mills/union hurting financially and we need to keep the costs down.

The union recognizes the complaints regarding grievances lacking resolution urgency. In 2004 the structure of the grievance procedure changed so that the chief shop steward was utilized for fact finding and not to settle grievances at the departmental management level. The local will be offering shop steward training early next year facilitated by our

western region rep., Scott Doherty; hopefully this will generate some interest in the shop stewards positions, vital for settling grievances at the shop level. The Chief shop steward will once again attempt to deal with the grievance at departmental management level. All the information from the grievance will then go to standing committee members to resolve. 4th step has been reinstated into the collective agreement so this will be the final avenue for resolution. The executive and standing committee will be great resources for the shop stewards. Standing committee will deal with grievances at their monthly meeting, preventing grievances lingering for a year and a half. Issues Arising on the floor will be dealt with at special meetings to prevent festering of the issue. All in all it's going to be another challenging year; I am honored to represent the local once again. Thanks and Merry Christmas,
In solidarity, Mary



Emails

It's Magical

It took a while, but as I acquired tenure and seniority in the employ of Eurocan Pulp & Paper, I came to realize that the entire mill site is truly a place of mystical, magical, wonder and enchantment. Take for instance the legend of Old Charley, who is believed to be living somewhere in the basement of the Hog Building and only appears at night when someone is alone in the Hog Building. Or what about when you are by yourself somewhere in the mill at about 3:00 o'clock in the morning when suddenly you get a feeling that you are not alone, but when you look around, or listen there is no one there. I used to be a bit of an agnostic until one Christmas Eve in the steam plant Pulp mill control room, a cold pot of scummy coffee was magically turned into a piping hot pot of demarara over proof rum, for me, this truly was a Christmas Miracle. On the fifth floor of the steam plant is the soot blower millwright's shack and a fine shack it is with hot and cold running water, comfy chairs, satellite TV and GPS locaters throughout. It was this very shack that fell victim to the shadowy entity known mill wide as the phantom welder, who, without warning tack welded shut the door to the

shack. Luckily, the shack was empty at the time. Have you ever wandered into the Papermill basement and thought you could smell smoke? But not wood smoke, and not the pungent odor of an electrical fire, or that of burning paper and then, just as quickly, the smell is gone.

Yes, I do believe the mill site is magical and in the Papermill you could even say "it's WHACKY!!"

This is the Ol' Dog

Sayin

Keep yer feet dry

An don't drop the candy

FREE BEER!

Back about a thousand years ago, I got a job in the Eurocan Wood mill in Kitimat. Everything was jus spiffy, I had a job, I had money for beer and I was Happy. Then this guy I worked with came up to me one day and said "Hey, Man, the company is putting on a log scaling course and they're givin **Free Beer!**" Not being one to argue with free beer, I took the course and became a log scaler, but I never got any free beer. However, I was happy, I was a log scaler, I had beer money, life was good.

Then one day my boss came up to me and said "the company is putting on a lumber tallying course, you should take it, and they are giving **Free Beer!**" So I became a Tallyman, no Free Beer, but life was good, I had even more money for beer, I was a Tallyman and the sun was shining.

Then one day my supervisor came up to me and said "the company is putting on a lumber grading course and the course includes all the **Free Beer** you can drink, I thought you might be interested in taking it." So I became a lumber grader, still, no free beer, but, I was happy, I had money up the yingyang, I had a girl friend, I had a truck, life was good.

Then, one day, my girlfriend's father came up to me and said "I don't know if I should be telling you this, but ---- married guys get **Free Beer!**"

This is the Ol' Dog Sayin

"Keep yer feet dry"

EXERCISE FOR RETIREES:

Begin by standing on a comfortable surface, where you have plenty of room at each side.

With a 5-LB potato sack in each hand, extend your arms straight out from your sides and hold them there as long as you can.

Try to reach a full minute, and then relax.

Each day you'll find that you can hold this position for just a bit longer.

After a couple of weeks, move up to 10-LB. potato sacks.

Then try 50-LB. potato sacks and then eventually try to get to where you can lift a 100-LB. potato sack in each hand and hold your arms straight for more than a full minute. (I'm at this level.)

After you feel confident at that level, put a potato in each of the sacks.

From Tom Foley

Dear Hank Ketcham, Gerry Miller, and Dennis Clare, I have been with Eurocan in Kitimat 2 ½ years and believed that I was joining a family company after I was handed a book to read while I waited on my first day. This book was about West Fraser starting and being a family company that cared about its employees. Due to an unpleasant experience, I feel the opposite is true.

On the 28th of October I got a phone call from my Father telling me the terrible news that my beloved Grandmother had passed away. After telling my supervisor my sad news, I asked for the proper paperwork to request bereavement leave and family responsibility leave. A request was made for 2 family leave and 3 bereavement days. The approval was given immediately for my bereavement days but to my horror the supervisor filling in on that particular day came to me and told me that human resources said, "since my grandmother was dead she was no longer a member of my family and I would not be given the family days that had been requested since they required more information".

I would have believed that anyone who has ever dealt with the loss of a loved one would only assume that when a member of your family is no longer with you that there are responsibilities too numerous to mention that would involve all members of your immediate family.

To come to someone when they are already grieving and add to it by saying my loved one, is not immediate family anymore and want more details was disgusting, humiliating, cruel, and in very bad taste.

To make the matter go away as quickly as possible so I could save my energy for the dreadful task ahead I changed my request to 2 days leave of absence and left work that day with an overwhelming feeling of betrayal and disappointment.

I cannot believe that this is how any employee at any level of this company would be treated. I would hope you would endeavour to ensure such an unpleasant, shocking situation would never again repeat itself.

An incident happened in the rail yard that had me called as a Shop Steward, to do a fact finding investigation on what happened and caused the incident. The switch man and Loci operator told the same story about the incident. They were making their last trip down to drop off eight empty rail cars and pick up eight more at the end of their shift. Before picking up the full ones they had to spot two box cars and pull a empty caustic car and put in a new one. After dumping off the empties they headed up track 1A to hook onto the box cars and spot them in the two day warehouse. After spotting the box cars they switched on the cross over to no.1 track so they could go and get the empty caustic car. First they set up the switches, removed the derailer, hooked up and charged the air to the caustic car and proceeded to take the car to have it hooked to the rest of the empties. As they approached the last switch that separated track 1 and 1A he realized that the switch was in the wrong position so he dynamited the train. The train came to a stop after the front axles past through and bent the rod on the switch but left the rails in the proper position so the train could pass over safely. He told Chris that he had screwed up because he at first thought it was ok and he didn't think he we rushing and sped was not a factor. But remember this was at the end of the shift, hour or so left so he probably had a lot of things on his mind, besides what he was doing and he was probably thinking about where he was going to get the full caustic car and the eight full chip cars to bring back up top. He never use these excuses at all just said he screwed up.

Chris told me that the crew had a safety meeting earlier that morning to talk about safety and the need to take your time before doing anything. The department has had quite a few incidents lately and wanted to try and get everyone thinking safety before a major accident occurred. That makes sense! But what he didn't tell me was that the Loci Operator told him that safety was a good thing but if preventive repairs of equipment wasn't being done what good was it to drive equipment until the wheels fall off or the equipment has to be bragged away for repairs. This isn't the safe way to operate. This started a heated debate between him and Chris.

Well the next thing we did was go through the flow chart the Company had developed to see if someone needed to be drug tested. We answered the first four questions and we all agreed that these where not the factors for the incident that would require a drug test. Then the fifth question read "Could the incident have caused any of the above?"

Then to my dismay Chris answered yes and said that going through this switch could have caused a derailment and someone could have got hurt badly if not worse. What a stretch of the truth!!!

I disagreed because the loci had barely made it through the switch and was barely moving. The operator had reacted quite fast once he had notice his error. At this point we left and went to another room while the Supervisor and the Superintendent called the manager on call to discuss the incident. I later learned the manager was Wayne. Later the Loci operator and I were called back into the office and told that after talking to the Manager about the incident a drug test was required. I was floored that this situation was leading in this direction and they had the balls to have their flow chart add up to this. I told Chris that the Company must have reasonable cause to belittle an employee to go through this test. We see this as no more than a stick-in the eye to an employee that works hard and does the best he can. I also asked Chris with his experience if he could see any indication that told him the operator was impaired. Chris kept saying several times during the investigation that he knew how we felt and that this drug and alcohol policy was going to arbitration and he kept saying the date. Also if he didn't take the test he would be indefinitely suspended. He would not answer my questions but repeated we will find out at the arbitration and he didn't want to argue the issue.

This is when I blew my cool and told Chris, if this had been a Supervisor we wouldn't be doing these tests it would be white washed no matter what. He said the last two Supervisors had stepped forward to be tested, I know one was tested but not sure about the other. But I guess if they are going to Arbitration they have to test others beside Union Members. The operator did take the test and nothing was found and he was cleared to come back to work for his graveyards. I wasn't surprised that nothing was found but why, for no good reason should someone be put through all that stress. We all know that even prescription drugs could show up and we don't know how long they stay in our body. The next day I ran in to Wayne and asked him what made him decide on the phone that this worker had to have a drug test. He said Chris had told him that the operator had blown through the switch. Hardly blew through a switch I told him, a couple feet less and we wouldn't be talking about it. Once the operator notice his error he responded quickly and denominated the train and almost stopped in time and only one axle went through the switch. After trying for half an hour to get a Supervisor he inched the train and car through the switch and put it with the rest of the empty cars before someone showed up.

Conclusion: We do have to take the extra time and hopefully avoid these incidents but we are human and errors do happen and hopefully we learn from our mistakes. This is one reason we have incident investigation to find root causes and help avoid the same mistakes. What we don't need is some Superintendent exaggerating the situation just to prove he has the power to force workers to do something that is totally wrong.

This is how I see what happened and the management side may not agree or even be a little upset, but I'll try not to lose too much sleep.

**Just a Country Boys View
Dan Belleville**

I like to pass on a Merry Christmas and a Happy New Year to all. Also many thanks for the lovely baskets over the years and many thanks to all the members of 298.

Kay and John Koelemy

To the Brothers & Sisters of CEP Local 1127 & 298: We, the Thodt family, would like to thank you all for your support, generosity and thoughtfulness. Best wishes and Season Greetings to you and your families.

Anna Thodt & Family

Jenny and I would like to thank the Social Club very much for the gift passes to Movie Gallery. We are enjoying them very much.

Steve and Jenny

To the members of CEP Local 298: On behalf of Dry Grad 2008, thank you for your generous donation of \$100.00. Your support ensures a safe celebration for Kitimat's Grads.

**Karin Grossman
Secretary
Dry Grad 2008**

Thank you very much for the scholarship. It will be very helpful when I begin at NWCC in September.

**Thank you
Amanda Knight**

Dear Local 298

On behalf of the students and staff at Kitimat City High I would like to thank you for your generous donation of \$100.00 towards our 2007/2008 graduation ceremony. We had 10 graduates this year and both students and their families enjoyed our celebration. Your donation helped to make the evening a success. Thanks again

Sincerely
Janise Johnson
Principal

Thank you so much for the fruit basket, It was very much appreciated.

Dawn & Kevin Molloy

To The Executive & members of Local 298:

We wish to express our gratitude & appreciation for the many years of camaraderie & support that you have extended to my wife & I. Also to our faithful secretary, Pat, and for the retirement album with all its memories.

Heartfelt thanks
Gary & Ethel Drake

To All Our 2007-2008 Sponsors:

A little letter to say a BIG THANK YOU for being a Kitimat Minor Hockey Association Team Sponsor for this past season. As a small token of our appreciation please find enclosed a team photo of the team that you sponsored. The players and administrators of Kitimat Minor Hockey appreciate your continued support and look forward to your continued interest in the future.

Thank you
Ken Billingsley
President

To The Members of 298:

Thank you for the lovely basket. Our new bundle of Joy is doing fine.

Mike Labossiere, Melody and baby Aimee

To the Brothers & Sisters of Local 298:

Thank you very much for the kind gift basket upon the arrival of our baby girl.

Craig, Lynsey & Kaidyn Karwandy

To Locals 298 & 1127

A heart felt thank you, your kindness will never be forgotten.

Esther Grant & Family

Ellie and I would like to thank all for the nice gift for our new son. Thomas Leonard Stevens was born on June 26, 2008, at 10:49am. He was 7lbs, 15oz, and 20 inches(now 16lbs, 1oz, 24 inches 11 weeks later). The little guy was born healthy, and mom recovered quickly. Thanks for all the visits and phone calls, and I'll see you all when I return to work mid September.

Thank you,
Behn Stevens

To CEP Locals 298 & 1127

I have to say thank you so much to everyone that contributed towards this unexpected cheque of \$13,000.00, unbelievable! Also the album is a great memory for me.

Thank you again
Ellinor Reinfjell

Merry Christmas and a happier New Year than the last one Local 298. Thank You for the Christmas Hamper.

Walt & Mariane Sanwald

To the members of local 298

Here's wishing you all the joys of the season. Wish you and your family a Merry Christmas!

Tanya and Mario Pinto

Local 298

Thank you so much for the thoughtful gift, we are adapting well to our new life with our beautiful baby girl.

David, Tonia and Sophia Norman

Hello All

Since this is my last year before I retire I have decided not to run for any position on the executive. The wife said if we are to leave Kitimat I must spend a lot more time with the Grand kid which I agree with. I thank you all for all the support you gave me in the different positions I held over the year and hope I served you well. I wish the ones that take over the

best because it seems we are always expected to bail out the Company when they make there many blunders.

Thank You All

**Have a Merry Christmas and Happy New Year.
Dan Belleville That old Country Boy**

The Carbon Tax Lie

As the baby boomers retire, seniors in this country are about to hold the balance of power, a scary thought if you are a Liberal. This week an item popped into my email box with a message to "Pass this on to everyone in Canada." A near impossible task but, with an Internet platform I can post it for all to see.

The document is comprised of three letters, written by Canadians in various parts of this vast land. It is fair to say that the opinion reflects the mood of most seniors I know. Only those with blind loyalty to a party, including those who inherited their political stripes through genetics, might differ.

Letter 1

Subject: The Carbon Tax

The rumble is now moving across the country and will gain force. Please don't let this happen any further in Canada. Canada emits only 2% of the world's supply of greenhouse gasses and 52% of that comes from the Oil Sands Plants.

Automotive emissions are less than 20% of the 48% balance of Canada's 2% of the world outcome. Do the math, it's such an insignificant amount it's a joke.

Our fuel prices are now \$6.75 per gallon, equivalent to \$6.00 per gallon U.S.. When Canadians realize what a jackpot the politicians can get us into by supporting a carbon tax, they will be out to get any politician that supports this cause. Dion, Campbell etc. will regret the day they devised this scheme.

Americans are screaming at \$4.00 a gallon. Our provincial and federal governments are ripping us off with high taxes on fuel now. This is such a cash cow they don't want to stop. Stop excessive taxation and giving our money away abroad. We need more support and tax relief for our seniors and baby boomers now retiring and trying to find a fixed income level they can exist upon after working all their lives and paying heavily into the system.

And I am not a Liberal or NDP supporter. I am a senior and a middle-of-the-road conservative and we will be in the majority in Canada for the next 20 years, so politicians get smart and support us.

Do some hard thinking about the future and protect our seniors and all the population from the excessive costs we are facing now and in the future with more

taxes. Technology will fix the oil sands problem as they are working on a fix now to reduce that source in the future. Why us with these programs at this time?

Brian Morris

**A concerned senior and loyal Canadian
Kelowna, BC**

LETTER 2

Consider this from one person who has bothered to do the home work. When a politician's lips move, I know he's probably lying. Mr. Dion says his carbon tax will be revenue neutral. So, I went online and found a carbon calculator and keyed in the annual energy consumption for our household and learned we produce 17 tons of greenhouse gas. Fully 60% of this usage is for electricity which we use to heat our home. I have already improved insulation in my walls and replaced my windows and doors; use the new "twirley" lights and ensured that my appliances are all Energy Star products. In the past 20 years, these measures reduced my electricity usage from 24,000 KW hours per year to 16,000 KW hours per year last year. What is my reward for this improved efficiency? My power bill is unchanged from what it was 20 years ago. But, my power bill would attract a carbon tax of \$104 in year one of Mr. Dion's plan and \$416 in year four. My power bill would rise from \$166 per month to \$210 per month in year four.

Since I live on a fixed income consisting of CCP and Old Age Security, my income tax bill runs at less than \$200 per year. So, for my household, Mr. Dion's revenue neutral carbon tax will cost me \$416 per year, less income tax reductions of about \$10 per year. Revenue neutral? In a pig's eye! This is a tax on seniors living on fixed incomes. Well, Mr. Dion, you haven't got a snowball's chance in hell of ever getting my vote. I hope everyone else takes five minutes to run the same calculations I did and vote to send this joker to the political bone yard.

Jon C. Coates

**70 Ridgevalley Rd
Halifax NS
B3P 2J9**

LETTER 3

Remember when they brought in the National Income Tax? They promised that it would remain in effect only until all of Canada's World War 1 debt was repaid. Fooled us good! Debt was repaid, but the tax never came off and will be with us for eternity.

How about this lie. Trudeau imposed a 5% tax on every litre of gas in order to establish a National Oil Company called Petro Canada. He swore

that this tax would come off as soon as Petro Canada was up and running. And so it came to pass Petro Canada was established. It was sold to private hands, the enormous cash windfall was frittered away AND HIS 5% (plus, plus) still adorns our pumps to this very day. Now how is this for a con job? Take our BC premier (Gordon) Campbell, PULEEZE. He truly believes that most British Columbians are brain dead. You will keep paying a yearly escalating carbon tax at the pump and you receive a reduction in your provincial income tax. The new political buzz word is "revenue neutral." Should this not be called what it truly is; "RECYCLING YOUR MONEY." Just think folks, another bureaucracy eating up our hard earned cash to administer loser dreams. And remember, once a government gets addicted to a tax grab, and you let them get away with it, you have handed them a Carte Blanche ticket to impose new taxes, to keep raising others and use it to buy your votes to boot. If we condone all this, then Premier Campbell is right in assuming that we are all brain dead in British Columbia.

**Walt Grochmal
Vernon, BC**

MY POSTSCRIPT

Tell me, dear reader, when was the last time a political candidate knocked on your door and said, "Vote for me, I'm going to raise your taxes"? Never happened, right? Well how did we get to the state where we are being taxed to death? Been to a fast food outlet lately? There are more seniors behind the counter than teenagers because their meager pensions cannot cover their basic needs. Sad, but oh so true.

(Al Hollingsworth is a retired journalist and broadcaster who is looking forward to meeting federal and provincial candidates at his door.)

Factual data substantiating this:

16.96 tons

60% of this is for electricity or 10.4 tons/year

@ \$10/ton in year 1 = \$104 or \$9/mo

@ \$20/ton in year 2 = \$208 or \$18/mo

@ \$30/ton in year 3 = \$312 or \$27/mo

@ \$40/ton in year 4 = \$416 or \$40/mo

Income tax paid is \$110/yr.

The Tax Poem

At first I thought this was funny...then I realized the awful truth of

it. Be sure to read all the way to the end!
Tax his land,
Tax his bed,
Tax the table
At which he's fed.

Tax his tractor,
Tax his mule,
Teach him taxes
Are the rule.

Tax his work,
Tax his pay,
He works for peanuts
Anyway!

Tax his cow,
Tax his goat,
Tax his pants,
Tax his coat.

Tax his ties,
Tax his shirt,
Tax his work,
Tax his dirt.

Tax his tobacco,
Tax his drink,
Tax him if he
Tries to think.
Tax his cigars,
Tax his beers,
If he cries
Tax his tears.

Tax his car,
Tax his gas,
Find other ways
To tax his ass.

Tax all he has
Then let him know
That you won't be done
Till he has no dough.

When he screams and hollers;

Then tax him some more,
Tax him till
He's good and sore.

Then tax his coffin,
Tax his grave,
Tax the sod in
Which he's laid.

Put these words
Upon his tomb,
'Taxes drove me
to my doom...'

When he's gone,
Do not relax,
Its time to apply
The inheritance tax.

Accounts Receivable Tax
Airline surcharge tax
Airline Fuel Tax
Airport Maintenance Tax
Building Permit Tax
Cigarette Tax
Corporate Income Tax
Death Tax
Dog License Tax
Driving Permit Tax
Excise Taxes
Federal Income Tax
Federal Unemployment (UI)
Fishing License Tax
Food License Tax
Gasoline Tax (too much per litre)
Gross Receipts Tax
Health Tax
Hunting License Tax
Hydro Tax
Inheritance Tax
Interest Tax
Liquor Tax
Luxury Taxes
Marriage License Tax
Medicare Tax
Mortgage Tax
Personal Income Tax
Property
Poverty Tax
Prescription Drug Tax
Property Tax
Provincial Income Tax
Real Estate Tax
Recreational Vehicle Tax
Retail Sales Tax
Service Charge Tax
School Tax
Telephone Federal Tax
Telephone Federal, Provincial and Local Surcharge
Taxes
Telephone Minimum Usage Surcharge Tax
Vehicle License Registration Tax
Vehicle Sales Tax

Water Tax
Watercraft Registration Tax
Well Permit Tax
Workers Compensation Tax

STILL THINK THIS IS FUNNY?

Not one of these taxes existed 100 years ago, and our nation was one of the most prosperous in the world. We had absolutely no national debt, had a large middleclass, and Mom stayed home to raise the kids. What in the hell happened? Can you spell 'politicians?' And I still have to 'press 1' for English!?!?!?!



"Your review shows that you are a hard worker. Now we know you can handle the work left by four layoffs."

December 7, 2008

At Arbitration

John Miller/Contracting Out – Sept 10/04 – case #04-59 – Letter from Company re: Contracting out notification of change of practice in Stores on the purchase of manufactured shafts.

Contracting Out Committee – Nov 25/05 – case #06-11 – failure to notify – Assembly of a Vacuum Head including the Micarta. Arbitration – May 6, 2008

Contracting Out Committee – January 5th, 2006 – case #06-12 – failure to notify – Jose excavator work on Landfill.

Contracting Out Committee – January 10th & 11th, 2006 – case #06-14 – failure to notify – Jose on Landfill.

Contracting Out Committee – January 18th & 19th, 2006 – case #06-17 – failure to notify – Jose excavator on land fill.

Case #06-44 Contracting Out Committee – March 9th, 2006 – Failure to Notify. Rain Coast Cranes @ Hog pile.

Case #06-47 Contracting Out Committee – April 3rd, 2006 – Failure to Notify. Rain Coast Cranes @ Chip Tipper.

Case #06-77 Contracting Out Committee – Dec. 8th, 2005 – Failure to Notify – Westcan pump shaft.

Case #06-79 Contracting Out Committee – Dec 15th, 2005 – Failure to Notify – Westcan pump shaft.

Case #06-80 Contracting Out Committee – Jan. 19th – 23rd, 2006 – Failure to Notify – Zanron Drive shaft.

Case #06-85 Contracting Out Committee – June 15th, 2006 – Failure to Notify – 101 Pump shaft 3196XL (PO# 2010605050).

Case #06-87 Contracting Out Committee – July 10th, 2006 – Failure to Notify – Westcan Pump Shaft (PO# 2010605617).

Case #08-07 – Jurgen Schiemann – unjust discipline – Jan 12, 2008

Case #08-08 – Jurgen Schiemann – unjust discipline – Jan 16, 2008

Case #08-09 – Pat Williams – overtime violation – Nov 8, 9 and 10, 2007

Case # 08-10 – Brian Liberman – overtime violation – Jan 19, 2008

Case #08-15 – CEP Local 298 – C/O Landfill – Mar 5, 2008

Case #08-27 – Kulwant Auja – April 25, 2008 – meal tickets.

Case #08-28 – Contracting Out – lockout boxes – April 24, 2008 – non-notification

Case #08-30 – Contracting out – landfill – Feb 2008 – non-notification

Case #08-31 – Ian Seaby – May 22, 2008 – harassment

4th Step

Case #08-02 – Mark Bergey – Dec. 18, 2007 – Unjust Discipline

Case #08-17 – CEP Local 298 – Metal Spray – Code of Ethics payments

Case #08-22 – Jim Olson – March 31, 2008 – disallowing vacation entitlement

Case #08-47 – Bernie Brown – Oct 29, 2008 – unjust discipline

At Standing Committee

Case #07-18 C.O.C. – Nov 24th, 2006 – Failure to Notify – Fabrication of Clarifier Rakes

Case #07-19 C.O.C. – Feb 9th, 2007 – Failure to Notify – Fabrication of Sydra Pulper Shaft

Case #07-29 CEP Local 298 – June 23rd, 2007 – Vessel Entry Procedure

Case #07-30 CEP Local 298 – June 26th, 2007 – Removing Locked Valves from System.

Case #07-38 Ron Venman – Week of Sept 17th – 21st – Unjust discipline

Case #07- 41 Patrick Williams – Ongoing since July 2007 – Seniority/Progression Line SCM 7.16 July 25, 2008

Case #07- 43 Dino Stamatakis – Nov 4th, 2007 – violation of Call Time procedures.

Case #07- 48 Patrick Williams – Aug. 23rd & 24th, 2007 – Overtime

Case #08-06 – CEP Local 298 – maintenance vacation policy change – Jan 30, 2008

Grievances at Fact Finding

Case #08-32 – Donald Light – Arp 21, 2008 – unjust discipline, Seniority

Case #08-33 – Tom Gardner – June 10, 2008 – unjust discipline and harassment

Case #08-34 – Jason Jonkman – Aug 24, 2008 – overtime and manning violation

Case #08-35 – Fernando Cordeiro – Aug 27, 2008 – overtime and manning violation

Case #08-36 – Paul O'Driscoll – Sept 5, 2008 – Hours of Work violation

Case #08-37 – Paul Wilson – Aug 28, 2008 – staff doing hourly work

Case #08-38 – Kulwant Auja – Aug 27, 2008 – Extended Health Benefits

Case #08-39 – Bill Hardy – Sept 23, 2008 – overtime violation

Case #08-40 – Contracting Out – fender – Sept 12, 2008 – failure to notify – PO 2010806556

Case #08-41 – Contracting Out – salt/sand spreader – Aug 19, 2008 – failure to notify – PO 2010805732

Case #08-42 – Contracting Out – VM exhaust – failure to notify – PO 2010805564

Case #08-43 – Cliff Forster – July 2, 2008 – unjust discipline

Case #08-44 – Dan Belleville – Sept 23, 2008 – overtime and flexibility

Case #08-45 – Paul O'Driscoll – Oct 9, 2008 – overtime and shift scheduling

Case #08-45 – Shari Thomas – Oct 17, 2008 – first aid ticket bonus

Case #08-48 – Laura Prinz – Oct 10, 2008 – safety meeting

Case #08-49 – Dianna Roth – Nov 1, 2008 – bereavement leave

Case #08-52 – Andrea Lee – Oct 31, 2008 – shift scheduling and overtime violation

Case #08-52 – Jonathan Gardiner – Dec 2, 2008 – shift scheduling violation

Completed grievances

Case #06-98 Andrea Lee – Oct 30th, 2006 – Posting to Steam Plant

Case #08-23 – Andrea Lee – Jan 2008 – Job Transfer violation – **The Company agreed to give Andrea the Pulpmill posting.**

WWPP – withdrawn without precedence or prejudice
SMA – subject to membership approval



From the Newsroom

Five thousand coastal forest workers face winter layoffs

Permanent mill closures and job losses inevitable in the battered sector, forestry consultant warns

Gordon Hamilton, Canwest News Service

Published: Tuesday, December 09, 2008

Five thousand coastal forest workers face extended winter layoffs this year as companies respond to the worsening economic climate by shutting down mills. Coastal lumber giant Western Forest Products said it is closing its 10 manufacturing plants for an extended shutdown over Christmas, putting 1,230 sawmill workers and many of the company's loggers out of work for up to a month. And another 3,500 coastal pulp and paper employees are being sent home for extended shutdowns as all but one of the coast's

seven pulp and paper mills take additional downtime over the holidays. Catalyst Paper, Howe Sound Pulp and Paper and Neucel Specialty Cellulose have all announced winter closures. Furthermore, one of the province's leading forestry consultants -- PricewaterhouseCoopers partner Craig Campbell -- warned permanent mill closures and layoffs are inevitable in the battered Canadian forestry sector, which lost more than half a billion dollars during the third quarter of 2008 alone. In B.C., the forest industry accounts for 14% of all employment and 15% of all economic activity. With the forest sector's tailspin accelerating, provincial Finance Minister Colin Hansen said Monday the government intends to cram as much infrastructure spending as it can into the first few months of 2009, much of it in resource towns. Mr. Hansen said the government is responding to the overall economic downturn by bringing forward spending on infrastructure from next year's budget to use up an estimated \$450-million surplus and \$500-million budgetary allowance in this year's budget. The move is aimed at stimulating the economy during the first half of 2009 without incurring a deficit. "If the economists are correct, where we are really going to be needing the stimulus is in the first six months of next year," Mr. Hansen said during a meeting with The Sun's editorial board. He said he could not give an exact figure on the size of the stimulus package, saying it depends on the size of the budgetary surplus, which stood at \$450-million when he issued his quarterly economic update two weeks ago. He singled out resource road-maintenance projects and seismic upgrades to public schools as examples of infrastructure spending that can be fast-tracked, taking advantage of this year's surplus and clearing room in next year's budget in case there is a further downturn. He said communities on resource roads are desperate for repairs to their roads, which have fallen into disrepair as money-losing logging companies shut down their activities, which include road maintenance. He also said the government would not consider direct aid to any industry, saying government is not in the business of picking winners and losers. With layoffs escalating in B.C., PricewaterhouseCoopers released a report Monday showing that Canada's forest companies lost \$558 million in the third quarter of 2008. That loss comes on top of a US\$1.2-billion loss for the first six months of the year. PricewaterhouseCooper's Mr. Campbell said results for the fourth quarter and the first quarter of 2009 are expected to be equally dismal, putting the forest industry on track to have one of its worst financial performances ever. It's inevitable that some mills will not survive, he said. "The outlook is not too rosy. We don't see any uptick for at least a year. It

ties into the big economic picture and the turmoil in the marketplace. Once that gets stabilized, we will see more certainty in markets." Fourteen of 15 Canadian publicly traded companies across the country lost money. Newsprint giant Abitibi-Bowater was the top money-loser at \$315-million. In the West, lumber producer Canfor posted the worst loss at \$94 million. Both companies have been shutting down mills. "You've got to spend money to shut down production," Mr. Campbell said. The PWC report shows most of the loss -- \$302-million -- came from restructuring costs, severance payments to laid off workers and asset writedowns caused by declining valuations of mills. *Vancouver Sun*

Rio Tinto targets \$7-billion in spending

Delays or suspends commitments in Canada as it labours under debt load shouldered with Alcan purchase

ANDY HOFFMAN ,MINING REPORTER

December 11, 2008 More than \$6.8-billion (U.S.) in Canadian spending commitments made by **RioTinto PLC** are being delayed or suspended as the London mining giant wrestles with the crushing debt load it took on to buy Alcan Inc. Rio is suspending an \$800-million expansion of its iron ore operations in Labrador and initiating a drastic company-wide cost-cutting plan that will see a dramatic slowdown in spending on three Canadian aluminum smelter projects in Quebec and British Columbia worth about \$6-billion. "Everything has fallen off a cliff to a degree that no one anticipated," Rio Tinto Alcan chief executive officer Dick Evans said in an interview yesterday. In response to the commodities crash, which has decimated the price of aluminum and other metals, Rio is taking swift action to reduce the \$39-billion in debt it shouldered to purchase Alcan last year. It is slashing 2009 capital expenditures by more than 50 per cent, putting key assets up for sale and cutting 14,000 jobs. Rio hasn't identified where the job cuts will come from, but the company's Canadian operations, including the Alcan aluminum smelters, are all but certain to be affected. "I'm sure we will have some reductions enforced in Canada but we expect to keep the employment level commitments that we made [to the government]," Mr. Evans said. Rio is the latest international mining powerhouse forced to cut operations in Canada. Anglo-Swiss miner Xstrata PLC is closing two nickel mines in Sudbury that were once owned by Canadian miner Falconbridge, and asking 250 workers to accept early

retirement packages. Brazil's Companhia Vale do Rio Doce (Vale) is closing the Copper Cliff South mine in Sudbury, which was once owned by Canada's Inco. Vale also delayed some Sudbury development projects and offered employees early retirement packages. In order to win Investment Canada approval for the takeovers, which were worth \$40-billion (Canadian) combined, Xstrata and Vale promised to not lay off workers for at least three years. Rio Tinto also made a slew of commitments to win approval from Ottawa and Quebec for its \$38.1-billion (U.S.) all-cash bid for Alcan, which gave it smelters in Quebec and B.C. and access to cheap Canadian hydro (electricity accounts for more than a third of the cost of producing aluminum). The promises included minimum employment levels in Quebec and Canada, establishing Rio's aluminum division head office in Montreal and committing to two major projects: a state-of-the-art smelter, dubbed the AP50, in the Saguenay region of Quebec and the upgrade of Alcan's smelting operations in Kitimat, B.C. The smelter projects, which will cost a combined \$5-billion (Canadian) to build, have not been cancelled, but will be delayed in light of Rio's cash crunch. "We will slow down the rate of spend on Kitimat and AP50," Mr. Evans said. The company has also suspended plans for a \$1-billion expansion of its Alma smelter. "There are all sorts of catastrophic scenarios running through our heads," said Alain Gagnon, president of the Syndicat National des Employés de l'Aluminium d'Arvida, which represents about 2,000 Alcan employees at its Jonquière and Laterrière smelters. "With Alcan's energy agreements [with the Quebec government] we shouldn't be as affected as much as others, but there is nothing in the agreements that prevents Alcan from reducing the work force. "Rio is cutting back drastically in other areas of Canada, too. An \$800-million (U.S.) expansion of its iron ore operations in Labrador, which was trumpeted by the company this March as part of its commitment to the country, has been "suspended," Iron Ore Co. of Canada (IOC) spokesman Michel Filion said yesterday. Rio Tinto had planned to sell Alcan's engineered products and packaging divisions to help pay for the takeover but the global credit crunch has culled the list of potential buyers. Rio is now putting other "significant" assets up for sale to reduce debt. Mr. Evans said it was "highly unlikely" that low-cost smelters and hydro assets in Quebec and B.C. would be sold but said other Alcan assets could be auctioned off. Damien Hackett, an analyst with Canaccord Adams in London, suggested that Rio could sell its interest in IOC. "They've always been less than 100 per cent committed to IOC," Mr.

Hackett said in an interview. The analyst also believes Rio might unload its stake in the Grasberg mine in Indonesia, most likely to its joint venture partner Freeport-McMoRan Copper & Gold Inc. Others pointed to Rio's 60-per-cent interest in the Diavik diamond mine in the Northwest Territories as a potential asset sale. Shares of **Harry Winston Diamond Corp.**, which have lost about 85 per cent this year, jumped 41 per cent yesterday on speculation that a buyer for Rio's interest in the mine would also want Harry Winston's stake.

RIO TINTO (RTP)Close: \$94.50, up \$21.41

Rio Tinto to slash jobs amid price drops

Rio Tinto will eliminate 13 per cent of its total work force, after the price of metals dropped significantly since the summer.

RIO TINTO'S GLOBAL WORKFORCE

112,000 total current employees

14,000 jobs cut

BLOOMBERG/THE GLOBE AND MAIL // SOURCES: RIO TINTO, BLOOMBERG

Rio Tinto assets in Canada

Number of employees in Canada: 13,000

Rio Tinto Alcan

Ownership: 100%

Operates smelters and hydro electricity assets in Quebec and British Columbia. It also has packaging and engineered-products operations in Quebec.

Iron Ore Company of Canada

Ownership: 59%

IOC Operates mines and processing facilities in Labrador. Plans for an \$800-million expansion that would double production were "suspended" yesterday.

QIT-Fer et Titane

Ownership: 100%

A leader in the production of titanium dioxide feed stock, QIT operates a mine at Lac Tio, near Havre-Saint-Pierre, Quebec, and a metallurgical complex in Sorel-Tracy, Quebec.

Diavik Diamond Mine

Ownership: 60%

Rio Tinto is the operator of the diamond mine which began production in 2003.

Toronto's Harry Winston Diamond Corp. owns the remaining 40 per cent of Diavik.

THE GLOBE AND MAIL // SOURCE: RIO TINTO

COMMUNITY DEVELOPMENT TRUST SUPPORTS FOREST FAMILIES

Oct. 16, 2008 VICTORIA – A program designed to help older forest workers transition to retirement is opening new opportunities for forest-dependent families, said Blair Lekstrom, Minister of Community Development. More than 1,000 letters are already in the mail to forest workers, confirming a payment up to \$60,000, to help them transition to retirement. The funds are being made available through the Community Development Trust's \$85.5-million Transition Assistance program, announced as part of a larger suite of supports in May of this year. "We are pleased to be able to help so many people in the forest sector through the Community Development Trust programs," said Lekstrom. "Our team engaged more than 30 representatives from unions, industry, non-profit organizations and government when designing the Transition Assistance program criteria. Clearly, these consultations have helped open this program to as many forest workers as possible." The Transition Assistance program is designed to help those age 55 or older move towards retirement, while opening new opportunities for junior forest workers. "This program has helped our members and other forest workers in the north make the early transition to retirement possible, and in the process created job

opportunities for others that faced lay-offs over the last year in those operations," said Frank Everitt, president of the United Steelworkers Local 1-424. More than 2,250 applications were received for the first round of funding. Due to the volume of applicants, the review of applications is still ongoing. Those applicants who have not yet received notification of the status of their application will be getting a letter within the next two weeks. At this point in time, it is anticipated that approximately 10 per cent of applicants will not meet the criteria. Those who did not will be eligible for a reconsideration of their application. In addition, it is anticipated there will be a future opportunity to apply for transition assistance in 2009. The \$129-million Community Development Trust was established with federal funding earlier this year to help forest families, communities and companies with the downturn in the industry. The Community Development Trust also includes a \$17.25-million Tuition Assistance program and \$26.25-million Job Opportunities program. More than 5,000 forest workers in communities across the province will benefit from programs and services made available by the trust over three years. For more information on the Community Development Trust, visit www.cd.gov.bc.ca/cdt/.

**Workers at Mercury Graphics have been on strike since Sept. 7. The plant is scheduled to close Dec. 18 after operating in Saskatoon for 55 years
Greg Pender, The StarPhoenix**

The union representing 85 striking and soon-to-be unemployed workers at Mercury Graphics Corp. has filed charges against the company over its bargaining practices. One charge of bargaining in bad faith and one charge relating to the company trying to impose a collective agreement without negotiating with the union have been filed with the Saskatchewan Labour Relations Board, said Rhoda Cossar, national representative of the Communications, Energy and Paperworkers (CEP) union. The union is also applying for mediation in order to settle a plant closure agreement, Cossar said. The union is also applying for mediation in order to settle a plant closure agreement, Cossar said. "(Mercury Graphics) is absolutely the worst company I've ever worked with in negotiations," Cossar said in an interview Thursday. "Not only did they want major concessions from the employees . . . now they won't even negotiate any further severance for employees who

have been there for 25, 30 years." CEP Local 721G has been on strike since Sept. 7 after negotiations to reach a new collective agreement failed. The company, which makes high-end tickets for clients that include major league sports teams and airlines, notified all 115 of its employees in mid-September it plans to permanently close the plant on Dec. 18. Mercury Graphics has been operating in Saskatoon for 55 years. A major sticking point of plant closure negotiations is severance pay, said Cossar. Under the collective agreement and the provincial Labour Standards Act, employees should receive two weeks of pay per year of employment. For people who have worked for the company for 25 to 30 years, that means a severance payment between \$40,000 and \$50,000. The company has offered its employees \$2,500 in severance, she said. "It's an absolute insult to offer twenty-five hundred bucks for someone who has invested 25 years in a company," Cossar said. "It's appalling behaviour on the part of a company who didn't need to close down in the first place." The company's president and CEO Blaine Kunkel says Mercury Graphics is going above and beyond to compensate its employees upon the closure of the plant. The \$2,500 is an extra payment on top of the severance figures, he said. "It's fair in that it exceeds all of Mercury Graphics' legal obligations for its employees, in fact it exceeds them by that amount of money. We've offered the employees everything that they're legally entitled to," he said. As for the charges laid against the company, Kunkel said it has responded to the allegations, but couldn't comment as the charges are before the board. Kunkel said he and the company remain open and willing to meet with the union to complete negotiations, and would welcome the help of a mediator. He said the situation is complex and stressful, however Mercury Graphics wants to ensure its staff is taken care of. "We certainly have the utmost respect for our employees. Certain events have put pressure on our relationship -- the strike, the loss of business and the pending closure of a 55-year-old company -- (but) we look forward to working with the CEP in a businesslike fashion to resolve our differences and move forward." Cossar, however, said the situation is becoming increasingly frustrating as the plant shutdown date gets closer. "Just when you think it can't get any worse, it gets worse," she said.

ckyle@sp.canwest.com

Petro-Canada boycott

CLC/CALM

In support of the 260 locked-out workers at Petro-Canada's refinery in Montreal, the Canadian Labour Congress is calling for a national boycott of Petro-Canada products.

The workers are members of Communications, Energy and Paperworkers Union of Canada Local 175 and have been locked out since November 17, 2007.

The lock-out occurred after Petro-Canada refused to meet the settlement pattern it had established at its Edmonton refinery and then matched for Petro-Canada workers in Ontario and B.C. The pattern was matched by all other unionized employers in the oil, gas and petrochemical industry across the country.

"Canadians should not support any company that has the gall to wrap itself in our flag and use our maple leaf as part of its logo while it abuses its workers, ignores their rights as Canadian citizens and breaks the law by using scab labour," said CLC president Ken Georgetti. "Shame on Petro-Canada."

For more information on the boycott

www.canadianlabour.ca/en/petro-canada-boycott

Financial terms decoded

Internet/CALM

Accept this special invitation: Pay money

Bear: What your trade account and wallet will be when you take a flyer on that hot stock tip your work mate gave you.

Bond: What you had with your spouse until you pawned their golf clubs to invest in that hot stock tip.

Brokee: Someone who buys stocks on the advice of a broker.

Broker: The person you trust to help you make major financial decisions. Please note the first five letters of this word spell broke.

Build relationships: Get money from people

Bull: What your broker uses to explain why your mutual funds tanked during the last quarter.

Commission: The only reliable way to wake money on the stock market, which is why your broker charges you one.

Convenience fee: Interest charge

Invest: Gamble

Margin: Where you scribble the latest quotes when you're supposed to be listening to your stock manager's presentation.

Misdeeds: Crimes

Multilevel business partners: Suckers

Stock: A magical piece of paper that is worth \$33.75 until the moment you buy it. It will then be worth \$8.50

Have you heard about Canada's National Do Not Call List? Starting on September 30, 2008, you can sign up to reduce the number of telemarketing calls you receive-and maintain your personal privacy. It's your choice. What is the National Do Not Call List? Every year, thousands of Canadians raise concerns about receiving unwanted telemarketing calls. In 2006, the federal government passed a law allowing for the creation of a National Do Not Call List (DNCL) that all telemarketers must respect. The National DNCL becomes active on September 30, 2008. When you sign up to have your cellular, home phone or fax number included on it, companies making unsolicited marketing or sales calls can no longer contact you.

How do I sign up? Registering for the National DNCL is simple. Starting September 30, 2008, call 1-866-580-DNCL (866-580-3625) or log on to <http://www.LNNTTE-DNCL.gc.ca> and follow a few easy steps. That's it: your number will be on the List.

How long do I have to wait before my registration takes effect? After you sign up, your numbers will be added to the List within 24 hours. Telemarketers then have 31 days to update their own information and make sure they don't call you in their next round of solicitation. Don't expect all calls to stop immediately, though. You could still receive calls within those first 31 days.

Is my registration permanent? No. You must renew every three years if you wish to remain on the List. As well, if your numbers change, you will have to register your new numbers.

How do telemarketers know I'm on the National DNCL? Telemarketers are required by law to subscribe to the National DNCL. Such companies pay fees to download updates from a secure website. It is their responsibility to ensure numbers on the List are not called.

What do I do if I get calls after I am on the National DNCL? You can lodge a complaint with the operator of the National DNCL online at <http://www.LNNTTE-DNCL.gc.ca> or by calling 1-866-580-DNCL (866-580-3625). One important detail: don't hang up if you get an unwanted call! To make a complaint you need to provide the name of the organization that called you OR the number where that organization can be reached, the date of the call and your own number. By law, telemarketers must give you their name and number. After you make your complaint, an investigator will follow up and determine if the rules have been broken.

Why should you learn more about the National Do Not Call List? Your privacy is yours to manage:

being informed will help you take action to protect yourself.

What happens to telemarketers who call numbers on the National DNCL? New legislation gives the Canadian Radio-television Telecommunications Commission (CRTC) the power to assign penalties of up to \$1,500 per infraction for individuals and \$15,000 for corporations that do not follow the National DNCL rules.

Does being on the List prevent all unsolicited calls? Being on the National DNCL keeps you from receiving most telemarketing calls, but there are exceptions. Registered charities are still allowed to call for donations, and certain other organizations—such as companies conducting polls or surveys, political parties, and newspapers looking for subscriptions—can also continue to contact you. As well, if you've done business with a company in the last 18 months, that company is considered to have a relationship with you and is allowed to call. After 18 months the company must stop calling if you're on the National DNCL, unless you give permission otherwise. To learn more about exemptions, call 1-866-580-DNCL (866-580-3625) or go to <http://www.LNTE-DNCL.gc.ca>.

Can I do anything to stop exempted calls? Yes. If you do not want to be called by an organization even if that organization is legally allowed to call you, you can ask to be put on its own do not call list. Every telemarketer based in Canada must maintain such a list and respect your wishes not to be called.

What happens if I receive a call after hours? Even organizations making exempt calls must abide by the telemarketing rules. Exempt calls that are made outside the permitted calling hours should be reported to the National DNCL operator, and the organization that called you may be subject to pay a penalty.

Will I be protected from phone fraud if I sign up? The National DNCL applies to all telemarketing organizations. It does not necessarily prevent fraudulent telemarketing calls. That's why it's important for you to always be on your guard: if you receive a call and are worried it may be part of a fraud scheme, contact the police.
Sign up

Make sure you're ready when Canada's National Do Not Call List takes effect. Beginning on September 30, 2008, go to <http://www.LNTE-DNCL.gc.ca> or call 1-866-580-DNCL (866-580-3625) to register. You can manage your privacy. It's your choice.

National Do Not Call List at a glance

- The National Do Not Call List takes effect on September 30, 2008.
- Signing up is simple and quick.
- It's the telemarketer's job by law to check and respect the National DNCL.
- Some kinds of calls are exempt—the National DNCL does not apply in every case.
- If you do receive a valid call, the telemarketer has to follow Canada's Unsolicited Telecommunications Rules.
- You may ask to be put on a telemarketer's own do not call list at any time.
- Complaints can be made quickly and easily by phone or online—and any telemarketer found to be in violation of the law can receive financial penalties.

1-866-580-3625 (DNCL) • www.LNTE-DNCL.gc.ca

Just the facts

Statistics Canada/CALM

Here are some quick facts on unions from Stats Canada's annual *Perspectives on Labour and Income*.

The average unionized worker is paid \$23.58 an hour while the average non-union worker is paid \$18.98. The majority of union members are now women, which has been the case since 2006. The unionization rate for women (30 per cent) exceeds men's (28.7 per cent)—2.15 million women and 2.07 million men are union members.

Unionized women are closer to achieving pay equity than non-unionized women. Women in unionized full-time jobs average 94 per cent of union full-time men's average (\$23.36 versus \$24.83). The wage gap is much bigger for non-unionized full-time women who earn only 81 per cent of non-union full-time men's average (\$18.16 versus \$22.50).

A full-time union workers' average wage is \$24.15. Full-time non-union workers average only \$20.55. A part-time union workers' average wage is \$19.99. Part-time non-union workers earn dramatically lower pay of \$12.56

Tinkerbell busted

UCS/CALM

Peter Pan's pal Tinkerbell was arrested in a demonstration outside Disneyland in California this summer. Cinderella, Snow White and several other popular fairytale figures were rounded up as well. The Disney characters were costumed union

members fighting for a fair contract at three nearby Disney-owned hotels. Some 2,300 maids, bell hops, cooks and dishwashers were working under a contract that expired three months earlier. In all, Tink and 31 others were handcuffed, frisked and forced into two police vans at the end of an hour-long march as their fellow hotel workers cheered them on. They were cited for a series of misdemeanors and released pending court appearances. The hotel workers' union, UNITE HERE, said management proposals would make health care unaffordable for hundreds of workers and create an unfair two-tier wage system.



ASHLAND, KY August 13

Police say Kasey Kazee entered Shamrock Liquors and attempted to rob the store. Employees were astonished that he had [disguised his face](#) by wrapping it in duct tape! The store manager chased him out with a baseball bat and an employee held him in the parking lot until police arrived. Police removed the duct tape after taking pictures, and arrested Kazee, who denied any memory of the incident.

Cash Register or Adding Machine?

Courtesy of [NewsTimes](#)

FAIRFIELD - It's a theft that just doesn't add up. A man who tried to steal cash from the Dunkin' Donuts outlet on the Post Road on Monday night fled with an adding machine that he apparently mistook for a cash register.

Police said the unidentified man walked into the doughnut shop about 10:28 p.m. and handed a clerk a note stating that he had a gun and a bomb. The man's note said he would use both if he didn't get cash, police said.

The man then grabbed an adding machine, which had no cash drawers, from the counter and ran from the shop.



Robber's getaway falls short

Courtesy of [Kansas City Star](#)

A man who robbed the Family Dollar at 39th Street and Indiana Avenue tonight made his — short-lived — getaway on a city bus.

After hitting the store shortly after 7 p.m., the robber headed across the street and boarded the bus, a dispatcher said. The suspect made it about five blocks before Kansas City police stopped the bus and took the suspect into custody near 40th Street and Cleveland Avenue.

The man was reportedly armed, but no one was hurt in the incident.

Man Arrested After Reporting Pot Theft

Courtesy of [AP](#) Associated Press

McALLEN, Texas - A man was arrested for drug possession after telling authorities that two masked gunmen had stolen 150 pounds of marijuana from his home. Hidalgo County sheriff's deputies arrived at the home near Penitas in South Texas to find the door kicked in and nearly 15 pounds of pot lying on the floor, Sheriff Lupe Trevino said.

Jose Guadalupe Flores, 35, escaped while the men ransacked the house but returned later and told the deputies he had been wrapping the drugs for shipment when the intruders arrived.

"The guy walked right up and said the drugs were his," Trevino said. "That's not the smartest move." Flores, an illegal immigrant from Mexico, was charged with felony possession of marijuana at an arraignment hearing Monday. Because of his immigration status, Flores will be jailed until his case is heard.

Authorities were still searching for the gunmen.

Joe was moderately successful in the career, but as he got older he was increasingly hampered by incredible headaches. When his personal hygiene and love life started to suffer, he sought medical help. After being referred from one specialist to another, he finally came across a doctor who solved the problem. "The good news is I can cure your headaches..." "The bad news is that it will require castration. You have a very rare condition which causes your testicles to press up against the base of your spine. The pressure creates a headache. The only way to relieve the pressure is to remove the testicles." Joe was shocked and depressed. He wondered if he had anything to live for, but decided he had no choice but to go under the knife. When he left the hospital, his mind was clear, but he felt like he was missing an important part of himself. As he walked down the street, he realized that he felt like a different person. He could make a new beginning and live a new life. He walked past a men's clothing store and thought, "That's what I need: a new suit." He entered the shop and told the salesman, "I'd like a new suit." The salesman eyed him briefly and said, "Let's see...size 44 long." Joe laughed, "That's right, how did you know?" "It's my job." the salesman said. Joe tried on the suit. It fit perfectly. As Joe admired himself in the mirror, the salesman asked, "How about a new shirt?" Joe thought for a moment and then said, "Sure..." The salesman eyed Joe and said, "Let's see...34 sleeve and... 16 and a half neck." Joe was surprised, "That's right, how did you know?" "It's my job." Joe tried on the shirt, and it fit perfectly. As Joe adjusted the collar in the mirror, the salesman asked, "How about new shoes?" Joe was on a roll and said, "Sure..." The salesman eyed Joe's feet and said, "Let's see...9 and a half... wide." Joe was astonished, "That's right, how did you know?" "It's my job." Joe was feeling great, when the salesman asked, "How about some new underwear?" Joe thought for a second and said, "Sure..." The salesman stepped back, eyed Joe's waist and said, "Let's see... size 36." Joe laughed, "No, I've worn size 34 since I was 18 years old." The salesman shook his head, "You can't wear a size 34. It would press your testicles up against the base of your spine and give you one hell of a headache."



Donning his new canine decoder, Professor Schwartzman becomes the first human being on Earth to hear what barking dogs are actually saying.



Hopeful parents



"Bummer of a birthmark, Hal."

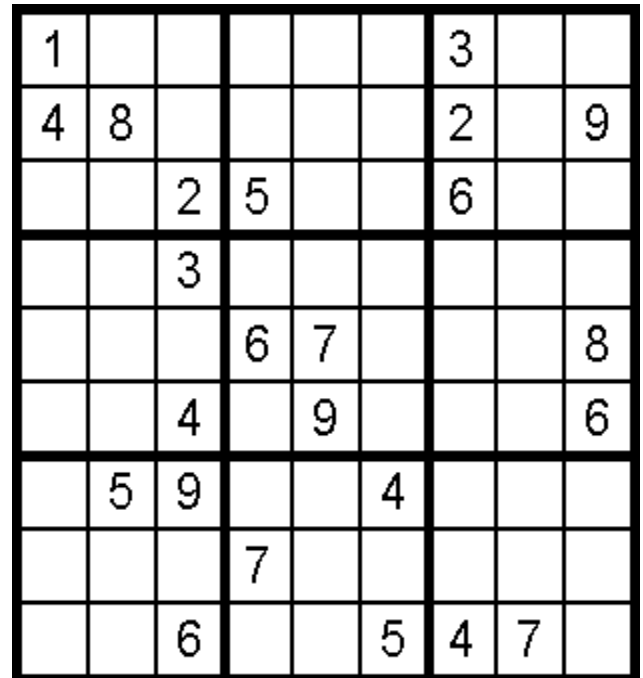
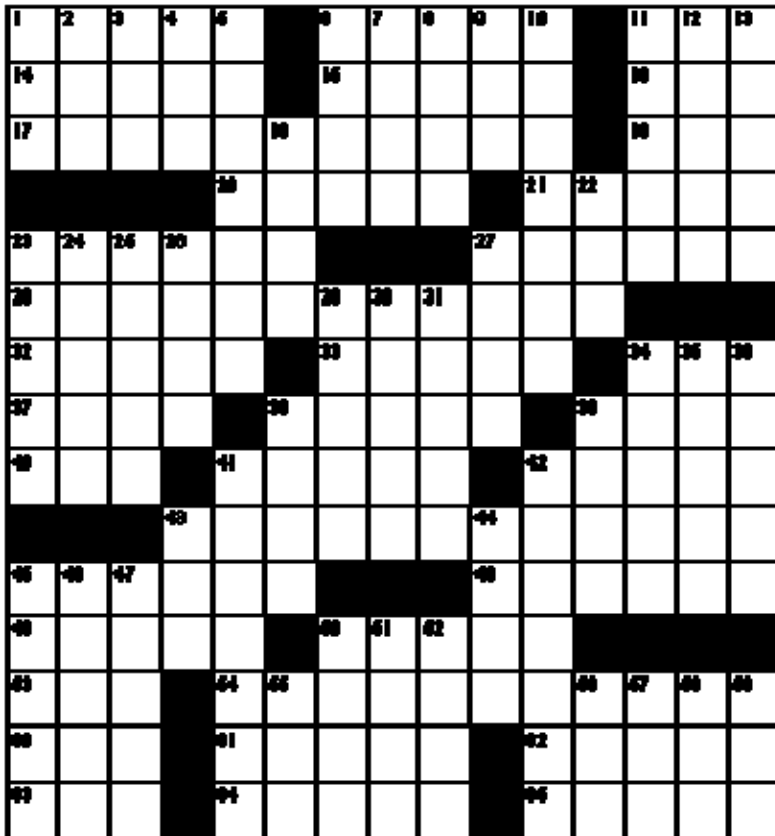
Work is either fun or drudgery. It depends on your attitude. I like fun.

ACROSS

1. He told fables
6. Hebrew unit of dry measure
11. Each and every one
14. France's longest river
15. Goat-like antelope
16. Meadow
17. A person who amuses
19. Dine
20. Boast
21. Handbag
23. Sheen
27. Whirlpool
28. Crossroads
32. An unbroken period of time
33. Fool
34. Louse-to-be
37. Slant
38. Book of fiction
39. Windmill blade
40. Collection
41. Movable fence barriers
42. Shelf
43. An irrational belief
45. Ancient ascetic
48. Terminates
49. Colorful parrot
50. Fern-to-be
53. American Dental Association
54. A commemorative date
60. Sick
61. Tropical vine
62. Eagle's nest
63. Caustic
64. Kick out
65. Directs from the front

DOWN

1. Beer
2. Long, long time
3. Seat oneself
4. Refinable rock
5. Deviant
6. Jacob's brother
7. Ache
8. Suggestion
9. How old one is
10. Whaling weapon
11. Warning
12. Rent
13. Rubber
18. Thick bituminous liquids
22. Ashes holder
23. Enumerates
24. Unfasten
25. Piling
26. Canvas dwelling
27. Six-stringed instrument
29. Overact
30. Don't judge a book by this
31. Lock of hair
34. Low point
35. Metal bar
36. Adolescents
38. Back of the neck
39. Disallow
41. Thick plank along the side of a wooden ship
42. Not conservative
43. Ocean
44. Container weight
45. Electronic messages
46. Unhappily
47. Weighing machine
50. Break
51. A coniferous tree
52. Elliptical
55. Prohibit
56. Behold
57. Southern constellation
58. Purge
59. Not no



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