



# LOCAL 298 NEWSLETTER

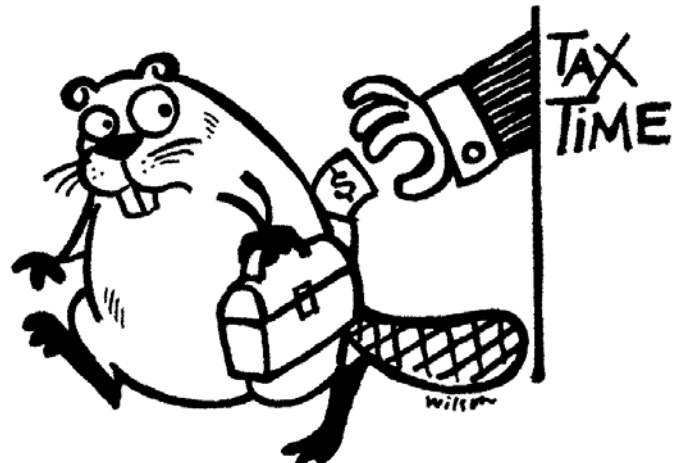
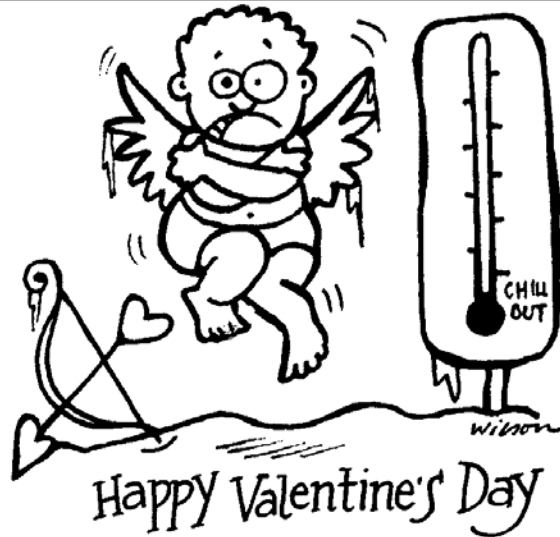
"What We Desire for Ourselves, We Wish for All"

Issue #1 Volume #9

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February 2005



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## Executive Officers For 2005

		<u>Tel #</u>	<u>Work Local</u>	<u>Job Title</u>
<b>President</b>	Don Klie	632-1352	2367	Pipefitter
<b>1<sup>st</sup> Vice President</b>	Frank Verde Sr.	632-2924	2213	Shiploader/Labourer
<b>2<sup>nd</sup> Vice President</b>	Jack McCamy	632-5658	3513	Spare Board
<b>Financial Secretary</b>	Mary Murphy	632-5201	3451 or 2568	First Aid/Stores
<b>Recording Secretary</b>	Gary Ewanski	632-2743	2213 or 3519	Shiploader/Labourer
<b>Inside Guard</b>	Andy Sanwald	632-4131	3510	Spareboard
<b>Outside Guard</b>	Dennis Urbanowski	632-3230	2368	Pipefitter
<b>Trustees</b>	Jonathan Gardiner 3yr	632-4461	3513	Steam Plant
<b>Trustees</b>	Gary Drake 2yr	632-2905		Lubrication Mechanic
<b>Trustees</b>	Ed Da Costa 1yr	632-7796	2356	Raw Materials
<b>Chief Shop Steward</b>	Ilona Kenny	632-4244	3451 or 2568	First Aid/Stores

## Committees

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

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

**Job Evaluation:** ....Dave Burrows, Jack McCamy

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

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

**Pensions:** .....Gary Drake, Don Klie, Gary Ewanski

**Sunshine Committee:** Dorothy Birkett

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

**Central Safety:.....**Mary Murphy, Dan Belleville,  
Alfie Poellot, Ilona Kenny

**Apprenticeship:** .....John Burget, Dennis Urbanowski,  
Paul Wilson

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

### **Chief Shop Steward**

Ilona Kenny

### **Yard & Stores**

Mary Murphy

### **Janitorial**

Dorothy Birkett

### **Raw Materials**

Mike Holland

Arnie Carrita

### **Steam Plant**

Andy Sanwald

### **and**

Richard Crockart

### **Pulp Mill**

Lucky Bhullar

Dave Burrows

Kevin Read

Jim Harrison

Cary Manahan

### **Shiploaders**

Dino Stamatakis

Wayne Fulljames

### **Warehouse\Dock**

Jason Smith

Angelo Marrelli

### **Maint. Pipefitter**

Al Hummel

Dan Belleville

### **Electrical**

Rick Wittmann

Wayne Villemere

Elvis Resendes

### **Inst. Mech.**

Pablito Mendoza

Dave Andrews

### **Millwrights/Oilers**

Steve Dudra

### **Millwrights**

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

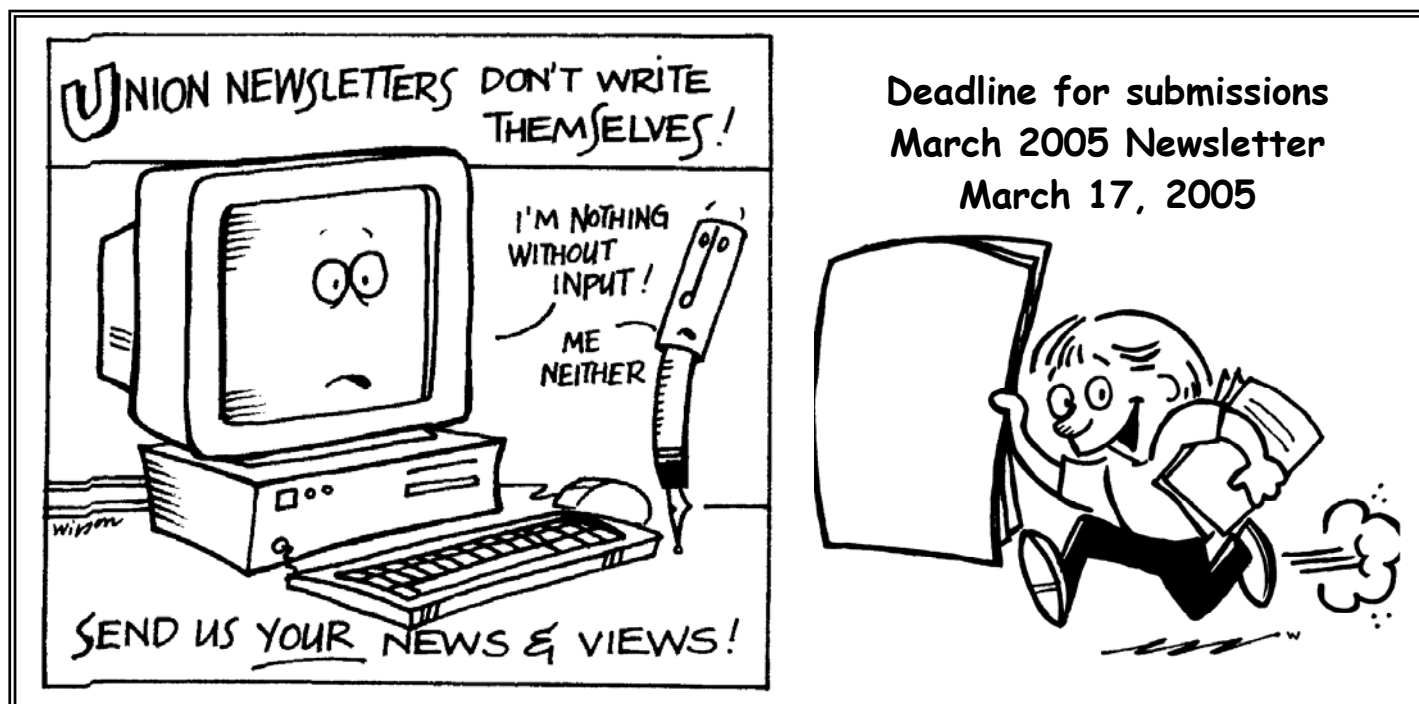
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Editor: Don Klie



## President's Report

***The Provincial Race Is On***

By Don Klie

The provincial election is a little over 3 months away. May 17, 2005 was the date set by the Campbell government at the beginning of his mandate. The BC Liberals were responding to what they were hearing from the people about the uncertainty about the election date. Instead of the date being left up to the government in power to call an election anytime they wanted, usually when the polls were most favourable, we now have an election campaign that goes on for several months. Not quite like the Americans yet, but give it some time, we'll get there.

The BC Liberals have followed the tried and true method of many governments before them. Most effective recently was the Mike Harris government of Ontario. For the first few years of his mandate he cut social programs to the bone, gave tax breaks to everyone, did his best to rein in the budget and then in the last few months before the election tell everyone how well things were going and announced several spending programs targeted at the areas that caused the most voter vocal resistance.

In Ontario it worked for the Harris government. Gordon Campbell, before being elected premier, even went to Ontario to get a close up look at the formula. But it doesn't always work as planned. Harris ended up resigning from the premier's job (family concerns supposedly) and the Ernie Eves led Conservatives were unable to capture the voters' confidence.

Will the BC Liberals be re-elected? That question won't be definitively answered until the ballots are counted. But, each of us has a role to play in the up coming election. While we only have one vote, as individuals we can get involved in the campaign, we can encourage others and we can try to convince the undecided or unsure of who best deserves their vote.

One thing we must not do is forget what Gordon Campbell did to our province. Remember all of the employee contracts he tore up; remember how he cut taxes (minimally) on one hand but instituted user fees on the other hand. Make sure you get involved and let your voice be heard in this upcoming election.

## **THE CASE FOR ELECTORAL REFORM IN BC**

Recently, everyone should have received a little booklet in the mail entitled "**making every vote count**". It was put out by the BC Citizens' Assembly on Electoral Reform. This Assembly committee was



established by the BC government after the last election to review our electoral process and if possible make recommendations for improvement.

When we vote on May 17, 2005 in the provincial election there will also be a referendum question: "Should British Columbia change to the BC-STV (Single Transferable Vote) electoral system as recommended by the Citizens' Assembly on Electoral Reform? Yes or No."

Single Transferable Vote would see the current ridings being reorganized into larger ridings but having approximately the same number of MLAs representing the area. For example: Skeena, North Coast and Bulkley Valley-Stikine electoral districts could be joined and would have 3 MLAs representing that riding. With three positions up for election all of the voters in this district would get to vote for all three positions. The voters would then mark their ballot by ranking all of the candidates in order of most desirable – 1 through however many candidates there were.

While some might vote strictly according to party lines others could look at the individual candidates and select according to the candidate's position on local issues, or a combination of the two.

Candidates would then have to reach a certain number of votes, or quota, in order to be elected. All of the number 1 votes would be counted first and anyone reaching the quota would be elected. Any slots left to be filled would then utilize the second, third, fourth and so on, rankings. If no one reached the quota based on #1 votes, then the person with the fewest votes is dropped and their votes are transferred to the voter's next preference.

This issue is rather a complicated one and I would encourage everyone to read the brochure and search out other sources of information in order to familiarize themselves with the issues.

One of the major drawbacks I see is the fact of distance. In the North our electoral district is spread out over a very large area because of the sparse population. Amalgamating 2 or 3 districts in this area creates an even greater hardship on the candidates to try to get exposure in all of the voters' communities.

Confusion of how the system works will create problems.

## ***NEWSLETTER LOOK***

You might have noticed a new look to the front cover of the **Local 298 Newsletter**. I have recently upgraded some of my software and it isn't quite compatible with other software that I have. I was unable to make a PDF copy of the December 2004 **Newsletter** for the Local's web page and I was able to trace it to something to do with the cover page. I will be experimenting over the next few months with different looks and hopefully I will be able to come up with something appropriate. One of my problems is my total lack of artistic talent, so if anyone wants to offer any suggestions please feel free to email them to me (donklie@telus.net).

Also, you might have noticed that I have only been putting out an edition every second month. This is due to my extremely busy schedule which I hope will improve over the next few months.

## ***Ireland: The Archetypal Single Transferable Vote System***

[http://www.aceproject.org/main/english/es/esy\\_ie.htm](http://www.aceproject.org/main/english/es/esy_ie.htm)

Ever since independence in 1922, the Republic of Ireland has used proportional representation by means of the Single Transferable Vote (STV). When the new Irish state adopted an electoral system, the indigenous political elite favoured some version of Proportional Representation (PR) because they believed it intrinsically fair. The departing British also preferred it to First Past the Post (FPTP) to protect the representation of Protestants, who constituted about five percent of the population. The STV electoral system was specified in the current (1937) Constitution, and consequently cannot be amended without a referendum. Members of parliament are elected from districts returning either three, four, or five representatives.

The system has consistently delivered a high degree of proportionality, and all parties, large and small, have been accurately represented in relation to their size, with the larger parties only slightly over-

represented. For example, Fianna Fail, the largest party at every election for over 60 years, has won on average 45 percent of the votes at post-war elections, and 48 percent of the seats, while the third party, Labour, has won an average of 12 percent of the votes and 11 percent of the seats.

As in most other countries, members of parliament are predominantly professional people, with very few working-class MPs. Women are also under-represented, although the figure as of early 1997, 14 percent, was the highest in the history of the state. The Republic of Ireland cannot be said to be ethnically divided, so the question of representation of ethnic groups does not arise. Moreover, contrary to initial expectations, Protestants have not sought separate political representation but have voted for the mainstream parties.

Voting is straightforward: electors merely indicate their favoured candidate by writing "1" beside that candidate's name on the ballot paper, and can go on to indicate their second, third, etc., choices in the same way. About two-thirds of voters see their first choice candidate elected, and on average around 20 percent of votes do not contribute to the final result.

The House of Parliament is elected by the people by means of STV, the Dail, is of critical importance in Ireland's parliamentary system. To gain office, a government needs the support of a majority of members of the Dail, and a government can be ejected from office if it fails to maintain that support.

Ireland has not experienced problems in the area of stable and effective governments. For many years, single-party government by the largest party, Fianna Fail, was the norm, interrupted only occasionally by coalitions formed by the other two main parties. More recently, a decline in Fianna Fail's strength and the emergence of a number of smaller parties has led to coalition governments becoming the norm. Since 1989 each of the largest five parties, i.e. every party winning more than 2 percent of the votes at elections, has spent at least two years in government.

Governments, once formed, tend to be reasonably durable, lasting on average for about three years. The Dail's procedures are based on the Westminster model, which enables governments to enact their legislation with little real chance for the opposition to influence legislation.

In terms of accountability, it is relatively easy to throw governments out; at every election from 1973 to 1997 the outgoing government did not manage to be re-elected. Voters do have local representatives: the ratio of members of parliament to population is high, about one for every 20,000 people, and district magnitude is small (at most five representatives for each constituency). Members of Parliament are usually well known to their constituents and are active representatives in their area. There is no provision for recall of elected members.

One criticism aimed at STV is that it helps promote intra-party fragmentation, but the Irish parties tend to be relatively cohesive despite the electoral competition among candidates of the same party. In Parliament, it is very rare for party representatives to break ranks from the party line on any issue. The political culture of Ireland is strongly influenced by that of Britain, and the "winner-take-all" attitude that characterizes Westminster-based governmental systems remains strong in Ireland.

The absence of ethnic cleavages, or any other deep divisions, in Irish society means that the incentives for parties to reach out beyond their own group cannot be tested. It is worth noting, though, that in Northern Ireland, which has deep divisions along ethnic, national, and religious dimensions between Protestants and Catholics, and which also uses STV for many elections. Most of the main parties draw support entirely from one or other of the two communities and do not see any incentive to try to win support from the other community. Indeed, parties aiming to draw support from both communities generally fare poorly.

The STV electoral system is supported because it is seen as fair since it delivers proportional representation, and because of the power it gives voters to choose their parliamentary representatives by ranking all candidates in order of their choice, both between parties and within parties. Although most voters vote along party lines, it is not necessary to do so, and a significant number of voters vote along geographical lines; that is, they give their highest preferences to those candidates, regardless of party, from their own local area. Two referendums have been held, both instigated by the then-governing Fianna Fail party, to replace STV with the British FPTP system. On both occasions the electorate voted to keep STV; the margin of victory was narrow in 1959, but wide in 1968.

Nevertheless, STV is criticised because of the intense competition that it generates between candidates, especially candidates of the same party. More members of parliament of Fianna Fail, the largest party, are defeated by other Fianna Fail candidates than by candidates of other parties. Thus, a number of members of parliament argue that STV compels them to spend too much time responding to individual and community grievances from their constituents, which is necessary for electoral survival, but prevents them from spending enough time on national political and parliamentary matters. It is also argued that an electoral system that weakens the close link between members of parliament and their constituents, and thus removes the electoral incentive to respond to demands for constituency work, might attract higher calibre people into politics.

## Setting the Quota

(From Wikipedia, the free encyclopedia, at [http://en.wikipedia.org/wiki/Single\\_transferable\\_vote](http://en.wikipedia.org/wiki/Single_transferable_vote). Editor.)

When all the votes have been cast, a winning quota is set. The most common formula for the quota is the Droop Quota which is most often given as:

$$\left( \frac{\text{votes}}{\text{seats} + 1} \right) + 1$$

Other quotas used include the Hare Quota:

$$\frac{\text{votes}}{\text{seats}}$$

and the Imperiali Quota:

$$\frac{\text{votes}}{\text{seats} + 2}$$

For those keeping track, the size of the quota is then generally Hare > Droop > Imperiali

## Places that use STV for governmental elections include:

Australia, for the Senate; Ireland, for all elections; Malta, for all elections; New Zealand where STV was used for the first time for district health board and some local authority elections in October 2004; Northern Ireland, for local, Assembly and European elections; the United States, where the only official governing bodies that use STV to elect representatives are the City Council and School Committee of Cambridge, Massachusetts.

All local governments in Scotland will be using STV to elect their councillors. The Local Governance Bill passed on June 23, 2004.

STV enjoyed some popularity in the United States in the first half of the 20th Century. The community school boards of the City of New York used STV until they were abolished in 2002.

This method used for electing the Legislative Assemblies of Tasmania and the elections in the province of Alberta, Canada from 1926 to 1955.

British Columbia will decide by referendum on May 17, 2005 whether to adopt STV to replace its current First Past the Post electoral system, after a recommendation of STV by the Citizens' Assembly on Electoral Reform.



## Joint Occupational Health and Safety Report

# Don't Get Gassed With The Wrong Cartridge

By Dan Belleville

Last Meeting Of The Year December 2004

## Incident Investigations Reviewed

We again talked about the rolls falling off the product trucks. The Company has installed a strap that will be attached to both sides of the truck. After the truck is loaded it will be tightened so the strap will hold the top rolls from falling off. We hope this will work and it will be monitored. The best that can be said is that at least we are finally doing something.

There was an incident where rolls coming out of the winders pinned a worker against another roll.

It was noted that some very heavy rolls have been placed on the guillotine and people are getting hurt moving them. A JSB is being made up to deal with this, and the JOHS committee has requested to see a copy of it.

An employee was injured when the cart rolled away as he was trying to lift a heavy object onto it thus leaving the employee holding the heavy object. Questions were asked why the employee did not use a lifting device, and, if we couldn't get something to lock the wheels. This was sent back to get more information.



The incident that we had trouble getting the Company to investigate was the one in 401 Switch Room. It has finally been done, and notably, it was done very well. At the investigation it was stated that work that had been performed by contractors was deficient and we had said our workers should be assigned these types of jobs. The reasoning behind this was that our workers would be more familiar with

this kind of work and this would reduce this kind of error. However, this recommendation was not included in the report. The Company stated that they didn't think that needed to be there because all electricians should know and be trained in these jobs. The Union noted that while that might sound good, and we all wish that was so, it doesn't work like that in the real world. People work in different industries and learn different things and don't necessarily learn all aspects of the job. *(The Company should be well aware of this concept, particularly when so many of their supervisors claim that only certain individuals can do a particular job – "special skills", on overtime.)*

## Reviewed Incidents from last months meeting

**Damage to Linde H80 clamp truck----** Shari Thomas has 75% revised the Warehouse guide lines and should reduce the incidents of equipment getting damaged and workers getting hurt. This will be monitored by the Shiploaders' DAPC.

**Broken cores that happened at the dock** need to be examined so that the cause of the failure can be determined and corrective action taken so that it can be prevented from happening again in the future.

**We are still waiting for the list of improvements** that the Raw Materials department promised that was done and is going to get done.

**Catwalk Audit----**The Company gave us an update and said a lot of work has been done and that most of the identified repairs need only to be painted to be complete. It was also recommended that after the painting was done we should have another audit to see where we are at.

**Ergonomics of the Linde Clamp trucks-----**The Company sent one to Sweden to have the modifications done and it should be back in mid Feb. 05. It will be tested and if found to solve the problems the rest will be sent to Prince George to be refitted.

**Safety Improvement Fund ---**We have spent all the money for last year's projects and any questions regarding that issue can be directed to Peter Cooch. This year's safety improvement fund is all ready on the go and we are asking for ideas as soon as possible so we can get started.

**Investigation on Fire in 401 switch room----** Les had said there was a process investigation done on it. The Union asked where it was and why we don't get all the process investigations at our JOHS meetings. Peter Cooch said they are not of any value; it's just for process failure of equipment. I noted that the company said they only need a process investigation on the side screen scrubber because it was a maintenance problem. But we know it was a safety issue also. After some discussion it was decided that if any safety issues are found in these Process Investigations an incident investigation

must be done. Peter Cooch is the set up a program to deal with this issue.

**Safety log books-----** It was felt that the Hazard Reports would be used and we would get rid of the safety log books, not the log books used in the control rooms. This item of the safety log books will be removed from our Health and Safety Manuals.

**Training Regarding Alarms and Lights---**Peter Cooch is looking to get some sort of alarm and horn system that we can activate manually. The Union asked about getting parts for repairing the alarms that were noted during the Eco filter investigation (that we didn't carry in stores or have). He said that has been corrected and the parts are now stores stock.

**SOG Exposure----** Two workers were exposed to a gas thought to be SOG and had to go to first aide. Management says we have a monitor on the SOG and know every time it's released, and, we should be able to tell if it's SOG or not. Our workers have the right to know what they are being exposed to. If our workers are being exposed to a gas, we want it tested right away so we know what it is, and we want an investigation as per the WCB regulations. Also, the company said they would have an alarm set up before the New Year in the shop to tell us of a SOG leak.

**Lockouts or Isolation points----**The Union wants the lockout sheets and isolation points to be checked because we feel the valves are not all labeled or correctly labeled.

**Safety Captain Training----**It has been decided to have the training as soon as possible in the New Year. Peter Cooch will set this up for everyone that wants it or needs it.

Because of the incident in the Eco Filter Building the Union put these items on the Agenda so they could be recorded.

- 1) Pull all JSBs in the Steam Plant and have them reviewed!
- 2) Stop all Supervisors from changing JSBs without the Crews reviewing them.
- 3) All lockouts must be done with two trained people on the system and training will be done with the third person.
- 4) When all tanks or equipment are replaced a HASOP must be done.
- 5) Only trained people will be able to write up lockout sheets. After the sheets have been checked they will not changed unless something changes and then, the lockout sheet must be rechecked by all crews.
- 6) Lockout sheets can only be changed on a limited access basis and only on certain computers.
- 7) Incidents and Process Investigations must come to our JOHS meetings.

The Company said that most of these things have been or will be put in place, plus other recommendations made by WCB.

The Union suggested that we need to have a HASOP done on all new and repaired equipment. Peter Cooch thought that this had no bearing on developing safety procedures or lockout sheets. Some of the members believe they do, because in doing a HASOP inlets and outlets are noted and also things that can go wrong are talked about and solutions are found.

Another hot topic discussed at the meeting was whether or not the respirator cartridges we use in the mill are for escape purposes only, or can they be worn continuously while being exposed to the dangerous gases. Peter Cooch stated that we can work with them on because the exposure the cartridges are good for are written on them. And, supposedly, H<sub>2</sub>S gas is the only one that has no cartridge that would allow you to continue working while exposed; in that instance the cartridges are for escape only. I disagreed with Cooch and recommended that in many situations the cartridges



should only be used for escape purposes. Certainly it matters what the cartridge says, and there are many times you can work with them on, and you can see people in our mill wearing them. Personally, I use the full face mask when needed because it removes a lot of the chemicals in the air and give complete protection for my face and eyes. I don't like having to use goggles and face shields because I sweat too much and the goggles and face shield fog up and make it difficult to see out of them. But, there are a lot of chemicals besides H<sub>2</sub>S that I would tell you to use the mask as escape-only for. This is because they are dangerous chemicals and you need to know the amount that it released or in the air. The cartridges have limitations and you must know when those limits have been reached. When a leak occurs you are not always aware of the amount that has escaped, so, you must react and leave the area to make sure you are safe. We have an Emergency Response team to deal with these leaks; we don't want dead heroes. The best thing to do is to report the incident and protect the area so no one else



entres unaware of the danger. I was once told that I didn't have to wear a respirator when I hooked up the SO<sub>2</sub> rail cars. But I asked what happens if we had a bad leak? Guess!! I was then told if I feel safer wearing the positive pressure mask that was my right and they couldn't tell me not to. So, I wear it because of the fear I have of SO<sub>2</sub>. So, let's all protect ourselves to the best of our abilities so that we can all go home safe and sound each day.

**In Solidarity,  
Dan Belleville**

**Central Safety Report  
January 2005**

## Sound Off

**By Mary Murphy**

First, let me apologize for the atrocious report "another point of view" in the December Union Newsletter. I wrote that report as a briefing to the Executive members, after the November Central Safety Meeting, and it definitely showed my frustration at dealing with safety issues, "in our 3-hour monthly" dedication towards safety issues, joint meeting with management. And that is what your safety union representatives have, "3 hours".

So, did the musical chairs, musical ears, and people in a hurry to get to their quiet places cease? I fear not....we now have to deal with the issue of a serious incident occurring because of inadequate hazard assessments, JSB, safe operating procedures, and a lack of completed/revisited HAZOPs. These procedures are to be reviewed yearly, and for a good reason. Just because someone in senior management signs off on these Safe Operating procedures, doesn't insure that they are correct or accurate, or address all the hazards associated with doing the job.

That's why the JSB, or SOP, are to be reviewed every year, and job observations done on the procedures.

About 7 years ago I was requested to be a Central Safety representative, by the president at that time, Dennis Urbanowski. Although I'd had intensive safety training as a first aid attendant, first aid trainer, and emergency response member, I felt I could not do the same quality job as the previous representative. So, the membership sent me to Winter School to gain some of the tools which I felt I

was lacking. The membership generously provided me with the finances to take additional courses, which improved my communication skills, all aspects involving safety and dealing with management.

I had to learn to be assertive. I also learned that I would temporarily and/or permanently be disliked by members that I represent. I had to learn to deal with management who prefers that you don't bring serious safety issues to their attention, and who try to squeeze your very existence if you do. You learn to deal with people who point fingers into your direction when a serious incident or near miss occurs, laying blame away from their ownership.

And, you will do this within a quiet, calm, nonjudgmental, having-the-members-best-interest-at-heart aurora.

So, in my report, why am I sharing all of this with you?

When a serious incident occurs there is a direct reflection placed upon the Central Safety's members laps. The Workers' Compensation Board visited Eurocan for an inspection based on the last serious incident involving H<sub>2</sub>S exposure. The lack of confidence in the competency of our Central Safety members to accompany the board was evident. I am not making excuses for issues which arise, and lack of knowledge on these issues, but I want you to know, you voted for Danny Belleville, and myself to represent the membership in safety, and we

do the most that we can, and when we lack the knowledge, we'll learn and secure the appropriate resources needed to address your issue. We will not mask the issue to suit anyone. We are very approachable, and can be called at any time. We have and do a lot of safety work on our own time for your benefit. And by the way, there were NO ORDERS WRITTEN AGAINST Eurocan; only suggestions. And, neither the root cause to this issue nor all of the recommendations has been addressed.

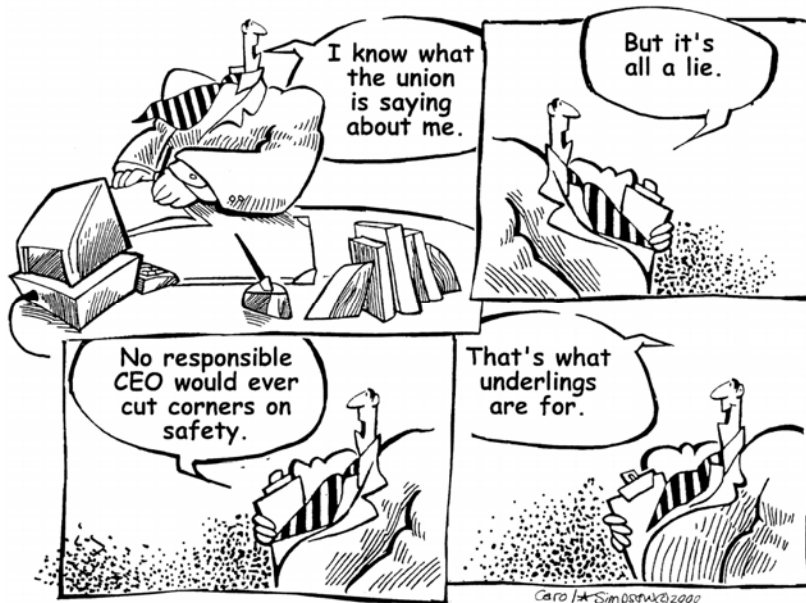
My first couple of years' involvement in Central Safety was focused on implementing the reviewing of Investigation and the recommendations that resulted from them; battling the company to get an effective asbestos program implemented. Don Klie's involvement was holding the company accountable for safety issues. The Company focused on trying to reduce the size of the committee, reduce the involvement of Central Safety members, and removing the reviewing of incidents and their recommendations from the agenda.

The more the Union pushed for safety issues to be addressed, the more the Company pushed back; the committee was too big; the meetings were too long. So, after our strike we went from 4 hours per month to 3 hours, silently. Supervisors were being



told to curb our appetite for dealing with safety issues on the job.

The committee focused on returning incident reports with inadequate recommendations/information back to the departments, where someone(?) anyone(?) worked on the deficiencies and not taking care of the issue at Central Safety level. And, it appeared that the issues were not being dealt with at departmental level either.



And despite all of this, the committee accomplished many goals over the years; setting up tracking and trends based on the incident investigations; secured support for the departments which showed through the stats that help was needed; monthly mill inspections; departmental monthly safety meetings along with Central Safety members attending safety meetings to promote awareness and support for our safety captains; safety captain and supervisory safety education and awareness along with monthly packages to assist the safety captains with safety meetings; the vamping of the Competency Based Program; starting, promoting, and continual updating of the asbestos program; addressing air quality; started an exposure recording program; completed Eurocan's Health and Safety Manual (which is in the process of being redone); promoting Eurocan's Hearing Conservation Program; reintroduction of hazard reports; mandatory attendance of Central Safety members at an incident investigation; Local 298 health and safety representative to accompany the WCB Accident Prevention Officer when visiting the mill site. And, some accomplishments which I don't agree with, generic SOPs or changing the JSBs to SOPs, a project which Twyla implemented.

Although, improvements in safety were noted over the years and reflected in our safety statistics, I sometimes feel over the last few years we have

regressed....like starting from square one....monthly safety meetings rarely being accomplished; mill inspections are conducted only by senior management; and, starting at the supervisory level...job safety breakdowns disappeared, and not being reviewed yearly, and no real urgency in setting them in motion; lack of safety captain involvement within the departments; "people" signing off on items they don't review or understand the hazards that are

associated with them. Knowledge of Eurocan's Health and Safety Manual among some management is lacking, although awareness around knowledge of the contract or how management should interpret the contract is priority.

But mostly, departments need to take ownership for what happens in their department, especially if you have total control, of the situation. Inappropriate motivation and complacency will cause serious accidents; there is a reason that the safe operating procedures/job safety breakdowns are reviewed yearly. Members have the power under the contract, to justifiably refuse to work under unsafe conditions, and not be subjected to discipline, and they need to visit this avenue.

**In Solidarity,  
Mary Murphy**

## Criminal Liability for Organizations

Canadian Occupational Safety Magazine /CALM

**The Government** tabled Bill C-45 in June 2003 to amend the Criminal Code to "modernize the law with respect to the criminal liability of corporations and the sentencing of corporations." Bill C-45, an Act to Amend the Criminal Code (criminal liability of organizations) came into effect in March 2004.

The bill was a response to the westray disaster and subsequent pressure from the labour movement.

On May 9, 1992, 26 miners died in the Westray coal mine in Pictou County, Nova Scotia. The investigation concluded that "management ignored or encouraged a series of hazardous or illegal practices," setting the stage for disaster.

The report made more than 70 recommendations, including one that the government of Canada should study "the accountability of corporate executives and directors for the wrongful or negligent acts of the corporation."

The House of Commons Standing Committee on Justice and Human Rights held hearings into this

subject in May 2002 and recommended that the government table legislation. The government response set out a series of principles to be transformed into Bill C-45.

#### Internet resources.

*Summary of The Westray Story: A Predictable Path to Disaster Report of the Westray Mine Public Inquiry* at

[www.gov.ns.ca/enla/pubs/westray/execsumm.htm](http://www.gov.ns.ca/enla/pubs/westray/execsumm.htm)

*A Plain Language Guide to Bill C-45* discusses criminal liability generally, as well as the liability of organizations and their directors, officers and employees, and the legal changes in Bill C-45. To find a .pdf of the guide and more background information search "C-45" at

[www.canada.justice.gc.ca](http://www.canada.justice.gc.ca)

*Bill C-45: What You Need to Know to Protect Your Assets Against the New Criminal Liability for Workplace Safety* is a non-governmental resource that may help you to understand the implications of the bill.

[www.gowlings.com/resources/PublicationPDFs/WorksiteNewsAug03.pdf](http://www.gowlings.com/resources/PublicationPDFs/WorksiteNewsAug03.pdf)

#### Work law

## Jurisdiction Again

by Tim Gleason/CALM

**Since The** decision of the Supreme Court of Canada in *Weber v. Ontario Hydro* almost a decade ago, arbitrators and courts have agonized over where to draw the line on who should deal with what.

In the old days, things were relatively straightforward. Arbitrators decided whether you were fired for just cause, and courts decided whether you had been defamed, battered, or otherwise wrongfully dealt with. Then came *Weber* and the Supreme Court suggested that maybe arbitrators ought to be deciding more and that courts should not deal with any matter that might have arisen under a collective agreement.

The next thing you know, courts were throwing out all kinds of claims, from assaults to negligence to defamation, because they had some connection to a unionized workplace. Arbitrators found themselves faced with a whole new range of claims and remedial jurisdiction extending to the realm of torts (a tort claim is a claim for damages resulting from bad behaviour that is not necessarily a breach of contract or a collective agreement).

We started asking them to award damages in new areas. And some of them did it, albeit the damages were noticeably smaller than what courts usually awarded.

It wasn't long before some arbitrators, and lots of employers, started to question the wisdom of this

direction. But courts continued to dismiss claims, deferring to the arbitrator.

So we kept asking arbitrators to deal with their expanded jurisdiction. Then, a couple of years ago, the issue came to a head in Ontario, with one arbitrator accepting jurisdiction to deal with extensive remedies in *Teamsters 419 v. Tenaquip* and another arbitrator rejecting any jurisdiction to deal with torts and aggravated and punitive damages in *OPSEU v. Seneca College of Applied Arts & Technology*. The union in the latter case sought judicial review, and on November 1, 2004, the Ontario Divisional Court quashed the arbitrator's award, indicating that she was wrong to limit her jurisdiction.

It appears that the expanded, exclusive jurisdiction of arbitrators is alive and well in Ontario. In addition, a Newfoundland arbitrator recently awarded hundreds of thousands of dollars in damages for bad conduct by an employer.

Across the country, courts continue to refuse to deal with a wide range of issues if they originated in a unionized workplace. These developments, coupled with the steadfast reserve of the Supreme Court of Canada each time this issue reaches them, suggest that arbitrators will have to deal with a broad range of claims.

Despite ample reasons why labour arbitration may not be the best place to deal with tort issues, it appears that it remains the only game in town for many claims in a unionized workplace.

• *Tim Gleason practises law with Sack Goldblatt Mitchell in Toronto. For more information on labour law issues, visit the firm's web site at [www.sgmlaw.com](http://www.sgmlaw.com)*

## Canadian unions take in more women

Guild Reporter/The Newspaper Guild and CWA/CALM

**The Face** of organized labour in Canada is increasingly female, reports Statistics Canada, with women now accounting for 48 per cent of all unionized employees, up from just 12 per cent in 1977.

Union membership in Canada in 2003 was slightly more than four million, which is an all-time high in absolute numbers and an increase of more than 40 per cent since 1977.

In relative terms, however, overall union density has declined from its peak, which it hit in 1987, at 34.2 per cent of the workforce, and for the past decade has hovered around 30 per cent. Still, that's an improvement over the U.S., where union density has slipped year after year and now is below 12 per cent.

#### Standing Committee Report

# Fact Faking!!!

Standing Committee this year has met on January 10<sup>th</sup> and February 7<sup>th</sup>. Reports for those meetings have not yet been written. At the December 13, 2004 Standing Committee meeting the following items were among the issues that were discussed:

1. **Rumoured Manning Reductions** – The issue of manning was brought up by the Union because of rumors in the mill. Basically, the answer was that the Company brought in a consultant to do a preliminary study on manning reductions (in other words, they have nothing concrete and they don't know where they are going with this). The consultant said there was a potential for reduction but most would need capital projects in order to accomplish those reductions. The Company reiterated that there were no plans for layoffs. Rather, it was suggested that manning reduction would be accomplished through attrition and retirement over the next 5 years. It appears that the presentation, when passed down to supervisors, gets blown out of proportion; people were hearing and speculating that there were going to be layoffs and production curtailments. Obviously, the information provided by the Company made it clear they weren't anywhere near to making any decisions about manning reductions or capital projects. However, it was the Company who was responsible for the information being disseminated in a manner that caused fear (and loathing) throughout the mill. The Union noted its concern about any plans for manning reductions especially in light of how negatively the previous reductions of 1998-1999 affected the well-being of the mill.

2. **Millwrights' and Oilers' vacation scheduling procedures** – The Company agreed to the Union's request for modifying the Millwrights' and Oilers' vacation scheduling procedures. Starting this year individuals in those departments will be allowed to schedule their first choice for vacation throughout the whole year rather than just the summer months. All of the other rules remain the same.

3. **Annual Vacations in Maintenance** – The Company has reduced the number of groups per department. The example used was the Pipefitters – they now have three off on holidays and one on floaters. The Union has said it should read three off on holidays and one off on banked time to cover earned time off. There is no number attached to floaters because overtime is not a factor and floaters are in exchange for working statutory holidays, which

was negotiated in the past. The Company said they would remove the floaters and respond to the rest.

4. **Safety Eye Glass Policy** – Responding to complaints from the Union regarding the very limited selection of safety eye glass frames available from the current supplier the Company informed the Union that they were going to use the same supplier as Alcan because there were more to pick from.

5. **Third Class Steam Ticket School Leave** – The Company is still saying that the clock on this agreement started when we signed the contract. The Union contends that the clock shouldn't start until there was a program in place. The Company did agree that a temporary ticket would be treated as a permanent one. (Frank Verde contacted Richard Longpre over the Christmas holidays and it was his opinion that the clock started ticking on the date of ratification of the agreement).

6. **Disability Management Co-Coordinator** – Union wants a rep to work along side of Company rep as a joint committee. The union thinks this would solve a lot of problems and they could operate under the same rules. The Company will respond.

7. **Hours of Work for 12-hour Tour Averaging** – The Union and Company agreed on rules for calculating when overtime would be paid by individuals required to work tour. This issue affects individuals who experience a number of shift changes during the 8-week cycle of the 12-hour shift schedule. *(The Company will provide something in writing on this issue for the Union to review).*

8. **Annual Notification, Rain Coast** – These are grievances that are at the Contracting Out meetings. The Union thinks that these meetings have been stalled and wants them to move along faster.

9. **Overtime Distribution** – The Union presented the Company with conditions that was decided needed to take place to make it work. The Company will respond.

10. **Project Crew** – Union stated that this is a contractual obligation and insists the Company live up to the AGREEMENT. The Company said there was a manning problem but it may be corrected shortly because they are hiring three Pipefitters and another Welder besides Jack. They are meeting and planning to erect the crew again and Wade Hoyles wants to run it. Planners will give the crew the same information as Contractors get. And maybe we can catch up on our safety work orders.

**11. Steve Richdale Grievance** – The Company acknowledged some culpability in that they know that they should not have trained Justin ahead of Steve. They said they had offered Steve overtime to train but couldn't find any records. They offered a settlement and the Union said it would ask Steve if this was enough to settle the grievance. The Union made a point that the Company had set a standard that would be used in the future, which would be to give the same expedited training to everyone that they had given Justin Anderson. (*A resolve to the grievance has been reached.*)

**12. Kevin Gentile Grievance Nooners** – Kevin was told that he had to work through lunch and was not being asked even though he had already gone for lunch. The union says he is entitled to two hours penalty pay for change of work time and he has the right to refuse OT. The Union was ready to move this to arbitration because this issue has been at the table for a long time. Also, Wayne Muzykowski said he was ready to take the Union on at arbitration, but now said he may not have gotten all the facts. Referred back to fact finding. The union position has been posted and has not changed. (*This grievance has since been referred to arbitration.*)

**13. Providing Security for the Mill** – The Union has taken the position that our members who have volunteered for Re and Re should be utilized for providing security at the Terminal, when ships are being loaded, and at the main gate during shutdowns, as long as the duties fall within their medical restrictions. There could be around 20 weeks or more of work for our people who are currently not being offered modified duties and have been forced off work onto sick benefits. This puts a financial strain on employees who are already facing long term unemployment and low moral. This work falls under the scope of the agreement and the Human Rights legislation.

**14. Grievance Fact Finding** – The Union again raised the issue that fact finding on grievances has been delayed. During negotiations the Union and Company agreed to make the fact finding aspect of the grievance handling process a permanent feature. However, recently there have been delays with the fact finding process, which led to frustration on the Union's part and claiming that the process should be renamed "fact faking". The Company acknowledged that they were at fault. Both sides agreed to renew their efforts to making the process work.

**15. Jack McCamy Seniority Transfer** – While the Company has reluctantly agreed to grant the transfer request to the Welding Shop they have refused to address the issue of retroactive pay. The grievance

process is based on the principle of "work now – grieve later", which encompasses the concept that the aggrieved party will be made whole back to the date of the grievance or of the injustice (*this grievance has been moved to arbitration to settle the issue of back pay*). Since the Company agreed to the transfer Jack has been training his replacement in the Reaust area, and he has now agreed to delay his transfer even longer in order to deal with safety and training issues that were exposed with the recent, potentially fatal incident in the Eco Filter Building.

**16. Aptitude Tests** – The Union has requested that its Apprenticeship Committee members be provided with training in regards to the aptitude tests in order to determine what the tests are trying to indicate; how they are to be interpreted; how they are to be marked; are they appropriate for what they are being used for; etc. In the last round of apprenticeship selections a number of people expressed concerns with various aspects of the process, and particularly the aptitude tests. The dexterity test was the most controversial and the marks were distorted because of a subjective marking system. The Union has requested copies of the tests so that they can have them appraised to see if the tests are appropriate for the purposes the Company is using them for. While the Company has refused to give copies of the tests to the Union they have agreed to allow the consultant firm that provides the tests to discuss the them with our representatives (*the Union has identified Bob Hughf and Jim Dixon of the CEP Vancouver office*). The Company said that Larry Stephan will only give copies to a psychologist but will read them to the two Union reps named. The Apprenticeship Committee wants to be trained and to be present during the marking and have the dexterity test limited. (*Recently, the Company has announced that they will be offering two more apprenticeships – one Millwright and one Instrument Mechanic. The Union has requested that the Company postpone the writing of the tests, and the selection process, until such time as the Union's representatives have had time to discuss the tests with the Company's consultant firm and our apprenticeship committee members receive training.*)

Listed below are the grievances currently being processed and their status. If you would like to know more about a particular grievance or if your grievance isn't listed please contact the Chief Shop Steward, Ilona Kenny or one of the other Standing Committee members.

### At Arbitration

**CEP 298** – Oct 16/03 – case #03-26 – Petro Can crossing picket line.



**CEP 298 Contracting Out Committee** – case #04-001-0014 – Contracting out of Stores Stock items which used to be made and/or repaired in the Eurocan Shops.

**CEP 298 Contracting Out Committee** – Mar 1- 5/04 – #04-17 – Contracting out violation. Mill crews were able to do the job.

**CEP 298** – May 12/04 – case #04-25 – Company refused to collect Union dues as requested by the Union. Contract states they will deduct Union dues.

**Jack McCamy** – Spring/04 – case #04-40 – Seniority Violation. Hired external welder.

**Kevin Gentile** – Oct 29/04 – case #04-70 – Worked a 'nooner' and did not receive 2 hours call time pay.

### **At Standing Committee**

**Shari Thomas** – April 16,17/03 – case #03-17A – Staff doing hourly work. Slow transfers into the department creates a point of fatigue and Staff started covering O/T. Bob Matkowski said it would be addressed. It hasn't been to date 09-04.

**CEP 298** – Nov 12/03 – case #03-21 – Annual notification of Equipment leased or rented coming with operators.

**CEP 298** – Nov 10/03 – case #03-23 – Raincoast Cranes- failure to notify.

**CEP 298** – Jan-04 – case #04-01 – Posting selection through creative new restrictions on JOL

**CEP 298 Contracting Out Committee** – case #04-18 – Failure to notify that Norco Septic was in to do work. Work was outside their normal contract description.

**Andy Sanwald** – Feb 19/04 – case #04-28 – Violation of Seniority rights.

**Contracting Out Committee** – May 27/04 – case #04-30 – Failure to notify. Jose's Trucking hauling out sludge.

**Contracting Out Committee** – Apr 13/04 – case #04-42 – Notified after the fact. Machine rotating element.

**Contracting Out Committee** – Mar 26/04 – case #04-43 – Notified after the fact. #2 Gantry Crane repairs.

**Contracting Out Committee** – April 5/04 – case #04-44 – Notified after the fact. Vacuum cups for head master.

**Contacting Out Committee** – April 19/04 – case #04-45 – Notified after the fact. Machine bolts for triple motor alignment.

**Contracting Out Committee** – April 7/04 – case #04-46 – Notified after the fact. Lowerator Reducer - sprocket replacement.

**Contracting Out Committee** – Aug 17/04 – #04-48 – No notification for hauling slaker.

**Brenda Tewnion** – April 29/04 – case #04-50 – Unjust discipline.

**Dorothy Birkett** – July 9/04 – case #04-52 – Failure to follow call list. Covered a 12 hour Floater with 8 hours.

**CEP 298** – case #04-56 – Contracting out violation. Contracted out 'emergency' 1700 loads of gravel.

**Contracting Out Committee** – 2003-2004 – case #04-57 – Failure to notify. Heat exchanger tube plug.

**Contracting Out Committee** – Aug 17 or 18th /04 – case #04-58 – Failure to notify contract to Terrace Rewind; 4th Floor CMP.

**John Miller/Contracting Out** – Sept 10/04 – case #04-59 – Letter from Company re: Contracting out notification.

**Contracting Out Committee** – Feb 16/04 – case #04-60 – Failure to notify. Contracting out shaft to 101 Industries.

**Contracting Out Committee** – Aug 9/04 – case #04-61 – Contracting out violation. Failure to notify. Morse taper shaft contracted out to 101 Industries.

**Contracting Out Committee** – Aug 20/04 – case #04-61 – Contracting out violation. Failure to notify re: stuffing box contracted out to Zanron.

**Contracting Out Committee** – July 5/04 – case #04-63 – Contracting Out violation. Failure to notify re: drive shaft contracted out to Zanron.

**Contracting Out Committee** – April 15/04 – case #04-64 – Contracting Out Violation. Failure to notify re: repulper stub shaft assembly. Contracted to Lakelse machine shop.

**Contracting Out Committee** – Dec 8/03 – case #04-65 – Contracting Out Violation. Failure to notify re: repulper stub assembly. Contracted to Lakelse machine shop.

**Contracting Out Committee** – June 17/04 – case #04-66 – Contracting Out Violation. Failure to notify re: shaft contracted out to Zanron.

**Contracting Out Committee** – Sept 20/04 – case #04-67 – Contracting Out Violation. Failure to notify re: shaft to 101 Industries.

**Contracting Out Committee** – Nov 9/04 – case #04-71 – Contracting Out violation. Proper notification not given.

**Gary Drake** – Nov 18/04 – case #04-73 – Overtime violation.

**Steve Dudra** – Nov 18/04 – case #04-74 – Call List violation.

**Contracting Out Committee** – Dec 6/04 – case #04-77 – Contracting Out violation. Our Hiab was able to do the job and it was contracted out to Rain Coast.

**Kulwant Aujla** – Nov-04 – case #04-80 – Attendance notice letter in file.

**Contracting Out Committee** – May 25/04 – case #04-81 – CN rail repair truck on site Tuesday May 25/04 Failure to Notify

**Contracting Out Committee** – Nov 4/04 – case #04-82 – Norco Septic - Failure to Notify

**A & D shifts Raw Materials** – Dec 24,25,26/04 – case #05-01 – Failure to cover a replaceable position.

**Arnie Carrita** – Jan 10/05 – case #-05-02 – Failure to cover a replaceable position

**Contracting Out Committee** – Jan 11/05 – case #05-03 – Contracting Out violations

### **Completed Grievances**

**Brian Liberman** – Jan 13/04 – case #04-06 – Unjust discipline.

**John Schikowski** – June 4/04 – case #04-38 – Failure to follow Call list.

**Steve Richdale** – Feb 17/03 – case #04-10A – Junior person being promoted over senior person.

**J. Boguski/G. Adams** – Oct 20/04 – case #04-55 – Overtime violation.

**Carlos Nunes** – Dec 10 & 11/04 – case #04-75 – Denied earned time off. Worker was required to take Family Time.



### To CEP Local 298

Once again thank you for the delicious gift basket & newsletter. I enjoy reading all the material in it.

**Ann Minaker**

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### To CEP Local 298

Numerous volunteers run Kitimat Minor Hockey, but we could not do it without the generous support we receive from you our sponsors. You allow KMHA to offer several clinics and training sessions to our volunteer coaches, as well as appropriate training for our referees. But ultimately "you" our faithful sponsors allow us to provide the great sport of hockey in our community to all the children/youth who love the game! We thank you for your continued support; we really couldn't do it without you!

**Sincerely**  
**Michele Forbes**  
**1st Director 2004/2005**  
**Kitimat Minor Hockey Association**

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### Hello Brothers and Sisters

CEP Locals 603 / 1492 of Prince George, would like to invite all of our fellow provincial CEP locals to the 2nd Annual CEP Hockey Tournament.

This is the 2nd annual event as the first one was a huge success with 6 teams participating.

The scheduled dates for this event are April 15th to 17th, 2005.

Thank you in advance for sharing this letter with your membership.

Please see the attached file for more information.  
 Hope to see you in Prince George!

**Sincerely,**  
**Peter Peebles**  
**Local 10 - B**

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### Dear Brothers & Sisters

On behalf of the executive and membership of CEP Local 514, please accept my thanks for the generous donation you made to our local. The money is certainly appreciated at this difficult time. Thank you for your support.

**Fraternally Yours**  
**Don Vye**  
**President**  
**CEP Local 514**

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### To Local 298

Thank you very much, to everyone in local 298, for the wonderful Christmas goodie basket. Now I wish you all a lot of success, in whatever you are doing for a living and a healthy 2005! I am doing just fine after my bypass surgery.

**Thank you all again**  
**George Juergensen**

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### To Local 298 Members

Thank you very much for the lovely festive tin of goodies, a nice surprise and tasty too!

**All the Best in the New Year!**  
**Willy & Shirley Buysse**

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### Dear Brothers & Sisters

On behalf of the executive and membership of CEP Local 514, please accept my thanks for your generous donation to assist the families of our members during the Christmas season. We truly appreciate your good wishes and the support you have shown us. Our local extends best wishes for a healthy and prosperous New Year to you and your loved ones.

**In Solidarity**  
**Don Vye**  
**President**  
**CEP Local 514**  
**Port Alice**

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### Greetings

All of us here in Port Alice made it through the holiday season. On behalf of the members of Local 514 thank you, your support is greatly appreciated ! As you are probably aware the province has now agreed to fund a viability study. I guess more accurately it will be updating and incorporating some additional information on fibre supply, marketing and

energy consumption. I don't think it will say anything different than what we already know "the mill is viable with capital expenditure and a solid business plan" That report is likely going to take until the end of the month to complete, maybe there will be a summary of what it will say sometime just prior to then. I believe soon after that, any of those that have expressed interest in the mill will need to come forward with a legitimate proposal to restructure this mess. I am thinking we will have at least some indication of who if anyone is interested in operating the mill between the middle and the end of Feb. Then there is still going to be time required to implement a plan to get the mill up and running. Hopefully we can find a solution to this sooner rather than later.

**In solidarity**  
**Don Vye**

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**To the Members of Local 298**

Just a little note of thanks right from the heart! Thank you for the Christmas goodies and all the things you gave. You're a great bunch of guys & gals.

**Walter (Waltski) Sanwald**

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**To CEP Local 298**

We at the Kitimat Child Development Centre would like to take this opportunity to express our gratitude for your generous contribution to our organization.

**M. Pankhurst**  
**Kitimat Child Development Centre**

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**Dear Brothers & Sisters of Local 298**

My wife and I wish to thank you very much for the beautiful basket which was delivered to us for Christmas. Best wishes to all for a healthy and prosperous New Year.

**Sincerely**  
**Fernando Marion Amado**

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**To Local 298**

Merry Christmas & all the best for 2005. Your thoughtfulness was appreciated more than you know.

**Manuel Casquillo**

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**To Local 298**

May the blessings and joy of this Christmas season be with you throughout the coming year. Thanks for everything and all the help you gave us in the past.

**Fred & Ingrid Lubke**

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**To Local 298**

Warmly wishing you the special things a bright & merry Christmas brings. Best wishes to you and your families during the holidays and the New Year.

**Vinko Omejc**

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**To CEP Local 298**

Wishing you a joyous Christmas and happiness all through the New Year. Thank you very much for the beautiful gift basket. It was greatly appreciated. Merry Christmas and all the best to each one of you and your families in the New Year.

**Sincerely**  
**Bernie Da Silva**

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**To The Brothers & Sisters of Local 298**

Thank you very much for the Christmas basket. I wish all the members a very Merry Christmas and a prosperous New Year.

**Dino & Elvira Pereira**

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**To CEP Local 298**

The members of Local 1129, after 33 weeks on the picket line, again send our heartfelt thanks to you for your financial and moral support. The battle is over and we have some wounds but this will strengthen us for another day if the need is there. It was a tough apprenticeship. Yet again we thank you for your solidarity in helping us in our struggle.

**In Solidarity**  
**Dave Hart**  
**President**  
**CEP Local 1129**

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**To CEP Local 298**

Your Yuletide treats are greatly appreciated, thank you. May we wish all members of 298 and their families a safe and healthy 2005

**Art & Jenny Pilkington**

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**To the Members of CEP Local 298**

Thanks very much for the Christmas gift full of goodies. We wish to all of you the nicest Christmas and prosperous New Year. We appreciate it.

**Joao and Maria Ventura**

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**To Local 298 and 1127 executive Members and Brothers and Sisters**

Thank you so much for the gift basket and for keeping me updated through the newsletter. I look forward to reading about you all.

**Merry Christmas and Happy New Year  
In Solidarity  
Esther Pretulac**

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**To the Members of CEP Local 298**

Greetings to you at Christmas and best wishes for the new year. Thanks for the Christmas basket and wish you happiness for the coming year.

**Ragbhir (Randy) Angrash**

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**To the Executive of Local 298**

Thank you all for the Christmas card and gift. It was nice.

**Sincerely  
Dorothy Birkett**

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**To CEP Local 298**

Sending warmhearted wishes for a heartwarming holiday.

**Merry Christmas and Happy New Year to all of  
you,  
Albert Reinfjell and Family**

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**Season's Greetings****Dear Brothers and Sisters**

It is the time of year to relax and to celebrate with friends and family. On behalf of AVP Don MacNeil, AVP Wendy Sol and myself I wish you and yours a safe and happy holiday season.

**Dave Coles  
Vic President  
CEP Western Region**

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**To CEP Local 298**

May your Christmas be bright with happiness. Thank you for the gift basket. I wish all the members a Merry Christmas and all the best in 2005.

**Allan and Jean Pierce**

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**To CEP Local 298**

Hi guys! I am writing to wish all the brothers and sisters the best Christmas ever. At this time of the year one always thinks about old times and the people that one used to see everyday. In a way I miss Kitimat down here it's a different life style, especially since I don't have to go to work. I keep myself busy by doing things around the house and I enjoy reading the Union news once a month.

Hope that when any of you are down here that you stop by for a visit. My address is 27021 26A Avenue, Aldergrove.

**Yours truly  
Clovis Amado**

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**To CEP Local 298**

Merry Christmas and Best Wishes for a great 2005. Thank you very much for the gift basket at Christmas. It was much appreciated.

**Bruce and Diana Griffiths**

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**To all the Brothers and Sister of CEP Local 298**

Thank you for your card and gift. Wishing you old-fashioned pleasures, happy memories and all the joys of the season.

**Yours,  
Hans and Anna Thodt and Family**

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**To The Members of Local 298**

Linda and I would like to thank you for the wonderful Christmas Gift container filled with delicious goodies. We would also like to wish each of you a very Joyous Christmas and a very Happy and Prosperous New Year.

**Thanks Again,  
Sincerely  
Linda & Rick Wherry**

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**To CEP Local 298**

Thank you. We appreciate your kindness and thoughts during our time of loss.

**Dorothy and Sons,  
Alf Jr., Herb, Darryl and Pat Johnson**

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**To CEPU Local 298**

Wishing all members and their families the very best of the season and in the coming year.

**Howie Tavenor**

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The Executive and Members of CEP Local 298 would like to extend a very big thank you to the following people who helped deliver the 2004 Christmas Hampers: Bill Whitty, Mike Christmas, Ilona Kenny, Gary Ewanski, Mary Murphy, Oscar Grant and Frank Verde.

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## Wal-Mart must obey the law

UFCW/CALM

**Wal-Mart Has** to play by the same rules as everyone else and obey the laws of the land.

The Saskatchewan Appeal Court has struck down a lower court decision and ruled the Saskatchewan Relations Labour Board (SLRB) was within its rights when it ordered Wal-Mart to deliver evidence that outlines the company's anti-union strategies.

The order by the SLRB was originally issued to Wal-Mart in June 2004 during hearings by the board on an application by the UFCW Canada to represent employees at a Wal-Mart store in Weyburn, Saskatchewan.

In May 2004, UFCW Canada Local 1400 applied to the SLRB for certification after a majority of the Weyburn employees had signed union membership cards. During the initial hearings the board ordered Wal-Mart to deliver internal anti-union strategy materials for the SLRB to determine if the company had breached Saskatchewan labour laws during the campaign.

Wal-Mart refused to comply and in July successfully appealed to a judge of the Saskatchewan Queen's Bench to set aside the SLRB order.

The appeal court ruling has overturned the July decision. The Weyburn certification hearings, which were suspended pending the appeal, can now proceed. If Wal-Mart declines to deliver the material, the company could be charged with contempt.

Contract negotiations have begun at a Wal-Mart in Jonquière, Quebec. Workers at the Quebec store were certified in August as members of UFCW Canada and are currently the only unionized Wal-Mart labour force in North America.

UFCW has also applied for certification at other Saskatchewan Wal-Mart stores in North Battleford and Moose Jaw; at Wal-Mart stores in Saint-Hyacinthe and Brossard, Quebec; in Terrace, B.C.; and at seven Wal-Mart Tire & Lube Express departments at Wal-Mart stores in Surrey, Terrace, Dawson Creek, Fort St. John, Quesnel, Kamloops and Langford, British Columbia.

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## Wal-Mart closing is legal, experts say

**PHILIP AUTHIER**

The Gazette

Friday, February 11, 2005

They were pip-squeaks taking on a world giant and there was not much anyone could do when the giant fought back.

Wal-Mart Canada is entirely within its legal rights under Quebec's Labour Code to shut down its Jonquiere outlet, experts said yesterday.

Even with labour laws and anti-scab legislation considered among the most progressive in North America, Quebec is powerless to prevent the loss of 190 jobs.

"Absolutely not," Universite Laval industrial relations expert Alain Barre said. "The image of the company takes a hit in public opinion, but it is something Wal-Mart can do."

The precedent was set in a January 2004 Supreme Court ruling involving striking technicians at Place des Arts. The court held a company has the right to shut down and it does not have to give a reason to do it.

In the case of Jonquiere, Wal-Mart claimed its decision was strictly business-related - the store was not profitable and it could not come to an agreement with the union - but given the multinational's policy of not tolerating unions, few observers were buying that line.

Instead, they saw it as a warning shot to other workers in the chain's vast empire who are thinking of unionizing.

"Maybe 10 per cent of the population thinks it's a business decision," said Michel Grant, a labour

relations expert at the Universite du Quebec a Montreal. "I'm part of the 90 per cent that does not. It's too coherent (with its past).



"Put all the pieces together: This is logical behaviour, given their anti-union approach."

Yesterday, the shock of Wal-Mart's decision to close up shop in May was still rippling through Quebec and the rest of Canada. Unions could do little more than denounce the move. The United Food and Commercial Workers, which represents the Jonquiere employees and others trying to unionize across the country, described it as an "assault" on all Canadians.

There was talk of a boycott of Wal-Mart stores, but nothing concrete had emerged at the end of the day. One who didn't hesitate to denounce the move was Parti Quebecois opposition leader Bernard Landry, who said his Wal-Mart shopping days are over.

In Quebec City, Josee Delisle, an aide to Quebec Labour Minister Michel Despres, said the government is powerless beyond deploring the decision.

"It's not a power that exists under the Labour Code," Delisle said. "Wal-Mart invokes financial reasons. It is within its rights. We say it is too bad because companies that come here get good labour and in return are supposed to respect Quebec's laws."

Observers of the Wal-Mart empire said the move matches the firm's philosophy, recently described in an article in The Nation magazine that quotes the Wal-Mart handbook for managers.

"Staying union-free is a full-time commitment," it states. "The commitment to stay union-free must exist at all levels of management - from the chairperson of the board down to the front-line manager. The time involved is ... 365 days per year."

Only one group of Wal-Mart employees in the United States has successfully organized, the

magazine states. In February 2000, 10 meat cutters in Jacksonville, Tex., voted 7-3 to unionize their bargaining unit.

Within two weeks, Wal-Mart eliminated their jobs by switching to prepackaged meats and assigning the butchers to other departments. In June 2003, after more than three years of proceedings, a U.S. federal court ruled the move illegal and ordered Wal-Mart to restore the department. Wal-Mart has appealed the decision.

Wal-Mart does not hesitate to break the law to stay union free or pay fines if it is caught violating labour laws, the article states. The firm considers it part of the cost of doing business.

It was that philosophy that workers in the small town of Jonquiere ran into and the same one faced by workers trying to negotiate in two other Quebec stores.

Workers at a Wal-Mart in St. Hyacinthe joined the UFCW last year, and the union has an organizing drive under way at a store in Brossard.

But not everyone agrees Wal-Mart is within its rights in Jonquiere. Bob Hebdon, a McGill University labour relations professor, said freedom of association is a fundamental right guaranteed in the Canadian Charter of Rights and Freedoms and a fundamental human right as established by the Universal Declaration of Human Rights of the United Nations.

"Wal-Mart is flagrantly in violation of both of these laws," he said. "No business in Quebec, Canadian or international law can close a plant or store simply because its employees want to form a union. It has made little or no attempt to arrive at a contract with its employees."

[pauthier@thegazette.canwest.com](mailto:pauthier@thegazette.canwest.com)

## Profits before sick kids

SUNSpots/SUN/CALM

The Montreal Children's Hospital Employees Union donated 72 ceramic soup bowls to the privately run kitchen at the hospital, so sick and injured children can eat soup again.

Sodexho Marriott, the private contractor that manages the kitchen at the hospital, stopped replacing bowls at the facility last year. Instead of soup, Sodexho Marriott has been giving children a serving of potato chips.

Unionized employees at the facility reached into their own pockets to buy new ceramic bowls so the children can once again eat soup.



## Gordon Campbell's Liberals Just Aren't Working for BC

- His narrow, reckless agenda is hurting working families.
- After all his broken promises, why would anyone trust him again?

### SIGN ME UP!

Together, we can elect a government that speaks for us!

### Count me in, I'll...

NAME

☐ Help out in the B.C. Federation of Labour's political action campaign

Address

☐ Attend a workshop to learn how to be politically active

City

☐ Talk to my fellow union members about the issues that affect working people

Postal Code

☐ Join a rally or demonstration

Phone (  )

E-mail @.

Union

Union Local

**PRIVACY STATEMENT** The personal information provided will only be used for the purposes of the Federation's political action campaign.

We may use the information provided to contact you, provide you with additional information in the future, or seek your participation in the campaign.

**BCFL (CLC) 604.430.1421**



## Volunteer Card

### Count Me In Campaign

B.C. Federation of Labour  
200 - 5118 Joyce Street  
Vancouver, BC  
V5R 4H1

[www.bcfed.com](http://www.bcfed.com)

The BC Labour community has kicked off its campaign for the upcoming election and is looking for volunteers to help elect a new government. For those who would like to participate in the process you can either fill out this form and send it in or, locally, you can contact Gord Lechner at 250-632-1979 or at [glechner@bcfed.com](mailto:glechner@bcfed.com).

## CEP News

## Miramichi strikers holding solid

**Miramichi, N.B. (Feb. 1)** -- While members of CEP Local 689 employed by UPM Kymmene here are maintaining a solid picket line to back up our Union's pattern settlement in the pulp and paper industry, other unions around the globe are supporting their efforts.

The 721 members at the mill here struck Dec. 16 following a refusal by the company to table the pattern settlement reached earlier in the year between CEP and Abitibi Consolidated. Miramichi strikers are being supported by their brothers and sisters in other CEP locals in the pulp and paper sector in Eastern Canada through the supplemental strike fund in place to enforce pattern bargaining.

UPM Kymmene is attempting to supply customers with fine paper from other mills around the globe but CEP has alerted our counterparts in the ICEM which are monitoring shipments and have said they will take "appropriate" support measures.

### Who Is UPM?

UPM is one of the world's leading forest products companies based in Finland. The company's businesses focus on magazine papers, newsprint, fine and specialty papers, converting materials and wood products.

The company has production in 16 countries and an extensive sales network comprising over 170 sales and distribution companies.

UPM's turnover in 2004 was close to EUR 10 billion and the group employs approximately 33,400 people.

UPM shares are quoted on the Helsinki and New York stock exchanges.

## Miramichi strike keeping North American LWC market tight

SAN FRANCISCO, Jan. 26, 2005 (paperloop.com)

The strike at UPM's Miramichi, N.B., mill is helping keep the coated mechanical paper market tight during the seasonally slow first quarter period.

Miramichi has capacity to produce 495,000 tons of coated mechanical paper or about 7.5% of North American supply (including imports). As a result,

North American coated mechanical mills are running at 100% or more of effective industry capacity and imports from Europe have been surging to fill the supply gap.

Merchants say that coated mechanical paper is difficult to find for any new business and mills are unwilling to negotiate on prices. Mills, however, appear to be keeping large contract publishing customers supplied. The six-week-old strike is expected to be long because of UPM's need to reduce costs at the New Brunswick mill and worker bitterness over the closure of the on-site kraft pulp mill, which resulted in the loss of 400 jobs.

UPM appears to have anticipated the strike and brought in tonnage from its European mills to keep its major publishing and retail customers supplied.

U.S. coated mechanical paper imports in November rose 30.1% from a year ago and were up 12.5% for the first eleven months of the year despite the decline in the dollar. Imports from Finland were up 26.2% in November, following an increase of 114% in October from a year ago, according to U.S. Dept. of Commerce statistics.

Adding to the tightness will be rebuilds and maintenance downtime at several U.S. coated mechanical paper mills in the next few months.

Stora Enso North America (SENA), for example, on Jan. 24 temporarily shut down its No. 26 machine at Biron for the second phase of an 18-day rebuild to raise capacity to 230,000 tons/yr. However, the company is postponing the previously scheduled three-week rebuild of the 146,000 tons/yr No. 64 machine at Whiting, Wis., from next May to February 2006, a company spokeswoman confirmed.

In addition, International Paper Co. has told customers it will lose 13,000 tons of mechanical paper production in "cold mill" maintenance outages at various mills in April and May. Weyerhaeuser Co. is reportedly taking seven days of maintenance downtime at its 213,000 tons/yr Columbus, Miss., coated mechanical machine in March.

While coated mechanical paper remains in tight supply, coated free-sheet availability "appears to be improving by the day," according to one merchant.

This appeared to be reflected in mill inventories, according to the latest American Forest and Paper Assn. statistics. U.S. mill stocks of coated mechanical paper at the end of December stood at 123,000 tons--their lowest level in two years and down 37% from a year ago. Coated free-sheet inventories, however, jumped 26,000 tons in December are back close to their level last May before the market began to tighten.

As previously reported, some producers (led by Sappi and Stora Enso) earlier announced \$60/ton price increases on coated free-sheet and coated mechanical grades for the North American market around Jan. 1. Most of the producers which raised

prices have not rescinded the increase, even though it was not supported by such major players as International Paper and Meadwestvaco.

Most merchants expect virtually all coated paper producers to have announced an increase by March or April at the latest. The likelihood of a prolonged strike at Miramichi makes the coated mechanical increase look like a certainty. But some merchants say coated free-sheet producers may have more difficulty implementing their next price increase. "Without Miramichi, the coated paper market--even for groundwood--might have been different scene in 2005," one merchant said.

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Canada Newswire

## CEP seeks OECD help with UPM

OTTAWA, Nov. 25 /CNW Telbec/

The Communications, Energy and Paperworkers Union of Canada is asking the Organization of Economic Co-operation and Development to investigate recent activities of UPM Kymmene which owns and operates a kraft pulp mill and paper mill in Miramichi, New Brunswick.

In a letter to the OECD, CEP President Brian Payne says that the Finnish based paper making giant has committed "serious breaches" of the OECD Guidelines for Multinational Enterprises. The OECD is an international organization established by 30 nations to monitor the economic and social performance of the public and private sectors. It has established minimum rules and principles of conduct for multinationals operating around the globe.

Mr. Payne, in his letter, accuses UPM Kymmene of creating a "cold war" atmosphere in the workplace in Miramichi; by refusing to disclose information to the union surrounding its announced closure of the kraft mill; by hiring security agents to monitor workers' activities; by refusing to settle worker grievances on the job; by refusing to negotiate renewal of the collective agreement in good faith; and, by suspending local union officers for performing their duties.

UPM Kymmene announced its intention to close the Miramichi kraft pulp mill at the end of January.

CEP is spearheading a community based effort to keep the mill open and save the 400 jobs at risk.

"While issues surrounding the mill closure and collective bargaining warrant action on your part on their own merits, we would also point out that UPM Kymmene has ailed the OECD guidelines more generally on the social responsibility side," Mr. Payne said.

He pointed out that the company has been penalized for not abiding by terms of its reforestation commitments and is facing complaints in relation to maintaining minimum environmental standards.

## Port Alice Cleans Up the Mill

January 24, 2005

**Vancouver** – Residents of the Northern Vancouver Island community of Port Alice are planning an early spring cleaning project later this week.

Village residents will be cleaning up the local pulp mill on Thursday and Friday. The mill has been shut down since the owner, La Pointe Partners, went into bankruptcy in late November 2004. No maintenance has been done since that time.

A coalition of union workers, management employees and other Port Alice residents has been attempting to find a new buyer who is prepared to upgrade and operate the mill. The group wants to ensure the mill and surrounding property looks its best as potential buyers visit to assess its viability.

CEP Local 514 President Don Vye said, "it is very heartening that so many members of the community are willing to invest their own time and energy to ensure the mill is shipshape." He said, "the entire community is wanting to help show any potential new owner that Port Alice is a great place to do business."

The Port Alice Pulp Mill was sold to the U.S.-based La Pointe Partners last year after the financially-trouble Doman Industries was re-structured. La Pointe re-opened the mill in May, but was only able to sustain operations for six months before going into bankruptcy protection itself.

## Put Bell on Hold

January 27, 2005

A campaign to assist in the struggle to achieve a pay equity settlement with Bell Canada for the 5000 Bell Operators continues here in British Columbia.

The reason why it is an issue here for us in British Columbia is two-fold. One, Bell Canada has recently been awarded the contract to supply telecommunications services to the 2010 Olympics. They paid \$200 million for this contract; money that could have been spent settling the dispute.

The other reason is that Bell is trying desperately to break into the BC market with their Bell Mobility and Bell ExpressVu services. This is where CEP members can directly help.



We are launching the Put Bell on Hold campaign to let Bell know that British Columbians will not sign up for their new services until they settle the pay equity dispute with the operators.

We will have 2 Bell Operators touring the province during the month of March to share their experiences and raise the awareness of this 12 year long dispute. We are currently working out the details of the tour and are hoping to have someone attend all the Labour Council meetings starting in mid-February.

We will be sending more information to you on the campaign and the tour in the near future. We hope that you can play a part in sending a message to this employer that it is time to settle.

**In Solidarity,  
Dave Coles,  
Western Region Vice President**

## Jobs Saved By A Shorter Work Week

January 14, 2005

**Vancouver** – Communications, Energy and Paperworkers Union Locals 592 and 686 this week voted to save 40 full-time jobs by reducing their hours of work from 40 to 37 1/3.

"It is a policy of our union to work towards shorter hours of work," stated Dave Coles, CEP Vice President, Western Region. "I am absolutely delighted that our membership has done the right thing to save the jobs of their fellow workers."

On December 7, 2004 Norske Canada announced the closure of #3 Machine at the Port Alberni pulp and paper machine putting 176 unionized jobs on the chopping block. The union has negotiated early retirement packages for 57 workers.

Early retirements, plus the reduction of the work week has saved 55% of the lost jobs in Port Alberni.

The Communications, Energy and Paperworkers Union represents 150,000 members from coast to coast, including 12,000 members in British Columbia.

## Let's make a deal

SUNSpots/SUN/CALM

**Workers In Nova Scotia** are celebrating because the province's minority government is amending the Labour Standards Act to provide increased overtime pay, a new sick leave provisions and more vacation leave.

The governing Progressive Conservatives agreed to the new law after they struck a deal with the NDP who supported it, in exchange for allowing stores to open on the six Sundays before Christmas.



## Reno Biasutti

**BIASUTTI** – Reno passed away after a long illness on January 22nd 2005 at the VGH. Born 1927 in Powell River, BC. Survived by his caring and loving wife Anne, his daughter Liana, his sons Christopher/Pricilla and Tim/Astrid, his brother Dick/Agnes and his niece and nephew. Reno was a committed family man, a social democrat and champion of workers. From his early days as shop steward and local union officer of the IBPSWU, working at the MacBlo Mill in Powell River, 'til he retired as national representative of the Communication Energy and Paperworkers Union, Reno never swayed in his commitment to his family and to working people. Please join us for a celebration of Reno life and a service on Thursday, February 3rd at 1:30 p.m. at Saint Jude's Catholic Church, 3078 Renfrew Street in Vancouver, followed by a reception at the Pavilion of the Ocean View Cemetery. We thank the staff of the Brock Fahrni Pavilion for their kind and dedicated support. In lieu of flowers donations to the United Way are appreciated.

## New Union One Step Closer

The British Columbia Labour Relations Board has issued a decision that gives the green light to BC Carpenters long struggle for autonomy. The Board has ruled the carpenters can transfer their bargaining rights to a new bargaining council, established jointly with CEP.

"It is a big win for Canadian autonomy," says Len Embree, President of the BC Provincial Council of Carpenters. "The Labour Board is allowing our members' vote for freedom to be counted."

The Construction, Maintenance and Allied Workers Union (CMAW) is now waiting for the Board to count the votes that are expected to confirm that the Council will be the bargaining agent of a large section of the carpenters' members who work at industrial sites. Further decisions are also expected with respect to carpenters who work on construction sites.

"CMAW is the BC Council of Carpenters' avenue to Canadian autonomy," says Dave Coles, CEP Vice President, Western Region. "We are fighting side by

side with Canadian workers for their right to run their union themselves and from within Canada."

The LRB decision rules in favour of the BC Carpenters Union in their long struggle for autonomy from its US based parent organization, the United Brotherhood of Carpenters and Joiners of America (UBCJA). The cross-border dispute has intensified over the past decade as the UBCJA has increasingly interfered with Canadian members' rights to elect their own officers and make autonomous policy decisions in the interests of Canadian workers.

"This ruling, which allows the BC Provincial Council of Carpenters to vary their certifications to the Construction, Maintenance and Allied Workers Union (CMAW), not only fortifies and preserves workers' democratic rights, it brings Canadian Autonomy one step closer," says Brian Zdrilic, President of CMAW. It is an unprecedented opportunity for CMAW and its affiliates to expand their organizing efforts.

"Last year the BC Carpenters Union formed a new joint all-Canadian bargaining council in partnership with the Communications, Energy and Paperworkers Union of Canada (CEP). The new CMAW bargaining council had applied to the LRB to certify more than 120 employers across the province. As part of the certification process members were asked, in a secret ballot vote conducted by the Ministry of Labour, whether they support their unions' move to CMAW.

## Another Win for Canadian Autonomy

January 24, 2005

**Vancouver** - On January 19 an appeal panel of the BC Labour Relations Board upheld an earlier judgement that validated the BC Carpenters Union push for Canadian Autonomy from its American parent organization, the United Brotherhood of Carpenters and Joiners of America (UBCJA).

Loss of the appeal by the Washington DC based UBCJA effectively thwarts their main legal objections to the BC Carpenters Union campaign to transfer all its union certifications to a new all-Canadian entity called the Construction Maintenance and Allied Workers Bargaining Council (CMAW).

However, until the Board deals with a few outstanding and secondary UBCJA objections, all the CMAW ballots remain sealed and uncounted.

Our members want their votes counted," said Len Embree, President of the BC Carpenters Union. "This latest win at the BC Labour Board proves that we are slowly pulling Canadian Autonomy out of the desperate claws of the American eagle."

## CEP Scholarships

*(The CEP is again offering scholarships this year. There are two basic types of scholarships being offered and they are explain below in letters written by CEP National President Brian Payne. Editor.)*

### To the Presidents of all CEP Local Unions

#### Greetings:

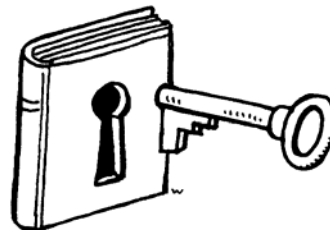
We are now accepting applications for the **CEP Scholarship** awards for the year 2005. These scholarships are available to members in good standing, their children or the children of retired or deceased members who were in good standing at the time of their retirement or death. Applicants must be entering or undertaking study at college, university, CEGEP or technological institute for the 2005/2006 session. Three scholarships of \$2,000 each will be awarded in every region of the CEP. Applicants must submit an essay of 1,500 to 2,000 words on the topic: "What the labour movement means to me".

#### And

We are now accepting applications for the **Non-Traditional Scholarship** in recognition of the National Day of Remembrance and Action on Violence Against Women, for the year 2005. This scholarship, valued at \$ 2,000 is available to women who are members in good standing, their children or the children of retired or deceased members who were in good standing at the time of the application. Applicants must be entering or undertaking study at a college, university, CEGEP or technological institute for the 2005/2006 session in a non-traditional field, such as trades, technology, operations and blue collar work.

**In Solidarity**  
**Brian Payne**  
**CEP President**

*(Go to pages 27-30 for copies of the application forms for each Scholarship Program. They are quite similar so please be sure of the form you or you child uses. There are more forms at the Union Hall at 623 Enterprise Avenue, Kitimat. Editor.)*



## Don't blame German shipbuilders, it's our government's fault

**BOB BLAKELY**

Director of Canadian Affairs, Canadian Office,  
Building and Construction Trades Department,  
AFL-CIO, TRADEtalk

IF you listen to Premier Gordon Campbell, B.C. shipbuilders and their workers are only experienced enough to build pedal-boats, rowboats and canoes, and do occasional modifications of plumbing equipment for the annual bathtub race.

Construction of the new C-Class ships is being awarded off-shore and Campbell's response is that although "British Columbia shipbuilders are renowned for their outstanding work in constructing a wide range of commercial and recreational vessels", they were not selected because of a "lack of infrastructure, technology and experience" to build large ferries.

Following such a realization, the least thing a sensible government can do is to adopt policies and programs to ensure that such a situation is corrected in the future for the well being, not only of the shipbuilding industry, but for all industries that require highly skilled tradespersons to generate growth and prosperity.

So what has the Campbell government done to ensure a well-trained highly skilled workforce? It has gutted the province's training and apprenticeship system. It is catering to a systematic lobby from the narrow-minded, short-term thinking of non-union, right-wing employers who are more interested in the development of a low-wage and low- or semi-skilled complement of captive workers.

The long-term goal of developing a highly mobile, fully skilled and well-trained workforce, and the associated investment required in a solid apprenticeship system and skills development infrastructure, never enters the policy considerations of these short-term thinkers.

How ironic that the new ferries will be built in Germany, a country that has developed a strong and valued apprenticeship system recognized as a model worldwide. How idiotic for the B.C. government to gut the apprenticeship system while bemoaning the inability of the B.C. shipbuilding industry and workers to compete internationally.

B.C. has embarked on the road to produce hordes of privately certified door knob installers and pedal-boat assemblers while our international competitors train first-class, fully trained high- skilled tradespersons like we used to do not so long ago in this province.

This does not bode well for the future development and prosperity of British Columbia.

## Subject: Women

1. "Having sex is like playing bridge. If you don't have a good partner, you'd better have a good hand." *Woody Allen*
2. "Bisexuality immediately doubles your chances for a date on Saturday night." *Rodney Dangerfield*
3. "There are a number of mechanical devices which increase sexual arousal, particularly in women. Chief among these is the Mercedes-Benz 380SL." *Lynn Lavner*
4. "Sex at age 90 is like trying to shoot pool with a rope." *Camille Paglia*
5. "Sex is one of the nine reasons for incarnation. The other eight are unimportant." *George Burns*
6. "Women might be able to fake orgasms. But men can fake a whole relationship." *Sharon Stone*
7. "Hockey is a sport for white men. Basketball is a sport for black men. Golf is a sport for white men dressed like black pimps." *Tiger Woods*
8. "My mother never saw the irony in calling me a son-of-a-bitch." *Jack Nicholson*
9. "Clinton lied. A man might forget where he parks or where he lives, but he never forgets oral sex, no matter how bad it is." *Barbara Bush (Former US First Lady, and you didn't think Barbara had a sense of humor!)*
10. "Ah, yes, divorce, from the Latin word meaning to rip out a man's genitals through his wallet." *Robin Williams*
11. "Women need a reason to have sex. Men just need a place." *Billy Crystal*
12. "According to a new survey, women say they feel more comfortable undressing in front of men than they do undressing in front of other women. They say that women are too judgmental, where, of course, men are just grateful." *Robert De Niro*
13. "There's a new medical crisis. Doctors are reporting that many men are having allergic reactions to latex condoms. They say they cause severe swelling. So what's the problem?" *Dustin Hoffman*
14. "See, the problem is that God gives men a brain and a penis, and only enough blood to run one at a time." *Robin Williams*
15. "It's been so long since I've had sex, I've forgotten who ties up whom." *Joan Rivers*
16. "Sex is one of the most wholesome, beautiful and natural experiences money can buy." *Steve Martin*



## CEP SCHOLARSHIP PROGRAM

Twelve scholarships worth \$2,000 each in honour of L.H. Lorrain, George Hutchens, Evelyn McGarr and Peter Klym are each year made available to members and children of members pursuing full time post-secondary education at a recognized institution such as university, college, CEGEP, technical or other schools.

The scholarships are available to students who HAVE COMPLETED THEIR SECONDARY STUDIES (11<sup>th</sup> or 12<sup>th</sup> grade, Secondary V) and enter or undertake POST-SECONDARY STUDIES at college, university, CEGEP or technological institutes. The following applicants are eligible:

- CEP members in good standing;
- Children of CEP members in good standing;
- Children of CEP members who passed away while in good standing;
- Children of CEP members who retired in good standing.

The selection of successful applicants will be made by a person appointed by the President on behalf of the Executive Board. Selections made by that person will be final.

**Applicants must complete the attached CEP scholarship form, have it signed by a CEP Local Union Officer and send it to Communications, Energy and Paperworkers Union of Canada (Scholarships), 301 Laurier Avenue West, Ottawa, ON K1P 6M6.**

**The applicant must also submit with the application an essay of 1,500 to 2,000 words on the topic: "What the labour movement means to me" no later than March 31, 2005.**

**The application form must also be accompanied by the most recent student transcript of the applicant.**

**There will be no acknowledgement of receipt but all the applicants will be contacted at the end of August or very early in September to let them know whether they have been chosen for an award or not.**

The successful candidates will meet with an officer of the Communications, Energy and Paperworkers Union or such person delegated by her or him, to finalize all financial arrangements and make provisions for a review of a mid-term progress report.

## CEP SCHOLARSHIP APPLICATION FORM

FIRST AND LAST NAME:

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ADDRESS:

PHONE NO.:

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NAME OF PARENT OR GUARDIAN: 

---

MEMBER OF LOCAL UNION #:

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NAME OF THE COMPANY:

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PLANS FOR FURTHER EDUCATION:

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SIGNATURE OF CEP LOCAL UNION OFFICER:

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## **CEP Non-Traditional Scholarship Program**

### **in Recognition of December 6<sup>th</sup>, the National Day of Remembrance and Action on Violence Against Women**

One Non-traditional scholarship worth \$2,000 in recognition of the National Day of Remembrance and Action on Violence against Women (December 6) is each year made available to members and children of members pursuing full time post-secondary education at a recognized institution such as university, college, CEGEP, technical or other schools, in non-traditional fields of trades, technology, operations and blue collar.

The scholarships are available to women who are students and **HAVE COMPLETED THEIR SECONDARY STUDIES** (11<sup>th</sup> or 12<sup>th</sup> grade, Secondary V) and enter or undertake **POST-SECONDARY STUDIES** at college, university, CEGEP or technological institutes. The following applicants are eligible:

- CEP members in good standing;
- Children of CEP members in good standing;
- Children of CEP members who passed away while in good standing;
- Children of CEP members who retired in good standing.

The selection of successful applicants will be made by a person appointed by the President on behalf of the Executive Board. Selections made by that person will be final.

**Applicants must complete the attached CEP Non-Traditional Scholarship form, have it signed by a CEP Local Union Officer and send it to Communications, Energy and Paperworkers Union of Canada (Scholarships), 301 Laurier Avenue West, Ottawa, ON K1P 6M6.**

**The applicant must also submit with the application an essay of 1,500 to 2,000 words on the topic: "Give a brief description of the non-traditional field you are entering and what you think the union's role should be in promoting women in this field" no later than March 31, 2005.**

**The application form must also be accompanied by the most recent student transcript of the applicant.**

**There will be no acknowledgement of receipt but all the applicants will be contacted at the end of August or very early in September to let them know whether they have been chosen for an award or not.**

**Anyone who has received a scholarship under the CEP National Scholarship Programme will not be eligible for the Non-Traditional Scholarship or vice-versa. As well, anyone who has received a scholarship under the CEP National Scholarship Programme will not be eligible to reapply.**

The successful candidate will meet with an officer of the Communications, Energy and Paperworkers Union or such person delegated by her or him, to finalize all financial arrangements and make provisions for a review of a mid-term progress report.



## CEP Non-Traditional Scholarship

**in Recognition of December 6<sup>th</sup>, the National Day of Remembrance  
and Action on Violence Against Women**

### APPLICATION FORM

FIRST AND LAST NAME:

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ADDRESS:

PHONE NO.:

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NAME OF PARENT OR GUARDIAN:

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MEMBER OF LOCAL UNION #:

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NAME OF THE COMPANY:

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PLANS FOR FURTHER EDUCATION:

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SIGNATURE OF CEP LOCAL UNION OFFICER:

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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. Listed below are the new members:

<u>Member</u>	<u>Department</u>	<u>Initiated</u>
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	----
Tanya Pinto	Janitorial	Yes
Pete Mottishaw	Pulpmill	----
Chad Fournier	Steam Plant	----
Deo Araujo	Janitorial	Yes
Stephen Stone	Electrical	----
Teresa L. Nyce	First Aid/Stores	----
William Browning	Pulpmill mtce.	----
Andrea Lee	Pulp mill	----

The next General Membership Meeting is at 4:30 pm, Wednesday, March 9, 2005 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**.

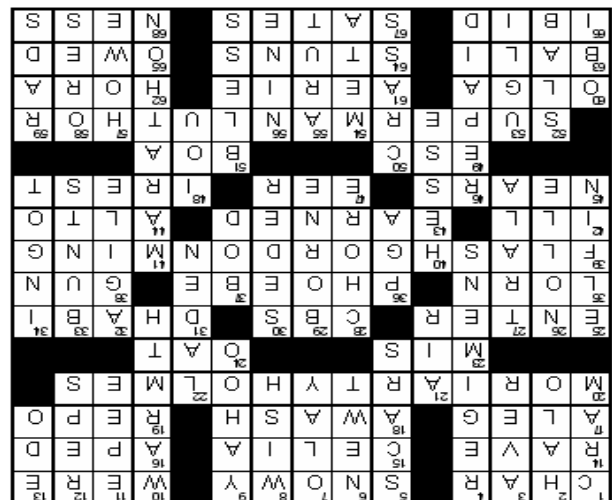
There is no charge for these services and all sessions are strictly confidential.

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 Ron Halverson  
"FILM FOES"

**"FILM FOES" By Ron Halverson — Edited By Timothy E. Parker**

**ACROSS**

- 1 Burn, in a way
- 5 Flake-filled
- 10 Existed
- 14 Speak highly of
- 15 "As You Like It" character
- 16 Emulated
- 17 Break \_\_\_ (inspirational phrase)
- 18 Overflowing
- 19 Certain tow job
- 20 Foes at Reichenbach Falls
- 23 Wrong prefix
- 24 Kind of bran or meal
- 25 Word of welcome
- 28 "CSI" network
- 31 Abu \_\_\_, U.A.E.
- 35 Desolate
- 36 "Friends" character
- 38 Word with boat or smith
- 39 Foes on Mongo
- 42 Start of a promise
- 43 Made money
- 44 Vocal range
- 45 Leans toward
- 47 Perpetually, poetically
- 48 "\_\_\_ my case" (courtroom quote)
- 49 F1 neighbor
- 51 Part of a vamp's costume
- 52 Foes in Metropolis
- 60 First name among gymnasts
- 61 Eagle's nest
- 62 Jewish wedding dance
- 63 Island named for a figure in Hindu myth
- 64 Renders senseless
- 65 Was beholden to
- 66 Prev. cited in a footnote
- 67 Stuffs to the gills
- 68 Well-known loch

**DOWN**

- 1 Prepare for exams
- 2 Seraphic light
- 3 Swear up and down

- 4 Dietary courses
- 5 Certain battle trophies
- 6 Its eye is used in spooky recipes
- 7 Oil of \_\_\_ (cosmetics brand)
- 8 It's often made with the eyes closed
- 9 "Gulliver's Travels" savage
- 10 Personable quality
- 11 Blunt sword
- 12 Delegates
- 13 Old Tokyo
- 21 Melodic tune
- 22 Full to the hatches
- 25 Like a sprite
- 26 \_\_\_ prosequi (court-record entry)
- 27 Refrain part
- 28 Pulling the weeds, e.g.
- 29 Supported
- 30 Ceremonial dinner
- 32 Nimble
- 33 Some diamond plays
- 34 Metal bar
- 36 Links letters
- 37 Physique, slangily
- 40 "Steppenwolf" author
- 41 It may be a little over 26 miles
- 46 Settled a loan
- 48 Promissory note
- 50 Unrefined
- 51 Word of grace
- 52 Chunk of bacon
- 53 West Indies citrus fruit
- 54 Intro to physics?
- 55 In \_\_\_ (boggled down)
- 56 Comfy cloud
- 57 Hockey great Gordie
- 58 Mine finds
- 59 X-ray units
- 60 Kimono piece

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