



# LOCAL 298 NEWSLETTER

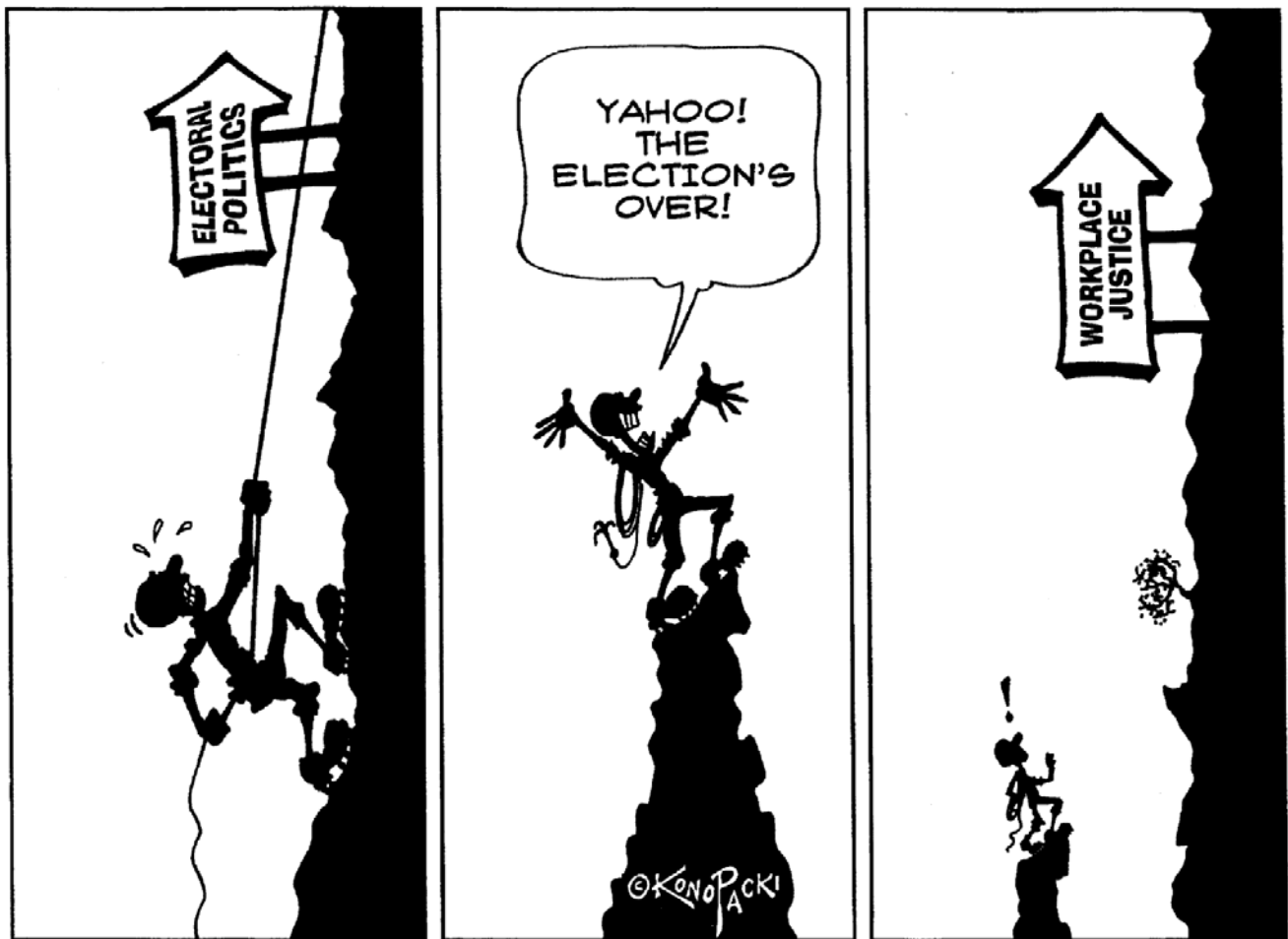
"What We Desire for Ourselves, We Wish for All"

Issue #2 Volume #10

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## Executive Officers For 2006

		<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>	May Murphy	632-5201	3451 or 2568	First Aid/Stores
<b>2<sup>nd</sup> Vice President</b>	Paul Wilson	632-5622		Millwright
<b>Financial Secretary</b>	Jonathon Gardiner	638-0088	3513	Steam Plant
<b>Recording Secretary</b>	Dave Burrows	632-5045	3510	Pulpmill
<b>Inside Guard</b>	Dino Stamatakis	632-7199		Shiploader
<b>Outside Guard</b>	Bill McEwan	632-3183		Lagger
<b>Trustees</b>	Dave Andrews 3yr	632-2932		Instrument Mechanic
<b>Trustees</b>	Derek Smith 2yr	639-3022		Millwright
<b>Trustees</b>	Gary Drake 1yr	632-2905		Lubrication Mechanic
<b>Chief Shop Steward</b>	Steve Dudra	632-3850		Lubrication Mechanic

## Committees

**Standing Committee:** Mary Murphy, Paul Wilson,  
Steve Dudra, Dan Belleville  
Ed Da Costa

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

**Job Evaluation:** ....Kevin Read, Ralph Johnston,  
Arnie Carrita

**Rehabilitation & Reintegration:** Mary Murphy 1yr, Pat Williams 3yr  
Steve Dudra 2yr

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

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

**Sunshine Committee:** Dorothy Birkett

**Contracting Out:.....**Derek Smith, John Miller, Dino  
Stamatakis, Kevin Gentile

**Central Safety:.....**Mary Murphy, Dan Belleville,  
Alfie Poellot, Jon Gardiner

**Apprenticeship:** .....John Burget, Paul Wilson, Rick  
Wittmann

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

<b>Chief Shop Steward</b>	Steve Dudra
<b>Yard &amp; Stores</b>	Mary Murphy
<b>Janitorial</b>	
<b>Raw Materials</b>	Mike Holland Arnie Carrita
<b>Steam Plant and Pulp Mill</b>	Andy Sanwald Richard Crockart Lucky Bhullar Dave Burrows Kevin Read Jim Harrison Cary Manahan Arnie Lepisto
<b>Shiploaders</b>	Dino Stamatakis
<b>Warehouse\Dock</b>	Jason Smith
<b>Maint. Pipefitter</b>	Al Hummel Dan Belleville Kristen Eck
<b>Electrical</b>	Rick Wittmann Wayne Villemere Elvis Resendes
<b>Inst. Mech.</b>	Pablito Mendoza Dave Andrews
<b>Millwrights/Oilers</b>	Steve Dudra
<b>Millwrights</b>	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!**

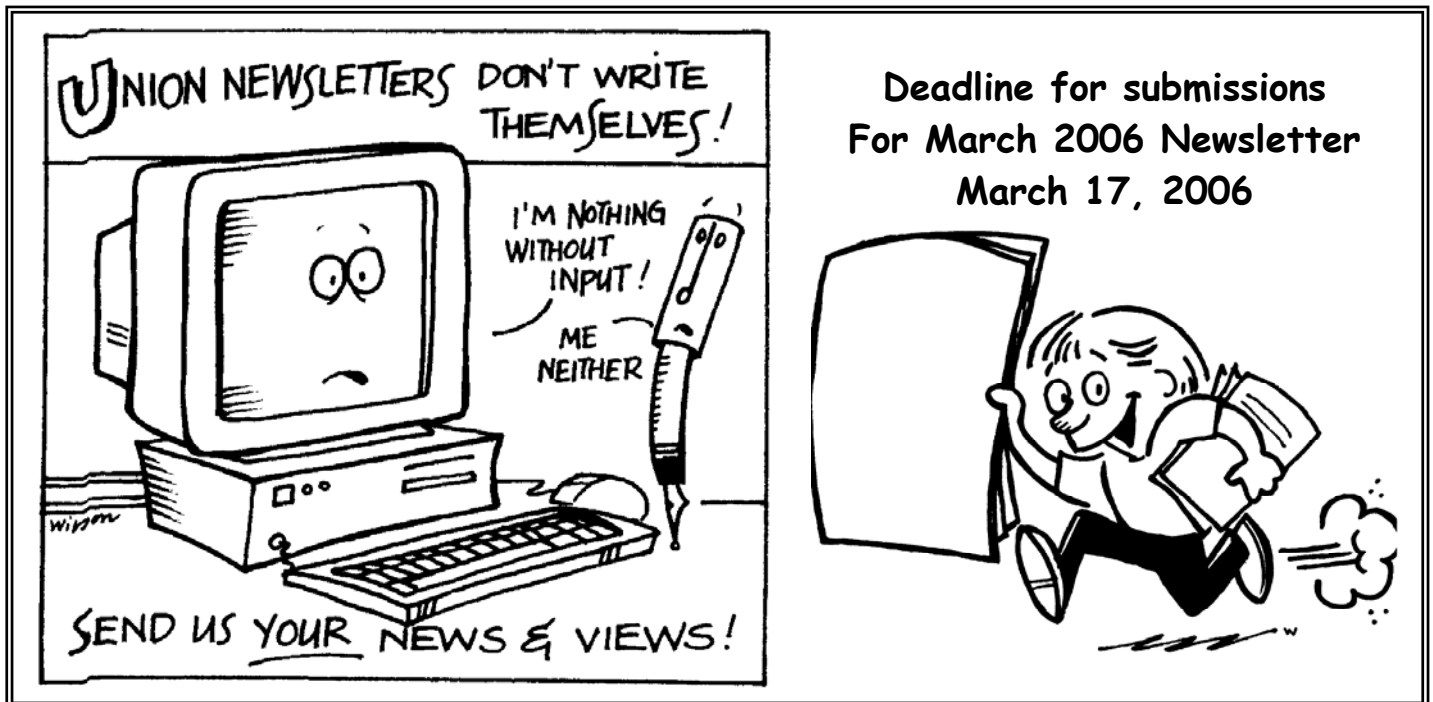
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**Union Office Hours:**

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Editor: Don Klie



## President's Report

# Improved Grievance Procedures

By Don Klie

In November 2005 our Local provided training for Shop Stewards and Executive members, put on by Ben Inglis and Bob Hughf. One area covered by the training was how the Union processes grievances. In particular, what does the Union do when the grievance is settled, withdrawn or moved forward to arbitration?

Our practice in the past usually only involved the membership when it was determined by the Standing Committee and Executive that the grievance be moved to arbitration; the membership's approval was sought bearing in mind that the cost of arbitration to the Local started at around \$5,000 and up.

In the past whenever a grievance was settled or withdrawn it was done at either of the stages of the grievance procedure and the individual would be informed of the decision. If the individual disagreed with the decision they always had the opportunity to raise the issue at a membership meeting and put forward a motion aimed at overturning the decision.

A more formal process is required in order to meet certain requirements of the Labour Code. As of January 1<sup>st</sup>, 2006 Local 298 will henceforth, when reaching a settlement or withdrawing a grievance, only do so with the caveat, 'subject to the membership's approval'.

How the procedure will work is as follows:

- Once a grievance has been submitted it can only be settled, withdrawn or moved to arbitration with the membership's approval.
- The Shop Steward, Chief Shop Steward or Standing Committee will endeavour to reach a settlement on the grievance.
- At any stage the decision is made to withdraw or settle the grievance the initiator of the grievance will be notified.
- A notice of the decision on the grievance will be posted on the Union's bulletin boards located throughout the worksite; examples of such notice are: 'The Union is recommending that the settlement reached between the Company and Union on "*such and such*" grievance be accepted', or, 'The Union is recommending that we withdraw without prejudice "*such and such*" grievance.'
- The notice will be read out at the membership meeting, similar to the executive recommendations and voted on. The grievor will have an opportunity to put their position to the membership for consideration at that time.



Once a grievance is filed it becomes the property of the Union. It is the Union's responsibility to deal with the issue to the best of its ability for the interest of the individual and the Union as a whole. Any grievance that is withdrawn or settled could set precedence. When a grievance is withdrawn without a settlement having been reached, it could indicate that, while the union might not agree with the Company's position, nevertheless the Union accepts the Company's interpretation of the issues. This is why it is important for each grievance to be dealt with officially, so that all of the ramifications of the grievance have a chance to be considered by the Union and its members.

There is a familiar clause that some have heard union reps use; 'the grievance is withdrawn without prejudice or precedence'. What it means is that if a very similar issue arises in the future, the Union will not be bound by the decision it has taken in the past. The Company quite often offers to settle a grievance using a variation of the same clause; they want to make sure that they are not inferring that should a similar event occur the past settlement could be used as precedence.

In order to help with the communication process the Union is requesting that when filling out the grievance form that both the grievor and Shop Steward include their phone numbers.

## Grievance Time Lines

Over the past several months there has been a changing of the guard going on with the Union's Standing Committee and we are making sure the

new members receive the best training we can provide.

I have personally been attending the Standing Committee meetings; first because there was only one vice president (who was new to the job as vice president, but very knowledgeable with the grievances and initiatives that the Union had recently embarked on with the Company), and now because both vice presidents are rookies on Standing Committee. While Mary Murphy has many years experience on Central Safety, Re and Re, EFAP and with Eurocan, she and Second Vice President Paul Wilson are new to the practices and procedures at Standing Committee and grievance handling. They offer new insights and opinions and need only to be brought up to speed with the jostling that goes on at Standing Committee.

Both Dan Belleville and Ed Da Costa have had several years either on Standing Committee and/or negotiating with the Company and are a good resource for the committee. Steve Dudra who is fairly new to the Chief Shop Steward's position has the monumental task of organizing the grievances and making sure time limits are followed, facts are gathered and followed up on as well as trying to reach a settlement on the grievance.

The Company gave notice to the Union that they want to more closely follow the grievance procedural timelines outlined in the contract. To this the Union says 'amen, it's about time!' However, the Company's position implies that they will challenge any grievance that fails to meet those limits and thus the grievance could fail on those grounds alone.

For many years the Union has struggled to try to move grievances along and to try to reach settlements as quickly as possible. The Company has committed to us that they are also keen to see these matters resolved in a timely fashion and are making the necessary arrangements to stick to the timelines. Only time will tell how successful we are.

With the emphases on timelines it will be imperative that the Shop Stewards, who usually handle the grievances at the early stages, make sure the grievances are processed properly. After the supervisor has answered, signed and dated the grievance, the Shop Steward has to hand it over to the Chief Shop Steward who then has seven days to contact the superintendent if the grievance is to move to the next stage.

The Shop Stewards must also provide as many facts as possible to the Chief Shop Steward. It is vitally important that the facts are recorded at or around the time of the incident so that important information isn't lost. This will greatly assist when preparing for and pursuing the matter at the next levels.

The second step of the grievance process allows 14 days for the Chief Shop Steward and the

superintendent to try to reach a settlement on the issue and then another seven days in which to forward it on to Standing Committee. At any step the timelines can be extended with both sides agreeing; but, if the Company is serious about dealing with grievances in a timely manner, the superintendents will have to uphold their part of the process. This is also the time where 'fact finding' is most likely to be done

As usual, the Union will monitor the situation. We support any effort to improve and speed up the grievance handling process.

The Union Standing Committee members are also putting in a great deal effort and time into preparing for meeting with the Company and analyzing the grievances that are being filed.

## 12-Hour Bylaw Violations

Over the past several months there have been a disturbing number of violations to our 12-Hour Bylaw, both by union members and management people.

For everyone's benefit the bylaw as written is as follows:

**Article XIII - General Rules, Section 6: Day Workers** – *The total maximum hours of work in any one (1) day shall be twelve (12) and the total hours of continuous work is also limited to twelve (12) when work days run together.*

### **Tour Workers (Compressed Work Week)**

*The maximum hours of continuous work shall be twelve (12). The only exception being when no relief is available at which time work will be limited to sixteen (16) hours total.*

*In the case of a day worker who has worked twelve (12) hours straight or the tour worker who has worked sixteen (16) hours straight there must be a minimum of eight (8) hours rest period before again reporting for work.*

*Reasons to seek approval to deviate from these rules will have to be sought by Company officials and will have to be sanctioned by the Union Executive."*

Whenever approval is needed the supervisor or management representative must contact one of the members of the Union Executive, starting with the president (if they are unable to contact the president then the Company must try to contact one of the other executive members in order as listed in the notice the Union has provided to the Company).

An example of some of the violations have been day workers who have worked 12 hours in a row, 7:30 am to 7:30 pm, and then come back to work prior to 7:30 the next day without having the approval of the Union executive (the maximum number of hours an individual can work in a day is 12; a day is defined as 7:00 or 7:30 am to 7:00 or 7:30 am the next day). A variation of that example is a member

who works 7:30 pm to 7:30 am and then returns to work prior to 3:30 pm of the same day (an 8 hour break is required).

Another example of some of the violations have been four workers who get called to work 4 hours early knowing that there will be no relief until they have worked 16 hours.

An example of management violating the 12 hour bylaw is they have only tried to contact one of the executive members and, when unable to do so, left a message on the answering machine, and then not tried to contact any of the other executive members. The management representative then goes out and tells the union member that they have contacted the union, cleverly leaving out the fact that they haven't actually gotten the Union to sanction or approve the working of over 12 hours.

Because of this past deception the Union has advised its members to ask the follow-up question of who the supervisor contacted and then calling that person to confirm the approval. Of course most of us have a good working relationship with our supervisors and usually accept their word, but I must caution everyone, there could come a time when the "the-supervisor-told-me-so" excuse won't work and you might have to pay a fine to the Union.

## Company Sponsored Trips

A few years back the Company filed a grievance concerning the Union's bylaw, "**Article VII – Committees, Section 7:** *No member of C.E.P. Local 298 will participate in a Company sponsored project or program, safety or otherwise, without clearance from the Executive.*" The Employer was successful with its grievance but only to the extent that the Union was found in error when it would not allow any of its members to travel off site on certain projects.

The bylaw remains in effect and anyone who participates in a Company sponsored project or program must first inform the executive to get clearance.

With the many changes being introduced or contemplated around the mill the Union needs to be informed as early as possible what the Company is doing.

Another issue of concern is what members are paid when they travel on the Company's 'dime'. Usually the Company will not pay for anything other than lost wages when an employee travels for the Company. For example, if the Company requires you to travel by plane to Vancouver, they will expect you to work the day of the flight and then fly out at night without being paid anything extra. They will also expect you to fly back the same night the out-of-town business ends and report for work the next day if you are regularly scheduled to do so; or, as in a recent

example, they expected a union member to catch the morning flight out of Vancouver at 7:30 in the morning, requiring that he get up around 5:00 am and then report for work in the afternoon to complete his shift.

While an individual might want to volunteer for such treatment, the Union would suggest that you would be much better off discussing the issue with the executive prior to getting involved in such programs so that the terms and conditions for participating can be worked out prior to volunteering. It is the Union's position that the Company cannot force you to travel on your own time on Company business unless it has been negotiated. Nor can they require you to stay out of town on overnight business.

## Use 'Em Or Lose 'Em Time Off In Lieu Supplementary Vacations

A notice was put out by the Union last year regarding floaters which basically said that if employees didn't take their floater prior to May 1<sup>st</sup> they would lose them, both time off and pay for. There are only a very few exceptions to this rule; extended illness might be one, depending on the circumstances. It is better to error on the safe side and schedule your floaters well in advance and make sure you take them, or you risk losing them. The same is also true for time off for having worked on a stat holiday.

Just prior to the recent stat holidays the Union became aware of individuals who hadn't taken their lieu time off. That is, when you work on a stat holiday you also get banked hours for the actual hours that you work; you have one year in which to take the time off with pay and they are treated like floaters in that the hours count towards the workweek and, if applied for 7 days in advanced, cannot be denied based on overtime.

Because there wasn't sufficient time to post a proper notice clarifying the "use 'em or lose 'em" policy the Union has taken the position effective January 1<sup>st</sup>, 2006, any paid time-off for having worked on a stat holiday must be taken within a year of having been earned, otherwise the time-off and pay will be forfeited.

The same policy will also apply to supplementary vacations. Employees earn one week of supplementary vacations after having worked five consecutive years for the Company. The individual then has 5 years in which to apply for and take the time. A person will earn more supplementary vacations with each subsequent 5 years of continuous service. If the individual forgets to or

doesn't apply for the time, they will lose both the time off and the pay at the end of the 5 year period.

The best way to ensure that you don't lose your floaters or banked stat time is to book them once the time-off is earned. If you don't know when you want to take the time, simply apply for days near the end of the period in which they have to be taken. Then, if you need to take them earlier you can cancel the already booked time and apply it to the time you need. It might require a bit more paperwork but it ensures that you get your time off and money.

## A Week's A Week

It has come to the Union's attention that some individuals working the 12-hour tour are being creative with how they take their vacation time off. The contract allows for employees to take a specified number of weeks off each year. For a tour worker a week is defined as the four days of work plus the following four days off.

The pay for vacations is done by the hour, not weeks; and, a tour off requires 48 hours of leave. The Company's policy allows individuals to apply for the tour off by applying for 40 hours of vacation pay and 8 hours of unpaid leave, 48 hours of vacation pay, or 40 hours of vacation pay supplemented with 8 hours of floater, lieu time, etc.

However, if you do the math you will notice that if an individual is simply using vacation hours for pay, they will end up with, depending on the number of weeks of vacation they are entitled to, only a few hours of vacation pay left over. An individual with three weeks vacation would have 24 hours left to take if they took two tours off, fully covered with vacation pay. A person who had six weeks vacation could actually only take five weeks of paid time off.

It is the Union's position that a person must take the number of designated weeks off, not just the hours. The pay they receive for each week is determined by the contract, and is based on the 40 hour week. Again, regardless of how you arrange to take the hours, an individual is still supposed to take the allotted full weeks off.

Curiously, the Company will not allow (nor would the Union condone) an individual taking vacation in periods less than a week, unless of course it is for those last few hours left over. The Company has informed the Union that it has not been their policy to force individuals to take the full-weeks' allotment off, or to require them to apply for the appropriate paid leave, and will only review that policy at the end of the vacation year.

We would encourage all union members to take their allotted vacation weeks off. Manning levels are in part based on the need to provide for relief coverage for employees' earned paid time off.

## Lets' Make A Deal

As the Company officials try to manage under Rick Maksymetz's marching order of reducing by attrition and reallocating duties to those left behind, we have witnessed a lot of changes.

Managing change successfully is vitally important and the level of our success as a mill will depend on how well that change is handled. Communication is a key component of any change as is the transferring of responsibilities and duties.

One area where change has been most noticeable recently is the Traffic Department; that is, Raw Materials, the Warehouses and Shiploading. The Company has been implementing a plan to reduce the number of supervisors to half of what they use to have.

The Company has tried something like this before. Remember in 1998 the Company announced buy-out plans (golden handshakes) for staff employees who wanted or were persuaded to retire early. Several took the offer; for those that were left to run the mill, stress was their reward.

Many staff were already behind with the duties they were doing. Then, those that were left were told that when "so-and-so" leaves their duties would be transferred to those that remained. Actually, what happened in some cases was that no one was told what duties were being transferred and they didn't find out until supplies ran out.

For some of those left behind who got more or different responsibilities, they just blundered along and gave orders to those below them to get the job done. Very little training was done to help those who were left. Things that didn't get done were considered non-essential; that's obvious, because if the mill continued to run without doing certain things being done then they weren't needed. That is, until the mill started having unplanned failures "by the bushel".

Craig Sears is leading the troops this time around in the Traffic department. The supervisors from the Raw Materials area are no more. Their duties have been transferred to the Terminal supervisors. Actually, some of the Raw Materials supervisors have been transferred to the Terminal as well, while others are being reassigned to other jobs.

One of the job duties that apparently hasn't been assigned to anyone yet is who is responsible for responding to the alarms that go off at Stores. Recently, if you called the number that was posted just below the alarms you got a very puzzled Pulpmill supervisor. If you called the number on the notice by the phone you got a puzzled Terminal Assistant Superintendent.

Some of these alarms have to do with the environmental protection procedures the mill has.

Remember "Code Orange". If the Company is not properly transferring the duties and responsibilities of something that we have been lead to believe is vitally important to the mill, then what other areas are being ignored or forgotten?

On another front in the Traffic Department the Company has assigned their Assistant Superintendents crew supervisory duties. Bob Matiowski is the Janitorial supervisor as well as the Assistant Superintendent for Raw Materials.

At the Terminal, Harry Wilkinson is now doing the Shiploading crew scheduling among other things. In fact, we have been told that when an hourly employee goes to their supervisor to get clarification on some issue they are often told to go talk to Harry.

The Company has the right to choose who their supervisors are and who those supervisors will be in charge of. However, on the hourly employee level, there can only be one supervisor who is responsible for directing the workforce. It is not the job of the Assistant Superintendent or the Superintendent to be directing the workforce. Their only control of the workforce is through the supervisor. On a day to day basis the Company can assign an individual to work on a different crew and/or in a different area, and the supervisor duties can also be reassigned. But, an individual only has one supervisor.

The Company has tried to grey the areas of responsibility. An example of this is Tour Maintenance; the Steam Plant supervisor is responsible for taking attendance and for setting priority on the jobs. However, the Company has instructed the Union that when an individual tour tradesman has a grievance the responsibility belongs to the maintenance supervisors assigned to supervise the tour maintenance. Are you confused yet?

With all of the changes occurring something that hasn't changed is the Union's bylaws regarding the protocol for meeting with Company officials to discuss union business. There are two Sections in our bylaws that deal with this issue.

**"Article VIII – General Rules, Section 7:** *No one member, other than the President who is the official spokesman of the local, shall be allowed to hold a conference with Eurocan Company officials dealing with union business. The penalty for such offence shall be expulsion or such lesser penalty as decided by the Unity and Membership Committee.*" And, **"Section 8:** *No meetings on union business may be called or held unless sanctioned by the President and attended by at least two (2) members of the Executive Board.*"

Also at play are the contractual commitments around the grievance procedure, **Article XXXI – Adjustment of Complaints.** Any dispute or complaint arising out of the interpretation of the **Labour Agreement** will be communicated by the

employee to his/her supervisor in order to provide an opportunity for discussion and timely resolution, prior to the issue becoming a grievance.

If the matter is not resolved then a grievance can be filed and a shop steward has to be involved.

If the answer for the grievance provided by the supervisor is not satisfactory then the shop steward must pass it on to the chief shop steward who will contact the superintendent or assistant superintendent (as the case might be) and deal with it.

The contract is very clear on this issue. Crew members and shop stewards deal with their supervisors for any dispute or complaint arising out of the interpretation of the **Agreement**. The Chief Shop Steward deals with the Superintendent or the Assistant Superintendent.

If the Chief Shop Steward wants to meet with the supervisor to discuss the issue, other than for fact finding, he should do so in the presence of the crew shop steward so that the shop steward is aware of what is being discussed and if any agreement is reached.

If the shop steward wants to meet with the superintendent the Chief Shop Steward must be involved.

Anytime there is a meeting with the manager of a department one of the vice presidents must be involved. Anytime there is a meeting with the mill manager, the president of the Union must be involved.

I would request both union members and Company officials to respect this protocol. If anyone has any questions regarding this or needing some clarification please contact me or anyone of the Union Executive.

## Mandatory Drug Testing Pee in this Bottle or Else

Most people in the mill have been through a session with their supervisor discussing the issue of the Company's new drug and alcohol policy. In both the policy and the covering letter Rick Maksymetz sent along with the policy appears the phrase, "...with employee co-operation, has a responsibility to ensure..."

At no time has the Union participated in forming or consented to the terms of this alcohol and drug policy. The Union has informed the Company at Standing Committee that it does not consent to, agree with, and will not be bound by the Company's policy.

There are several references in the policy to safety and working safely, however, this policy is not part of Eurocan's safety program. In our **Labour**



**Agreement, Article XXVIII – Safety and Occupational Health** it states, “*Employees and the Company are to comply with established safety rules as amended by the Joint Safety Committees from time to time.*” Again, the Union has not participated or consented to this policy becoming part of the safety program at Eurocan.

We do have a joint program that deals with drug and alcohol problems on the mill site under the **Employee and Family Assistance Program – EFAP**.

The Union does not condone a person showing up for work whose abilities are impaired because of drug or alcohol use. The Union does not condone anyone using alcohol or illegal drugs at work. The Union will represent to the best of our ability any employee the Company disciplines as a result of suspected drug or alcohol use or abuse.

Having said that, there are several arbitration awards that have held that an individual employee can be tested for alcohol or drugs where there is reasonable cause to suspect alcohol or drug use ***at work***. What constitutes reasonable and probable grounds will necessarily depend on the facts of each individual case.

The Company’s policy states that the referral for a test will be based on specific, personal observations resulting from, but not limited to such indicators as:

- observed use or evidence of use of a substance (e.g. smell of alcohol);
- erratic or atypical behaviour of the employee;
- changes in the physical appearance of the employee;
- changes in the behaviour of the employee; or
- changes in the speech patterns of the employee.

These factors could constitute reasonable cause to require a test, if other less intrusive methods were not available. They would have to be evaluated on case by case basis.

The policy acknowledges that a person could refuse to provide a sample for testing, however, discipline would likely result. Depending on the circumstances and the magnitude of the discipline an arbitrator might agree with Company that the discipline was reasonable. Again, each situation would have to be evaluated on a case by case basis.

In some cases of discipline where drug or alcohol abuse was a factor the Company could impose a mandatory substance abuse treatment program that also required random drug testing, as a condition of employment. Such a requirement would only be allowed for a reasonable period of time.

The Union advises its members that they should contact a senior member of the Union Executive should an occasion arise where the Company wanted to impose any alcohol or drug testing on an individual.

## *Apprenticeship Selection Procedure*

The Company has asked for the Union’s position on whether or not individuals, who currently have a journeyman’s ticket and are working in the trades, are allowed to apply for apprenticeship openings.

A concern for the Company is that, to their way of thinking, if one of the current tradesmen gets an apprenticeship, there will be no increase in the number of tradesmen in the workforce. I’m not sure whether the Company was referring to our workforce at Eurocan or in the province and country.

The trades shortage is acknowledged by everyone, just look at what is occurring in the tar sands; an employer actually approached the Union to offer a higher wage rate to the trades employees mid-term in the contract. We also know that Eurocan has difficulty hiring trades people.

For several years Eurocan, like several other employers simply poached from other mills or hired tradesmen who had been laid off from other mills going through restructuring or closing altogether.

In the early 1970’s when there was another shortage of qualified journeymen, Eurocan had quite a robust apprenticeship program. At that time there were individual apprentices in every year of the apprenticeship program for most of the trades. In the early 1980’s that ended. Industry seems very reluctant to put out the investment that is needed to increase the number of apprenticeships to not only fill the current need but also replace those that are and will be retiring over the next several years. Eurocan seems to be in that same boat. Their intention this year is to only indenture two new apprentices.

Our Local has never put a restriction on trades people applying for any job posting in the mill. In other Locals that belong to the wage caucus, some allow the trades to apply for and receive apprenticeships and others only allow individuals to get one apprenticeship in the mill. That means, if a person was hired on at the mill already having journeyman status, they were allowed to apply for and receive one apprenticeship position. At our mill there have only been two journeymen apply for and take another apprenticeship posting.

Apprenticeships are a very sought after posting. There are several jobs in the mill that require a number of years of training and experience. There are those with Steam tickets, and other in senior positions in progression lines that have years of experience and a wealth of knowledge. Should they be allowed to post for apprenticeships (or other postings) while the current trades people are not allowed to have a change of heart or a change of interest in career?

Should we be denying our young people an opportunity to get an apprenticeship?

This issue will be discussed at the next membership meeting.

JOHS Report

## ***Catwalks, Platforms and Ladders, Still a Gong Show!!!***

By Dan Belleville

**Incident Investigations**----This month there was another ten investigations; half were because of follow ups that tell us what has been done since the incident.

The Oiler Shop had an issue of bad gases getting into their shop; a ventilation system has been installed to correct this. Why it wasn't done before the shop was put in use only the planners and supervisors of that department can answer.

Someone was injured because they carried heavy buckets of bolts and material instead of using the forklift or bobcat to haul this material. This was a case of poor planning or may have been because of someone not waiting around.

Another person injured his finger when he was in a hurry and pinched it. This was thought to be a very minor injury and was laughed at for being reported. But it developed into a very serious injury and almost became a lost time accident. This is a prime example why we insist you report all incidents to first aid. We don't always need a long drawn out incident investigation but things like this need to be reported to see if a hazard is developing in some areas.

Another incident happened when an Oiler stepped on a platform and a piece of the platform broke through like a trap door (*gonnnnnnnng!*).

Because of this incident all other platforms and ladders were checked and many found unsafe to use. I can't believe the platforms and ladders could be left so long in the blow line areas without being repaired.

Supervisor's are suppose to do area checks and have repairs made; isn't that part of the DuPont program. It was only a few years ago that there was a survey done on the whole Mill on catwalks, ladders and stairs by an outside contractor. I know a lot of work was done and only minor repairs and painting was left. Another survey was supposed to be arranged by Frank Parlee to bring things up to dated but someone has dropped the ball again and it would be nice if the Company would pick it back up. I don't know if Mr. Parlee even got the message that was supposed to be past down from the JH&S Committee; but, we know the

Company reads the Newsletters, so now he should know.

Another incident that I was involved in was after disconnecting a Caustic and SO2 rail car I forgot to raise the platform. After removing the Chemical cars and returning with the full cars the salt cake car took out the SO2 platform. We were lucky that the piping wasn't damaged and a more serious incident happened. This goes to show us that one forgotten item can lead to an incident and we need to watch out for each other.

Banstra Trucking caused another incident when they delivered an unsecured load and tried to unload it. This was a liquor heater and could have caused a fatal or serious injury to one of our workers. The need to make proper cradles or lifting devices for the liquor tube bundle will be looked at for moving around the mill site and sending out for repairs.

The M&D refiner caused another problem when it blew a gasket and almost sprayed a worker with hot stock and liquor. I think this piece of equipment should be eliminated before someone gets hurt seriously. The Company just keeps on using it as if nothing happened, but, they are looking into the problems, when they get time.

At the Lagoons a worker was gassed by H2S. There are areas that this gas is present in so special monitors must be worn.

**05 057**----Damage to a loader from falling pipe was completed at last meeting that said braces would be installed. I asked when this would take place because on my last shift the piping plugged up again and I wanted to know what would happen. Craig Sears said until the braces are installed two cranes will be used to remove the pipe as the JSP states. This is what was done this last time it plugged.



## **Reviewed November Minutes**

**05-060 CRU Mtce Eclectic shock**----\$5,000 from the safety fund has been spent to buy the GFI's. Chris said he will try to get the other \$7,000 this year to buy more. But, now that Eurocan has made it their policy to replace all plugs with GFI's as they replace them or install new ones the cost should come from the Electrical Maintenance budget.

**05-039 Terminal rolls falling off truck**----Craig Sears presented us with a Retainer System for the Magnum Trailers. He said he would have to take this to the drivers and

the Mechanics to see if it will work for them. I asked when the first truck would be fitted and he said that he had no time frame yet. Alfie Poellot said that there was still a problem with the cores sticking out and the

danger of rolls falling off is still there. Also, he stated that ISO standards have nothing to do with safety and the Union agrees.

**04-091 Deflection Hood in Recast**---- This will stay on the minutes to see if it is done this time during the Spring Shutdown. There is no excuse that it can't be done.

**Training Regarding Alarms and lights**----Jack Patrick handed out a sheet showing the finding of the last evacuation. Reading this report you see that out of 271 workers 133 were not accounted for by the attendance sheet. Several worker's where missing, smells were dismissed rather than investigated, staff or Contractors where not even tracked, no contractor even came to sign in the book to see who was on site. If we had a real emergency I would say we



would lose one third of the people on the Mill according to this report done by the Company. If I was a company owner I would be pretty upset at this report after all these years. Or do they really care and is it up to us alone to yell for

improvement so we and others can live if some thing should happen. If the school kids have a lot better training system than Eurocan does, what does that tell you?

**Fire watch/Fire extinguisher Training**----Neil Reynolds is part of the safety department again and will help to see this project gets underway. The ERT group with Jack and Neil's help will make it happen some day.

**Safety Capt/Supervisor Training**----Ilona and Juha were putting a package together to help with the training. Jack Patrick is also putting a package together so the Safety Captains check on how they do their jobs. We at the JH&S committee think it best after we get these packages put together to have a Professional trainer do the training of our Safety Captains to fill out our forms correctly

**JOH&S Inspections**----Chris and Juha did an inspection at the Terminal and just need to do their report. There will be more inspections done by other members but done less formally. This means checking out the area but also talking to the workers, asking if they have any safety concerns, seeing what PPE is being worn, and to make people more aware of who their safety reps are.

**MSI Dave Coates**----He is back doing more work and this time he will be giving us a report on his findings.

**Safety Management System**----Jack Patrick noted West Fraser has developed some safety guide lines and we will be measuring and auditing by these guide lines. The Union is very concerned about any

system that management unilaterally puts together. Every time we hear them try to explain their system we get the shivers. Always remember that the Company can't get rid of the JH&S committee it's there by LAW.

**2006 Kick off meeting** seemed to be very productive. We went through a lot of material and if half of the things happen we should see a lot more improvements. Don't let me kid you; we still have to push to safety issues, they won't just roll over.

**Safety Improvement Fund**----Get your ideas in fast because the dead line is the last day of January. We have already scored many new and old items but don't stop sending your ideas; we may still fit them in or use them next year. I'm not sure how this scoring system will work here but I'm waiting to see how it plays out.

**Incident Investigation Training** ----The policy was sent to Kerry Douglas but we have had no feed back.

**Lockout Committee**----Jack is to schedule another meeting now that he has all the names of the people on the committee. Current members are: Juha Lagland, AL Green, Terry Massicotte, Dan Belleville, Len Lencucha, Tony McWhannel, and for the Pulpmill and Steam Plant, the Safety Captains on shift that day.

**Working on Machines when they're running**----I'm to get hold of Frank and together we are to meet with Mike Rekedal and straighten this out. Working near felts and ropes Mr. Rekedal said there are different safety concerns and there are areas that you can work around felts. He said if a person doesn't feel that it is safe to work in an area he shouldn't until he talks to a safety captain. My concern is that some workers will take risks to get the job done and supervisors will watch and when something goes wrong, will just say he should have known better. We should not be letting our workers put themselves at undo risks.

**Condition of the Raw Materials Building**----Mr. Sears said he has done all the repairs and pointed out that he has also replaced the purchase chip Unloading building. This is complete unless someone in Raw Materials sees it different.

**M&D Refiner**----Kerry hasn't completed the incident investigation yet. He will follow up on the recommendations and have more information at the next meeting.

**Smoking in the Lindes (clamp trucks)**----Mr. Sears will send out the Companies policy on smoking. He said there is not to be any smoking in any equipment at Eurocan.

## New Items

The Company wanted to know how we could reach out to our employee's to convey that we all

should report unsafe conditions and acts, and to feel free to tell one another when we are doing something unsafe. The Union agrees that if you see someone doing something unsafe you should feel safe and not be intimidated, and to be able to point out to the person the unsafe act. We may be doing it not knowing we are doing something unsafe and, hopefully, someone tells us before it's too late. If someone comes to you, you should thank him for their concern, even if you are not working unsafe and tell him why you think it's safe.

This applies to everyone that enters our work site, and, I believe a lot of workers do this already as part of their job. We as a Union encourage this and tell our workers to look out for one another. It's the Company that keeps secrets as when Contractors fall off scaffolds or do other unsafe acts and don't report it to the Safety department or First Aid Department.

**Safety Conference**-----I asked if we should be asking Kerry Douglas to attend the next Joint Safety Conference in Vancouver this spring. At the last conference the Company speaker said that safety will not change in the BC mills unless the Owners or Managers get involved in this conference to change things. Jack said he thought this was a good idea and would ask Kerry himself. So now we will wait and see what the response to this is.

This is my report as I see it and if there is any thing else I may have missed, I'm sorry, but remember, the Company by law has to post the minutes.

Until next month report keep safe and watch out for each other because errors are ease to make and it's nice to have extra eyes watching.

### From that old county boy



Dan Belleville

PS: Remember the difference between death or a near miss is seconds or inches, and it can happen to anyone, your fault or theirs.

## *Wal-Mart caught using child labour*

### Maquila Solidarity Network/CALM

The French-language Radio Canada program Zone Libre has exposed Wal-Mart for using child labour at two factories in Bangladesh.

According to the one-hour program, children 10 to 14 years old were discovered working in the factories for less than \$50 a month, making "Simply Basic" and other Wal-Mart-brand products for export to Canada.

A Wal-Mart spokesperson interviewed on the program claimed the factories were subcontract facilities and declared that his company was cutting off all future orders to the suppliers.

Cutting and running is the worst possible response to reports of child labour or other sweatshop abuses, since it discourages workers from telling the truth to factory auditors for fear of losing their jobs and encourages suppliers to hide abuses or subcontract work to other factories that will escape inspection.

Wal-Mart should not be allowed to place all the blame for the use of child labour on its Bangladeshi suppliers. The everyday low prices Wal-Mart pays to suppliers encourage the use of cheap labour, including child labour. As well, suppliers are often forced to subcontract parts of production to other factories to meet unreasonable order deadlines.

Instead of cutting and running from its responsibilities, Wal-Mart should work with its suppliers to eliminate future use of child labour and provide sufficient compensation to the current child labourers and their families to allow the children to receive a decent education.

A just-released study carried out by MSN for the Ethical Trading Action Group (ETAG), the Transparency Report Card, gave Wal-Mart a failing mark of 30 at least partially because it does not have a staged approach to dealing with serious worker rights abuses.

The Report Card also criticizes Wal-Mart's code of conduct for undercutting internationally recognized minimum labour standards by setting 14 as the minimum working age and sanctioning a 72-hour workweek.

## *Is your boss killing you?*

### Labor Notes/CALM

A recent study found that workers whose employers treat them unfairly are 30 per cent more likely to suffer heart disease than other workers.

The study, conducted by the Finnish Institute of Occupational Health, tracked 6,400 male workers over 10 years and controlled for other risk factors, such as age, socioeconomic status, cholesterol levels, alcohol consumption and physical activity.



### To Local 298

Thank you for the Christmas basket, I purely enjoyed it.

**Walter Sanwald  
(Waltski)**

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### Dear Brothers & Sisters:

On behalf of the Strike Line Local 87-M Hamilton Web/Brabant, we would like to take this time to thank you for your contribution to our cause. Your generous donation of \$100.00 is greatly appreciated at a time of great difficulty.

As our long strike continues, our hopes are strengthened due to the support and encouragement individuals like yourselves, give us. Many thanks.

At this time, the Strike Line would like to take this opportunity to wish all our brothers & sisters a happy and prosperous New Year.

**In Solidarity  
Valerie Nokes  
Secretary/Treasurer Local 87M**

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### To all members of Local 298:

Thank you very much for thinking of me and for the fruit basket you sent me while I was in the hospital recovering from surgery.

**Thanks again  
Paula Milne**

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### To all members of Local 298:

Thank you very much for the goodie basket you sent me at Christmas. It was delicious.

**Dino Pereira**

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### Don

I have just received the January Newsletter and realized I had not written to thank the Union for the Xmas gift basket. I had a minor accident beginning of Jan. so had not been doing much until the last few days.

The gift basket is always such a treat, with so many nice things in it.

Thank you again. May our Union and its people continue in a prosperous and positive way this year again.

### Ann Minaker

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### To CEP Local 298

Thank you very much for the beautiful gift basket. It was very much appreciated. Merry Christmas and a Happy and Healthy New Year.

### Bernie DaSilva

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### Hello to everyone at Local 298

I hope everyone had a safe and happy holiday. I recently received my latest issue of Local 298 newspaper. I always enjoy reading about what is progressing in the union and seeing the faces of old Eurocan friends. I noticed in the "to the editor" section some people received Christmas gift baskets, however, this year it did not appear at our home. I was wondering if it was delivered to the wrong address - although I wouldn't blame the person for keeping it!

Thanks again and a big hello to all the Local 298 brothers and sisters.

### Antonio "Tony" Moreira

*(The Christmas gift baskets that Local 298 delivers to the retirees and people off work for extended periods due to illness or disability are only delivered to those who live in the Kitimat-Terrace area. The gift baskets are purchased locally and we try to have members of the executive and other retirees deliver the baskets. Editor.)*

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### To local CEP 298

Thank you very much for the beautiful fruit basket and flowers. It is very thoughtful and appreciate.

### Thanks again Rose Schibli

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### To CEP Local 298

Thanks very much for the fruit basket. I am doing well and only missed a few days from work.

**Ralph Johnston**

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**To All Members of Local 298:**

Thank you very much for the fruit basket you sent me at home while I was recovering from surgery. It was very much appreciated.

Sincerely  
Dino Pereira

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**Greetings Sisters & Brothers:**

On behalf of our membership of local 333, Cam Tran Co. Ltd., I thank you for your generous donation to our strike. It is pleasing to know that we, in the labour movement continue to pool our support during these difficult times.

The concessionary demands of this greedy antiunion employer were far from being reasonable. On top of this scabs are being utilized. The strike commenced March 16, 2005 and our struggle continues. Once again, I thank you for your kind support which is always greatly appreciated.

In Solidarity  
Ken Cole  
CEP Local 333-06  
Rexdale, Ontario

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**To The Executive & Members of CEP Local 298:**

Thank you for the Christmas gift. It was appreciated.

Sincerely  
Dorothy Birkett

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**Pensions: What's it to you?****CMG/CALM**

Most workers in Canada have no pension plan. That means it's entirely up to them to save for the day they want or need to stop working. And many of them know they will have to work long after they'd rather be enjoying their golden years.

That's why unions in Canada have fought hard over the years for pension plans that guarantee employees a certain income after retirement. Workers have exchanged wage increases and other forms of compensation for company pension plans and for a greater sense of security about their old age.

Most company-sponsored plans are called "defined benefit" (DB) plans. That means you are guaranteed a certain income after you retire. That income keeps coming as long as you are alive and it continues for your surviving spouse or partner.

Over the last 20 years, another type of pension, the "defined contribution" (DC) plan, became popular among employers and some workers. In effect, it's an individual savings plan in the form of an RRSP.

The only thing that's guaranteed is how much money the employer and employee contribute. The money is invested in mutual funds or other financial vehicles and the benefit received at retirement is entirely dependent on how well these investments have done.

Employers tend to find a DC plan attractive because it's relatively easy to cap their costs and because they aren't on the hook if your retirement isn't fully funded.

In a DB plan, the employer is responsible for making sure the plan can pay the retirement benefits owed to employees. The number of private sector DB plans is shrinking.

Defined contribution plans are much riskier for employees than defined benefit plans. Either way, employees contribute money. The difference is that under a DB plan, you know how much you will receive, based on your years of service and your salary.

Under a DC plan, all you know is how much money is in your account at the time you retire.

Research has shown that DC plans tend to give lower returns over time than defined benefit plans. A recent newsletter from Mercer Human Resources Consulting (one of the largest firms in Canada) says: "The typical DB plan return exceeds the typical DC return by 100 to 200 basis points and sometimes much more."

Some employers in the U.S. are switching back to DB plans from DC plans, recognizing that their own money is better spent on a retirement plan that they know will provide income to their retirees. However, it is still popular for companies in North America to try to put the risk of paying for retirement income on employees by opting for a DC plan.

If you have the opportunity to join a defined benefit plan, you should seriously consider it. If that opportunity does not exist right now in your workplace, talk to your colleagues about the possibility of working toward a DB plan.

**Death notice****Internet/USC/CALM**

A newspaper operator received a call from a woman.

The woman asked, "How much do death notices cost?"

"Five dollars a word," the operator replied.

"Okay, take this down: Ferguson died."

The operator said, "I'm sorry but there is a five-word minimum."

There was a pause.

"Well...okay...change it to: Ferguson died, Cadillac for sale."

Belleville's Views – Rumor or Gossip

## Bullets Whizzing By – Some Strike Their Target

By Dan Belleville

### Spill

This month Eurocan was taken to court over a spill that happened a couple of years ago when liquor spilled out of the cement pond near the hog pile and ended up in Syme's Creek. I heard Eurocan pleaded guilty and was fined for this. It sounds like they ducked this bullet and didn't get fined as much as they thought they would. But the fish per pound was a lot and if we could get close to that for our paper wouldn't we all be happy and on easy street.

### Court again over Oil

This was the case of Dave Roger being fired unjustly for oil misplacement or oil stolen from Eurocan. If you talk to anyone that was at the court you would say the bullet the Company dodged at one court case they used to shoot themselves in the foot over and over again. It seems the Company couldn't get their stories straight and it seemed like a gong show. I heard they put Dave through two days of hell bringing up things from the past trying to ruin his name. Yet some of the company reps on the stand wined that they felt hurt because they were being called names at work. I don't know what harsh names they are being called but one said it involved the color of ones neck. Someone couldn't remember who he was talking to at night and when. Another gave evidence that he had put together by cut and pasting his notes. I thought you took an oath to tell the truth and the whole truth, and if you didn't you could spend a few years in prison. It's kind of confusing to get fired for taking something that never did leave the Company's property. Yet during the strike it was okay to steal or destroy Union Material and workers' personal belongings because the Company didn't take that seriously.



This is a good example when we ask our members not to meet with the Company alone, you see how they treat one of their own, can you think how they could treat you. Well, that is enough talking about the good stuff; let's see what else is happening.

### Commitment to Employment

was canceled because even though the Company had set the date for the meeting two weeks prior, they had to give training to a worker in #3 Stores and couldn't release our First Vice President. Paul Wilson said at the meeting, because of this last minute move by the Company he was canceling the meeting and we went back to work. In the past we said we would continue with the meeting if all the members couldn't be there as long as the majority was present. But, we never said if one department didn't think these meetings meant enough that they would prevent key people from attending. *(This seems to be a continuing saga for the Union with Eurocan. Management is the one that arranges when we meet; of course, neither side can force the other to a meeting. The Company controls the clearance process; they arrange for the time of the meeting and then send out the clearance to the various departments so the individuals can be cleared. On this occasion the Union didn't find out until the day of the meeting that the Vice President hadn't been cleared for the meeting. The training involved one afternoon, a progression line move-up refresher, less than 4 hours of training. Couldn't this training have been arranged for earlier in the week when it wouldn't conflict with the meeting? The Company insists that it is in charge of the clearances, yet it can't seem to get its house in order. Is it any wonder the Union questions the Company's ability to run the mill when they can't even arrange a simple clearance? Editor.)*

The Company did give us sheets on idea's that had been handed in and said they would check why this happened to our First Vice President.

A couple ideas I liked was about getting dump trucks and an excavator, also, there were ideas from both management and workers that made good sense. We all know that we can use more equipment in order to work our dump and make it last longer. This should be easy for Eurocan now because they already own this equipment that they got when they bought the Hinton Mill.

Remember, not long ago a posting came out telling us that West Fraser no longer wants to operate it's road building operation at Hinton and are looking for a buyer. So guess where they can get equipment free of charge from something they already own. Answer, ROAD BUILDING DEPARTMENT; this would also solve a lot of the grievances that are coming forward lately.

Hopefully, the Company can plan another meeting soon, where all of our representatives can get Company clearance to attend, and get the ball rolling again. The Company asked for these meetings to start again because they saw that improvements were being made.

The Co-Gen Plant is said to be put on line in the Fall and the savings or payback there will reduce our cost per ton quite a bit.

Modifications on the power boiler bottom that would allow us to burn more hog and maybe even material from the Lagoons. This would allow us to get another ten to fifteen years out of the land fill and save a lot of money now. The Company said we should know by June if we will go ahead with this project.

Another big project is at Raw materials concerning a rail car chip dumper and conveyor system. We should also know if this project is a go by June. If not, we will still have to replace the supports out at the chip piles. This can be done to support either the piping or belt systems.

CN Rail maybe coming in twice a day to deliver chip cars and this will be a big plus for us because it means a more stable chip supply. This depends on the contract for shipping condensate out of the old Methanex yard; it would make it more cost efficient for CN to make the two trips daily. The Company said they had a lot of down time last year because of no chip cars.

Also, the Company said with the bee hive burners in the year 2007 no longer being allowed, we may get twice the hog because it costs too much for the Company to build furnace's to burn hog; it's cheaper to send it to us. They are also looking at burning coal and pellets if the wood supply drops because of problems with the pine beetle.

Eurocan has to sell off two of its woodmills because the government won't allow one company to hold a monopoly on the Wood industry. This should get some money put back into West Frasier's pocket, but they didn't say that, I did. The two mills are the Decker Lake and the Babine Woodmills that are to be sold.

The Company gave a list of achievements for this year with the hopes of bettering them. They say we have all worked hard and the results have shown it. Safety and Productivity are both better and have resulted in great savings.

When you see the kind of money being spent by a company, as has been done at Eurocan, it shows that they can still bank on making a profit here. We, as a Union, work hard to see that this Company is successful because we all want to make a good living here.

The Company did say that if the Canadian Dollar keeps going up they will have to rethink what they will do. But, as we spoke, the dollar had dropped

two cents so the Company must have made another couple of millions without doing anything. The only other problem I see for us losing money is if the Company keeps wasting money on unnecessary court cases.

Well, that's another report on what I saw and was informed of was happening around here that concerns our mill. Hopefully I got most of the information correct, if not let me know and it can be corrected.

**Thank you much  
Dan Belleville**

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## *Handwashing 101*

The Mixer UNITE HERE 40/CALM

The single most effective way to prevent the spread of infection is proper handwashing.

Whether you're a health worker, food handler, cashier, engineer or an auctioneer—whatever job you do—you should wash your hands regularly and frequently throughout the day.

It's especially important to wash your hands before, during and after you prepare food, before you eat, after you use the bathroom and after hand-ling animals or animal waste. You should wash even more frequently when you're in contact with someone who is ill in your home or office.

Take a look at these seven steps on how to wash your hands properly, recommended by the B.C. Occupational Health and Safety Agency for healthcare.

1. Remove any jewellery.
2. Wet your hands thoroughly using warm water. Keep your fingertips pointed down.
3. Apply soap and rub your hands vigorously for at least 15 seconds to create a good lather. Pay particular attention to the area between your fingers and don't forget your wrists.
4. Rub your fingernails against the palm of the opposite hand. If your fingernails are really dirty, use a nail brush to clean them.
5. Rinse your hands thoroughly, from the wrist to the fingertips. Keep your fingers pointing down.
6. Dry your hands with a paper towel then use that paper towel to turn off the faucet. Remember, if you touch the faucet with your hands, you'll re-contaminate them.
7. And, don't forget, if you took off your jewellery—put it back on.

*(There are some things you can never wash your hands of. Editor.)*

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## CEP calls on Harper to help

January 26, 2006

**CEP calls on Harper** to help forestry workers  
FOR IMMEDIATE RELEASE January 26, 2006  
Thunder Bay, Ontario -- The announcement by Bowater today that it intends to close its kraft mill here in May has led the workers' union to call upon Prime Minister designate Steven Harper to urgently address the crisis in the nation's forestry sector.

"Just before the election, the then federal government announced a \$1.5 billion aid package for forest based companies and we are asking Mr. Harper to renew that commitment with a firm resolution to tie government aid to maintenance and creation of jobs," said Brian Payne, President of the Communications, Energy and Paperworkers Union of Canada.

At the same time, CEP Ontario Region Vice President Cec Makowski demanded that Bowater reverse its decision and join the CEP is appealing to both Mr. Harper and Ontario Premier Dalton McGuinty to find ways to save the Thunder Bay mill and others across Northern and Eastern Ontario where more than 3,500 workers have lost their jobs in recent months.

"The solution to this crisis lies with a change in policies at both levels of government," Mr. Makowski said. "High energy and fibre costs are crippling the industry in Ontario while trade and monetary policies at the Federal level are also hurting.

"What we need is a national strategy and a national summit of all of the stakeholders to mitigate the economic disaster facing more than three dozen cities across the country. Mr. Harper has a chance here to take the lead and that is exactly what we want him to do," added Mr. Payne.

The announcement by Bowater, potentially affecting upwards of 150 CEP members, is the latest in a long list of mills closures and cutbacks.

"Our members in Thunder Bay need to know that we will leave no stone unturned in fighting this closure," Mr. Makowski said.

CEP, with 150,000 members nationwide, has been fighting for programmes to revitalize the industry for more than a year in which time more than 7,500 workers in mills from Newfoundland to British Columbia have lost their jobs.



## Tough Times At Tolko

January 23, 2006

CEP workers at The Tolko kraft paper mill in The Pas yesterday voted 95% in favour of accepting a wage rollback on the recommendation of the executive of Local 1403.

Intense bargaining over the weekend gave the workers concrete guarantees on issues related to non-closure of the mill and government involvement in the proposed profit share plan. With the involvement of Premier Gary Doer and provincially-appointed mediator Vince Ready the executive was able to receive the information necessary to enable the executive to change its recommendation and allow the membership to have as much information as possible prior to voting on Saturday night and Sunday.

These issues were of great importance to our membership and because of non-disclosure clauses in the \$7-million commercial agreement between the Government and Tolko, the only way to get this information was through the mediation process.

The Local wishes to thank Premier Gary Doer for his help in achieving a deal that will benefit the workers and the people of The Pas. Local 1403 was brought into this process two months later than the other stake holders and we were given approximately four days to agree to a three-year wage reduction that amounted to approximately \$9,000,000.

With the exception of a couple of our town leaders there is not a business person in town who would agree to a deal like this without all the information or the necessary time to get that information. Local 1403 followed its democratic process and ensured the members were given all the information available.

This Local has never bargained through the media and we certainly have never done the mud slinging that has taken place in the past few days. We are sorely disappointed with the panic and fears caused by Mayor Hopper and believe he should have had faith in us and our process. Mayor Hopper was fully informed on our discussions which had taken place between Local 1403 and Tolko - including the fact that we had given Tolko our word we would find them the \$3 million annual savings up to and including rollbacks.

CEP Local 1403 represents 277 paper workers at Tolko. The Communications, Energy and Paperworkers Union of Canada represents 162,000 workers across Canada in paper, energy, telecommunications, media and commercial printing.



## Grievance Report

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, Steve Dudra or one of the other Standing Committee members. Please note that Paul Wilson will be taking on Steve's duties until early April when Steve returns to work from vacation.

### At Arbitration

**CEP 298 Contracting Out Committee** – case #04-001-014 – Contracting out of Stores Stock items which used to be made and/or repaired in the Eurocan Shops. **Hearing dates March 9 and 10 2006.**

**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** – case #04-56 – Contracting out violation. Contracted out 'emergency' 1700 loads of gravel' replacing the workforce.

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

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

**Contracting Out Committee** – 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 #04-62 – 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.

**Dino Stamatakis** – Mar 4/05 – case #05-18 – failure to accommodate.

**Claus Rosner** – Apr 8/05 – case #05-26 – unjust discipline.

**Warren Berndt** – May 10/05 – case #05-37 – unjust discipline.

### At Standing Committee

**Mark Schumann** – Feb 1/05 – case #05-07 – Not replacing a replaceable position.

**Contracting Out Committee** – Jan 13/05 – case #05-09 – failure to notify. On hold pending grievance 04-001 outcome.

**Contracting Out Committee** – Dec 6/04 – case #05-10 – failure to notify. On hold pending grievance 04-001 outcome.

**Contracting Out Committee** – Dec 9/04 – case #05-11 – failure to notify. On hold pending grievance 04-001 outcome.

**Contracting Out Committee** – Oct 14/04 – case #05-12 – failure to notify. On hold pending grievance 04-001 outcome.

**Contracting Out Committee** – Dec 28/04 – case #05-13 – failure to notify. On hold pending grievance 04-001 outcome.

**Contracting Out Committee** – Mar 2/05 – case #05-23 – failure to notify. On hold pending the outcome of annual notification grievance.

**Contracting Out Committee** – Mar 2/05 – case #05-24 – failure to notify. On hold pending outcome of annual notification grievance.

**Jurgen Schiemann** – Mar 15/05 – case #05-29 – unjust discipline.

**Ken Fleming** – Mar 11/05 – case #05-30 – company not providing training.

**Contracting Out Committee** – Jun 14/05 – case #05-34 – failure to properly notify; lighting on the chip piles.

**Miles Lacey** – Jun 15/05 – case #05-38 – unjust discipline.

**Contracting Out Committee** – Sept 8/05 – case #05-39 – overtime and contracting out violation. Company and Union had agreed to contract out job on digesters only until 4:00 pm when the mill crews could take the job over; however, mill crews were not asked to work over on job.

**John Miller** – Sept 6/05 – case #05-40 – overtime violation.

**Don Kelly** – Sept 16/05 – case #05-41 – improper cancellation of floater.

**Steve Dudra** – Nov 4/05 – case #05-55 – unjust discipline.

## **Grievances at Fact Finding**

**Contracting Out Committee** – Sept – Oct /05 – case #05-45 – failure to properly notify – ceramic tiles for floor in Engineering.

**Contracting Out Committee** – Oct 5 to 19/05 – case #05-46 – failure to notify – scaffolding at main gate.

**Contracting Out Committee** – Oct /05 – case #05-47 – failure to notify – fabrication of new adapter bolts given to Sunrise Engineering .

**Contracting Out Committee** – Oct 21/05 – case #05-48 – failure to properly notify – #7 digester major maintenance - NDT.

**Contracting Out Committee** – Oct 20 & 21/05 – case #05-49 – failure to properly notify – #7 digester major maintenance – liquor nozzles and sandblasting screens.

**Contracting Out Committee** – Oct 20 & 21/05 – case #05-50 – failure to properly notify – #7 digester scaffolding.

**Contracting Out Committee** – Oct 20 & 21/05 – case #05-51 – failure to properly notify – #7 digester major maintenance – hole watch.

**Contracting Out Committee** – Oct 25/05 – case #05-52 – failure to notify - D&J Container removing asbestos material and disposing off site.

**CEP Local 298** – Nov 15/05 – case #05-56 – improper shift change – Jim Harrison.

**Steve Dudra** – Nov 24/05 – case #05-57 – Harassment.

**Lou Cabral** – Nov 21/05 – case #05-58 – Seniority violation.

**Jurgen Schiemann** – Nov 9/05 – case #05-59 – Duty to Accommodate.

**Gary Drake** – Nov 24/05 – case #05-60 – Harassment.

**Tom Gibaldi** – Nov 21/05 – case #05-61 – seniority violation.

**Mary Murphy** – Nov 16/05 – case #05-62 – lost wages for attending JOHS conference.

**Dan Belleville** – Nov 16/05 – case #05-63 – lost wages for attending JOHS conference.

**Contracting Out Committee** – May to Oct /05 – case #05-64 - #8 digester repairs.

**Contracting Out Committee** – Sept to Dec /05 – case #05-65 – failure to notify re stocking of janitorial supplies around the mill.

**Gary Araujo** – Nov 30/05 – case #05-67 – improper shift change.

**Derek Smith** – Nov 30/05 – case #05-68 – improper shift change.

**Contracting Out Committee** – May 10/05 – case #05-69 – failure to notify – dry end pulper shaft.

**Contracting Out Committee** – May 16/05 – case #05-70 – failure to notify – Joy precipitator rapper shaft.

**Contracting Out Committee** – Jul 25/05 – case #05-71 – failure to notify – 3196XL Pump Shaft.

**Contracting Out Committee** – Aug 25/05 – case #05-72 – failure to notify – A151 4140 - HT/250-300 Pump Shaft.

**Contracting Out Committee** – Sept 30/05 – case #05-73 – failure to notify – Stuffing Box, M&D Reactor.

**Contracting Out Committee** – Oct 20/05 – case #05-74 – failure to notify – DWG F-910432-10 Drive SHAFT.

**Contracting Out Committee** – Jul 22/05 – case #05-75 – failure to notify – Plates for Papermill Rolls.

**Contracting Out Committee** – Aug 29/05 – case #05-76 – failure to notify – Bushing, Nut, Gland, Shaft.

**Contracting Out Committee** – Sept 19/05 – case #05-77 – failure to notify – Shaft & Nut, Sleeve.

**Contracting Out Committee** – Sept 19/05 – case #05-78 – failure to notify – Plates custom cut for 423 Fork truck.

**Contracting Out Committee** – Nov to Dec/05 – case #05-79 – failure to notify – Fabrication of top cyclone wear plates.

**Contracting Out Committee** – Nov 7/05 – case #05-80 – failure to notify – Side Plate B-11777 Bingham pump.

**Contracting Out Committee** – Nov 10/05 – case #05-81 – failure to notify – Pump Shaft PSE - 300, Thrust Ring PSE - 300.

**Contracting Out Committee** – Nov 17/05 – case #05-82 – failure to notify – Wearing ring Pump Z-R500, Shaft 341848.

**Contracting Out Committee** – Nov 25/05 – case #05-83 – failure to notify – Scaffolding on Chip Tipper.

**Peter King** – Dec 2/05 – case #05-84 – not following proper procedures – using non-ticketed individual.

**CEP Local 298** – Dec 20/05 – case #05-85 – overtime violation.

**Steve Krevenchuk** – Nov 12/05 – case #05-86 – overtime violation – clearing snow.

**Kari Juustila** – Dec 14/05 – case #05-87 – seniority – not providing proper training.

**Contracting Out Committee** – Nov 5/05 – case #06-01 – failure to notify – Fabrication of valve test bench. Moved to 3<sup>rd</sup> stage on Feb 5th, 2006.

**Contracting Out Committee** – Aug 2005 until present – case #06-02 – failure to notify – Jose pressing sludge at lagoons. Moved to 3<sup>rd</sup> stage on Feb 5th, 2006.

**Contracting Out Committee** – Nov 14 - 25/05 – case #06-03 – failure to notify – Jose doing excavator work on landfill. Moved to 3<sup>rd</sup> stage on Feb 5th, 2006.

**Contracting Out Committee** – Dec 12 - 14/05 – case #06-04 – failure to notify – Jose pulling loader out of dirt. Dropped at Pre SC meeting on Feb 1st, 2006.

**Contracting Out Committee** – Dec 28 - 30/05 – case #06-05 – failure to notify – Jose hauling sludge from south side of crane shed. Moved to 3<sup>rd</sup> stage on Feb 5th, 2006.

**Contracting Out Committee** – Jan 4/06 – case #06-06 – failure to notify – Jose hauling sludge from south side of crane shed. Moved to 3<sup>rd</sup> stage on Feb 5th, 2006.

**Jason Smith** – Oct 4 – Nov 7/05 – case #06-07 – failure to pay travel expenses for attending first aid course. Moved to 3<sup>rd</sup> stage on Feb 5th, 2006.

**Contracting Out Committee** – Jan 5/06 – case #06-08 – failure to notify – Jose hauling oversize chips, Moved to 3<sup>rd</sup> stage on Feb 5th, 2006.

**Wayne Fulljames** – Nov 16/05 – case #06-09 – Seniority violation – rate of pay. Moved to 3<sup>rd</sup> stage on Feb 5th, 2006.

**Dino Stamatakis** – Jan 14/06 – case #06-10 – Article I and others. Moved to 3<sup>rd</sup> stage on Feb 5th, 2006.

**Contracting Out Committee** – Nov 25/05 – case #06-11 – failure to notify – Assembly of a Vacuum Head including the Micarta. Moved to 3<sup>rd</sup> stage on Feb 5th, 2006.

**Contracting Out Committee** – January 5<sup>th</sup>, 2006 – case #06-12 – failure to notify – Jose excavator work on landfill. Moved to 2<sup>nd</sup> stage on Feb 1<sup>st</sup>, 2006.

**Contracting Out Committee** – January 11<sup>th</sup>, 2006 – case #06-13 – failure to notify – Jose at old wood mill site. Moved to 2<sup>nd</sup> stage on Feb 1<sup>st</sup>, 2006.

**Contracting Out Committee** – January 10<sup>th</sup> & 11<sup>th</sup>, 2006 – case #06-14 – failure to notify – Jose on landfill. Moved to 2<sup>nd</sup> stage on Feb 1<sup>st</sup>, 2006.

**Contracting Out Committee** – January 12<sup>th</sup>, 2006 – case #06-15 – failure to notify – R.S.K. at wood mill site. Moved to 2<sup>nd</sup> stage on Feb 1<sup>st</sup>, 2006.

**Contracting Out Committee** – January 18<sup>th</sup>, 2006 – case #06-16 – failure to notify – 2 Rain Coast Cranes on site. Moved to 2<sup>nd</sup> stage on Feb 1<sup>st</sup>, 2006.

**Contracting Out Committee** – January 18<sup>th</sup> & 19<sup>th</sup>, 2006 – case #06-17 – failure to notify – Jose excavator on land fill. Moved to 2<sup>nd</sup> stage on Feb 1<sup>st</sup>, 2006.

**Contracting Out Committee** – January 19<sup>th</sup>, 2006 – case #06-18 – Rain Coast crane at toxic pond. Moved to 2<sup>nd</sup> stage on Feb 1<sup>st</sup>, 2006.

**Contracting Out Committee** – January 19<sup>th</sup>, 2006 – case #06-19 – Chinook Scaffold clearing snow on site. Moved to 2<sup>nd</sup> stage on Feb 1<sup>st</sup>, 2006.

**Contracting Out Committee** – Dec 2005 to Jan 2006 – case #06-20 – failure to notify – Jose clearing and sorting old wood mill demo area. Moved to 2<sup>nd</sup> stage on February 6<sup>th</sup>, 2006.

**Contracting Out Committee** – Dec 2005 to Jan 2006 – case #06-21 – failure to notify – TL&T running heat tracing at wood mill demo site. Moved to 2<sup>nd</sup> stage on February 6<sup>th</sup>, 2006.

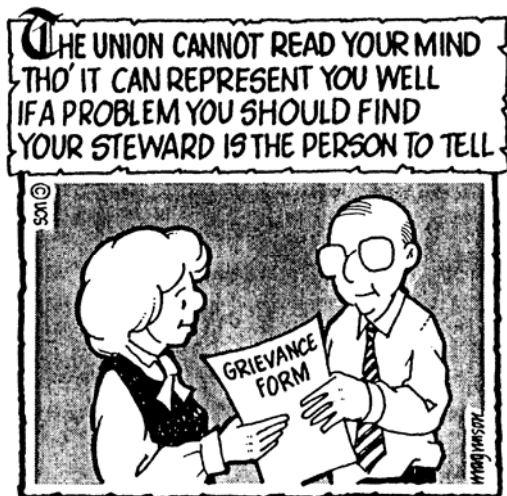
## Completed Grievances

**Gerry Stuebing** – Sept 16/05 – case #05-42 – seniority violation. **Withdrawn without prejudice or precedence.**

**Lube Crew** – Nov 1/05 – case #05-53 – not asked to work O/T during Water Wash while contractors were on site. **Withdrawn without prejudice or precedence.**

**Al Beattie** – Oct 31/05 – case #05-54 – Call Time violation – called at home to discuss information about how to do job. **Withdrawn without prejudice or precedence.**

**Lucky Bhullar** – Sept 13/05 – case #05-66 – overtime violation. **Withdrawn without prejudice or precedence.**



## Work Law

# *The obligation to accommodate*

By Alison Warren/CALM

Human rights legislation in Canada says employers must accommodate workers with disabilities to the point of undue hardship.

The Federal Court of Appeal recently upheld a decision of the Canada Human Rights Tribunal concerning a bus driver employed by the Ottawa-Carleton Transportation Commission. The driver suffered debilitating migraine headaches and required time off work.

In nine years of employment, she had been absent for the equivalent of more than an entire year. The employer dismissed her on the basis of innocent absenteeism.

After finding that the worker's headaches constituted a disability, the tribunal turned to the question of whether the employer's standard of reasonable and regular attendance was a bona fide occupational requirement (a BFOR). It should be noted that what was at issue was that specific employer's standard of attendance applied to the worker's medical condition—not a general question of whether attendance at work is a BFOR.

To establish a BFOR, the employer must show that the attendance standard was rationally connected to the job, adopted in good faith and reasonably necessary.

The tribunal found that the standard was rationally connected and had been adopted in good faith, but that it was not reasonably necessary for the employee to meet that standard. The tribunal, and the court, found the employer's position that the employee's absences were too disruptive to the workplace did not stand up because the employer made no effort to look for other work she could do, such as non-driving duties or assigning her as a spare driver, where her absences would be less disruptive.

In its decision, the court pointed out that although the search for accommodation is a multi-party inquiry involving the employer, the employee (and the bargaining agent, if there is one) the duty to find a solution is the employer's.

The decision underscores the point that an employer must attempt to accommodate an employee's specific needs and is not permitted to simply apply a blanket standard to everyone.

The decision also highlights that accommodation efforts need to be assessed in the specific context of a specific workplace.

Large employers with collective agreements that cover many job classifications tend to have a good

deal of flexibility in job assignments and are expected to use that flexibility in accommodating their workers.

• *Alison Warriar practises labour law with Sack Goldblatt Mitchell in Toronto. For more information on labour law issues, visit SGM's website at [www.sgmlaw.com](http://www.sgmlaw.com)*

## Western Region Conference Report

### Delegates Plot Union's Course

(Copied from the Western Region's Newsletter. Editor.)

November 20th to 23rd over 250 delegates from CEP locals as well as elected officers and staff from across Western Canada traveled to Victoria to participate in the Western Region Conference. The conference was designed to give representatives from the Locals in the region an opportunity to tell the officers and staff what direction they want the union to move in over the next few years.

After the opening plenary session the delegates broke into workshops. There, delegates discussed the view that too often as a union, we find ourselves reacting to one crisis after another without an overall plan that clarifies and defines where we want to go. Delegates were asked to work together over the following two days with the challenge of developing the elements of what the Western Region's Operational Plan should be for the foreseeable future.

The task at hand was to involve local delegates directly in the development of our strategies. To give locals an opportunity to be hands on as the union develops a clear set of goals and priorities. There were twelve workshops in total each working independently and delegates stayed within their workshops for the full two days. Following two days of deliberations in conference workshops, delegates identified a set of goals, objectives and action plans that was summarized and presented to the final plenary session.

As it turned out, although there has been a wide range of discussion in the workshops and within the working groups, it was not difficult to determine that the main goals broke down into six main areas: organizing, communications; fiscal responsibility and transparency; education and political action and lobbying. With each of those goals there was a score

of ideas about how the Western Region can fulfill the expectations of the delegates. That is the challenge. The union asked for your opinion, you gave it to us and the officers and staff are committed to doing everything possible to meet and exceed your expectations.

Dave Coles in closing the conference said that, delegates to the conference have set the agenda for the Western Region in the days, months and years ahead. He pledged that "the goals and objectives of delegates will be the same goals and objectives of the Western Region officers".

The officers have already begun the task to determine what goals can be implemented immediately and what has to be done to meet expectations with others as soon as we can.

### Keynote Speaker

**Elaine Bernard**, director of Harvard Law School's Labour and Work Life Program was the conference keynote speaker.

Bernard called on CEP to set a purposeful direction and develop strategies that will succeed in these difficult times. She said the most important time for unions to plan is when things are changing. She also recommended that CEP move toward building what she calls "full-capacity locals". Bernard said, "Most union members' experience with the union comes through the local, not the national. As result, locals need much more capacity to mobilize,

organize, represent and educate their members. There is no way there will ever be enough national and local staff and officers to do everything that needs to be done. By involving more and more local members the load will be lessened. Its important to start thinking more about how we are doing the job, rather than what we are doing."

**Goals**  
**Increase Organizing**  
**Improve Fiscal Responsibility**  
**and Transparency**  
**Improve Education**  
**Increase Political Action**  
**Raise Union's Profile**  
**Improve Communication**

## Esterhazy Mine Accident

January 30, 2006

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

### Greetings:

I am sure most of you have heard by now that there was a fire at the mine at Esterhazy, Saskatchewan. We represent workers at two Locals working at the mine; Local 892 represents workers employed by Mosaic and Local 890 members work

for Dynatec. There were 72 people trapped approximately one kilometre underground.

I am very relieved to inform you that all members have now been safely brought to the surface. There were no injuries.

Following safety procedures, our members sealed themselves off from the area of the fire and made their way to designated refuge areas. One group of workers was able to communicate quickly with the surface; however, the others had to wait over 18 hours before contact was made. The refuge areas provide 36 hours of oxygen and food.

It took until approximately 1 a.m. this morning for the rescue teams to fully extinguish the fire, and then the task of clearing the smoke was initiated. The fire was in polyethylene pipe which created serious concerns about the toxicity of the smoke.

Excellent safety procedures, cool heads by our members, and excellent work by the rescue teams helped secure the safe return of our members to their families.

## BACKGROUND

About half of the people who were trapped underground work for Dynatec, a contractor that has the responsibility of insuring that the mine doesn't flood by pumping water out. They are members of CEP Local 890. The other half work directly for Mosaic and are members of CEP Local 892.

Because it was a weekend, only 70 workers were underground in two mines that cover a 30-kilometre by 20-kilometre area. During the week, about 500 miners are underground.

The rescue teams are made up of six or seven people. There are teams from the mine itself but when this sort of thing happens, every mine within the vicinity dispatches their team to where the help is needed. They wear breathing apparatus which is good for four hours, but since it could take as long as an hour to get to the site of the problem they are seldom, for safety reasons, in for more than 2½ hours. After 24 hours, the eighth team was in the mine.

If there is a problem that the miners cannot control, the drill is that they proceed to the nearest Refuge Station, of which there are five or six, and take shelter there until they are reached by mine rescue and can be safely led out of the mine. There is food, water and a separate air supply good for at least 36 hours, and most likely much longer, perhaps days, depending on how many people are in the mine. There are also chairs, beds and blankets, although the mine is normally quite warm.

The Esterhazy mine site is 210 kilometres northeast of Regina and consists of two mines, K1 and K2, which are 10 kilometres apart but joined underground by a network of tunnels. The mine is a

kilometre underground and is located beneath an "underground lake". In the 1950's, shafts were sunk through a shifting 90 metre layer of sand and water known as the "Blairmore Formation". In order to prevent the sand and water from breaking through and flooding the shaft, that layer was frozen until the shaft was reinforced with concrete and steel "tubing".

The mine has an ongoing water incursion problem that requires a continuous pumping of inflowing water to the surface so that it may be disposed of. The water inflow rate fluctuates, but can occasionally be as high as 9,000 gallons per minute.

The Mosaic mine opened in 1962 and produces potash for agricultural fertilizer.

## *An Analysis of the Hospital Employees' Union Strike of 2004*

*(Part 2, continued from November 2005 Newsletter.  
Editor.)*

**David Camfield**  
**Assistant Professor**  
**Labour and Workplace Studies Program**  
**University of Manitoba**

### **From Bill 29 to the Strike of 2004**

The quick passage of Bill 29 -- in a special weekend sitting of the legislature called to order striking teachers back to work -- came as a shock to everyone in HEU. According to a high-ranking HEU official, "People were in disbelief, one, that they would ram through legislation with virtually no debate, and two, that they would break a legally binding three year agreement." The PE rushed to organize job action in protest in early February 2002. At the last moment, this was cancelled after the PE found "a real disconnect between membership and leadership," with many members not yet grasping what Bill 29 meant for them. Soon after, HEU received a leaked cabinet minister's briefing book which revealed that the provincial government's plans for health care cuts included the elimination of 14,000 Full-Time Equivalents (FTEs) in the 2003-04 fiscal year and an additional 3530 the next year. Before long the contracting-out of HEU work began. Women of colour were hit especially hard, as many were employed in the housekeeping, dietary and laundry jobs that were targeted for contracting-out.

There was a lot of confusion among workers. In the words of one union activist, "because the contracting-out came on slowly, a lot of people, rank and file members, were in a state of disbelief about what was going to happen... I think a lot of people

didn't think it was really going to be as bad as it was." Some members accused "spokespeople for the union of going out and fear-mongering at the beginning." The uneven spread of contracting-out also complicated the situation for HEU. The worst job losses were concentrated in housekeeping, laundry and food service work in the Lower Mainland and Vancouver Island, where the greatest opportunities existed for private contractors to profitably take over service delivery.

The winter and spring of 2002 saw the BC Federation of Labour (BCFL) and a number of community coalitions organize large anti-cuts demonstrations in Victoria and Vancouver. Smaller protests also took place around the province. Activists like those of Vancouver's Prepare the General Strike Committee agitated for a general strike. Within HEU, the PE worked to explain the attacks to members and mobilize them for action. The union ran several public campaigns designed to counter the government's claims about cost savings and media reports which suggested that HEU members facing contracting-out were overpaid and undeserving. The contracting-out of laundry services in Fraser Valley hospitals to K-Bro Linen Systems, which trucked laundry from Chilliwack hundreds of kilometres east to Calgary and back, was met by an HEU blockade that led to the arrest of three members of HEU's PE on November 22, 2002; on the same day, HEU held three rallies at Vancouver hospitals to protest the loss of 1000 housekeeping jobs. On the first anniversary of the passage of Bill 29, HEU held a day of strike action and rallies. The response from members was less than overwhelming. As one staffer put it, "the members were being quite clear that if we were going to go on strike that we should go on strike til we meet our demands, not like a one day symbolic protest." Workers found themselves in a situation that made many afraid, and within a year some members were becoming demoralized because the union's fight-back efforts were not succeeding.

In the spring of 2003, shortly after a well-attended HEU fight-back conference, members were surprised at the announcement of a tentative agreement. "Where did this come from? A week and a half ago I thought we were gonna fight to the death" is how a staffer described the reaction of some activists. The way the deal had been reached disturbed some HEU members, who were accustomed to being kept informed about negotiations. "These negotiations were clearly backroom," noted another staffer. The three-year tentative agreement capped job losses through contracting out to 3500 FTEs, and \$65 million in severance funds. It also made concessions on wages and vacation time and increased the work-week from 36 to 37.5 hours with no increase in pay.

The agreement was conditional on quick ratification, and "staff were mobilized to sell the deal." When members of the executive of one HEU local presented the agreement to members in the workplace without an endorsement "Provincial Office hit the ceiling... we were told that we were not to talk about the drawbacks of the deal and hand out our agenda."

Top HEU officials, relieved to have negotiated some limit on the contracting-out of jobs (and the damage to the union's dues base), rushed for a ratification vote but ran into stronger opposition than they had expected. Hostility to the deal came from different directions, ranging from principled opposition to giving concessions to the narrow-minded attitudes found among classifications dominated by white men within a union mostly made up of women, many of them women of colour. Although there was no coordinated campaign to reject the deal, it was voted down by 57%. A high-ranking HEU official described the result as "a democratic decision by membership vote." However, one staffer reported that top officials were "angry at the members... the way it was portrayed was that the members weren't willing to take concessions to save the jobs of other people."

With the rejection of the deal, HEU and the other unionized workers in the Health Services and Support Facilities Subsector Bargaining Association (HSSFSA) were clearly heading for a confrontation with their employers. But the situation soon became even more difficult when it became known in July 2003 that Local 1-3567 of the Industrial, Wood and Allied Workers (IWA) had signed "partnership agreements" with three major multinational service provider corporations that were getting ready to take on the contracted-out work of HEU members. The companies had approached seven other unions, all of which had refused to become involved in such agreements. Only IWA 1-3567 agreed to help these corporations put in place union contracts that would give workers almost nothing but make it hard for HEU to organize the workers hired to fill contracted-out positions.

The employers, Sodhexo, Compass and Aramark, voluntarily recognized the IWA before the corporations had officially been contracted to do the work or hired any of the workers the IWA was to represent. Prospective employees – none of whom were to be laid-off HEU members -- were required to sign IWA cards at job fairs before they were officially hired. The provisions of the "partnership agreements" set wages for the new workforce, mostly women, at levels far below those won by HEU. They were also below what the IWA's traditional base of men in the forestry sector enjoyed. For example, the 2003 hourly wage for housekeepers (cleaners) in the six-year contract signed with Aramark was set at \$10.25. This was a full 44% below HEU's \$18.32, and less than



half of the \$21.92 rate for janitors in the 2000-2003 IWA Master Agreement. Local 1-3567's agreements also gave employers a free hand to pay some individuals above the negotiated rates. They contained no benefits for people who worked under 20 hours per week. Unlike the Health Services and Support Facilities contract, there was no pension plan and no parental leave.<sup>26</sup> As Victoria activist Jim Herring put it, by entering into "what can only be called... rat union contract[s]," the IWA leadership "adopted a strategy of accommodation with the New Era of privatization and low wages." IWA officials chose to be complicit in the assault on the pay, benefits and working conditions of women health support workers and their union.

HEU negotiators continued to try to negotiate an agreement to replace the one expiring March 31, 2004. But management was intransigent, tabling demands for major concessions. The number of HEU members losing their jobs reached into the thousands. The writing was on the wall, so HEU began strike preparation workshops, made strike preparation part of its basic educational courses, mounted a public relations campaign linking the defence of its members' jobs and quality public health care, and tried to put pressure on employers and contractors. There was a small wildcat and occupation at Royal Jubilee Hospital in Victoria in February 2004 by workers about to lose their jobs to contracting-out, followed immediately by a sit-in at Nanaimo Regional Hospital. At the end of February, the PE unanimously adopted a resolution "That job action would be required to gain employment security and defeat the concessions," and determined that this would take the form of a two-day province-wide strike "followed by creative job actions on a regional basis." The strike vote in March was 89.57% in favour. Efforts were also made to strengthen alliances with other unions and community groups. It was clear that a strike was coming. What wasn't clear was the HEU leadership's strategy for winning a strike. Although "it was obvious to everyone that people were going to get legislated back to work, and it was pretty clear that the provincial executive was considering defying a back to work order," in the view of one HEU staffer "it was very clear that there was no real strategy to it."

Organized efforts in solidarity with HEU were stronger on Vancouver Island than in the metropolis of Vancouver. Greater Victoria's Communities Solidarity Coalition (CSC) played a key role here. The CSC united senior citizens, students and anti-poverty activists with unionists from HEU, CUPE, BCGEU, and others. Like other militants, the CSC demanded a general strike to defeat the Liberals. It organized local actions, including a Day of Defiance on October 7, 2002 in which flying squads shut down the University of Victoria, Ministry of Health and other

smaller locations before a snake march and rally. This Day of Defiance took place in spite of the BCFL, which "wasn't really supporting people getting militant, and... in fact... tried to squash" it. The CSC also encouraged locals of other unions to adopt HEU locals. Strong labour-community solidarity at the grassroots level was also built in smaller centres on Vancouver Island and other parts of BC.

Unfortunately, the efforts of the union and its allies to prepare for a strike were not happening as part of a rising tide of protest against the provincial government. Even though resolutions demanding a general strike were passed by many union locals and labour councils, the leadership of the BCFL did not use the mass demonstrations in Vancouver and Victoria in 2002 to build an escalating campaign of resistance. The BCFL executive's strategy was geared towards the goal of electing the NDP in the election fixed by law for 2005. Their strategy led to them to be hostile to anything that they thought might weaken the NDP vote, including direct action and even anger at Liberal cuts. The leaders of the BCFL were not interested in trying to build strikes into broader political struggles against the government, even when they involved public sector workers. This was made clear when BCFL officials gave only verbal support to the strike by the BC Ferry and Marine Workers Union (BCFMWU) in December 2003. HEU had little reason to expect more. The one major BC union that did not put all its eggs in the NDP basket was CUPE-BC, to which HEU belonged. It implemented Local Action Plans that included the possibility of a day of protest work stoppages (originally dubbed "Democracy Day," soon renamed "Community Action Day"). It was in this situation that HEU and the rest of the HSSFSBA finally struck.

## *The Strike*

After some debate, HEU's PE had changed its plan to hold a two-day provincial strike followed by rotating regional actions. On April 14, it decided to serve the 72-hour strike notice required by law on April 22, begin an overtime ban as soon as the union was in a legal strike position, and start picketing with the afternoon shift on Sunday, April 25. Province-wide picketing was to continue until Wednesday, April 28, and the decision about what was to happen next was to be made no later than April 27. As soon as picket lines went up, it was obvious that workers were united and committed to the strike. Workers were so eager to picket that many locals found it difficult to provide enough essential service staff. Many workers picketed more than the 20 hours per week that were required in order to receive strike pay. Some brought family members with them to the lines. "It was, I think, just the most amazing support that people had ever

seen at HEU.” Another staffer observed that workers were “very inexperienced in a lot of ways, weak after two years of being beat up, but determined... there were many places that were behind picket lines for the first time... but they caught on quick.” As one official put it, “once people engaged, they were prepared to stay out.” In some places, workers who had lost their jobs came out to picket. Solidarity was strong: most health care workers who belonged to unions not in the HSSFSBA (chiefly BCNU and HSA) did not cross the picket lines, and many joined them. Other supporters, unionized and non-unionized, also joined the lines. On the morning of April 27, the PE decided to continue the strike, and did so again the following day.

It was no surprise that the provincial government soon moved to pass back to work legislation. Still, the harshness of the bill introduced on April 28 was shocking. Instead of sending unresolved issues to binding arbitration, Bill 37 imposed a new collective agreement that cut wages by 11% retroactive to April 1 and included the employers’ proposal to increase the work-week for regular full-time employees from 36 to 37.5 hours with no increase in pay (amounting to an additional 4% pay cut). It contained no protection against contracting-out, and weakened language on filling vacancies and bumping. There could be no doubt about where the government stood: this was a contract in line with the “lean state” agenda for the public sector.

Bill 37 became law on the morning of Thursday, April 29. The PE decided to keep HEU picket lines up, call for other unions and community groups to join them, arrange an emergency meeting with BCFL leaders, ask for May Day rallies to support HEU lines, and develop a political action plan to defeat the provincial Liberals. In contrast, BCGEU and the International Union of Operating Engineers directed their members in the HSSFSBA to return to work. BCNU and HSA officials told their members who had been respecting HEU’s lines to cross them. The strike had entered a new phase: it was now defying the law.

Some HEU activists had been worried that membership support would begin to crumble once the strike became illegal. Such concerns soon disappeared. At some worksites, some members at first reported for work. But many soon walked back out again. “Militancy increased. Once they started it, they wanted to finish it in a winning position,” was how one HEU official put it.<sup>44</sup> The PE met again late on Thursday evening, with BCFL officials present; the PE later decided that “to return to work with dignity, HEU’s priority would be a return of our no contracting out language.”

Most HEU members were determined to continue the struggle. They were not fighting alone. Members of CUPE and other unions began to flock

to the picket lines at hospitals and long-term care facilities across BC. In some places, supporters helped to keep managers from intimidating HEU members. Even some IWA members performing contracted-out work refused to cross HEU lines. All across the province, people were talking about the strike. An anecdote told by one CUPE activist gives a sense of what was going on in workplaces and households around BC: on the day Bill 37 was passed he was stopped by a “normally totally disinterested” coworker, “one of those kind of guys” who “are not too fond of unions,” who asked him “What are we gonna do?” about the attack on hospital workers. Moved by similar sentiments, a few workers began to take direct action on the job: some 70 BC Hydro workers, members of the Office and Professional Employees Union (OPEU), wildcatted at the WAC Bennett Dam and Peace Canyon Dam, joined by 30 in Revelstoke.

In the offices of CUPE-BC, the “phones started to ring off the hook,” in the words of an official, who reports that an evening meeting of the CUPE-BC executive decided that the HEU strike would be the “trigger” for Community Action Day. A rank and file CUPE activist suggests that it was in fact “pressure coming from more and more locals” that led to the decision to call for all CUPE-BC members to strike. April 29 saw a wave of sympathy with HEU sweep across BC. The strike had become “a lightning rod for people’s feelings around Campbell.”

On Friday April 30, the working-class power drawn to the strike flashed across BC, casting HEU’s battle in a new light. Workers were off the job in at least 27 CUPE locals, defying the legal ban on solidarity strikes. Many of these strikers joined HEU lines. Picket lines went up at municipal government offices, libraries, and other public sector workplaces in cities and towns across the province. CUPE school board locals, whose members had experienced significant cuts, were particularly involved. In the several Vancouver Island school districts, teachers refused to cross CUPE lines. Acting on requests from BCFMWU members, CSC flying squads caused the cancellation of early-morning ferries before both HEU and BCFL leaders, fearing the consequences of this economic disruption, ordered the pickets to fold.

It is hard to calculate exactly how many CUPE members struck on April 30, but the locals taking action represented some 25,000 members and HEU President Fred Muzin’s figure of 18,000 off the job seems reasonable. Smaller numbers of members of other unions also struck. These included the Communication, Energy and Paperworkers (CEP), BCNU, OPEU, International Brotherhood of Electrical Workers, Pulp and Paper Workers and IWA. The stoppages of April 30 amounted to the largest solidarity strike in the province since November 1983 (when the BC Teachers’ Federation [BCTF] had

walked out as part of Operation Solidarity's planned escalation linked to support of the legally-striking BCGEU). Unlike the teachers in 1983, however, the April 30 strikes were mobilized on extremely short notice, were supporting an illegal strike, and involved more than one union.

It is vital to appreciate how significant these solidarity strikes were. Since the current framework of labour law was put in place in the 1940s, most strikes have involved a local union confronting its own employer over economic issues. Strikes have usually stayed within the limits of the law, even when this has meant accepting strike-breaking legislation or obeying injunctions that make picket lines ineffective. Most unionists take it for granted that this is the way things have to be. Most union officials make respect for labour law into a principle. But on April 30, 2004, thousands of workers ignored the ban on solidarity strikes in order to support other workers, mostly women, who were themselves defying a law that was widely regarded as cruel and unfair. This kind of action would not have been so unusual for workers in Canada in the first half of the 20th century, but in 2004 it was remarkable. The workers who participated changed the sense of what is possible, both for themselves and for other workers who were sympathetically watching HEU's struggle. *Even more than this, the solidarity strikes by thousands of workers and HEU's defiant resistance were an extraordinary political event, one that created new possibilities and opportunities for the working-class movement in BC.*

It was not long before the self-activity of workers in defiance of both the law and the traditions of "responsible" unionism prompted responses from the provincial government, which was showing signs of disarray. The Minister of Labour held a private meeting with several top HEU and BCFL officials. The Liberals were not the only ones to respond to the militant display of solidarity. In an effort to take advantage of the situation, BC NDP leader Carole James issued an open letter to the premier. Criticizing Bill 37 as "a blatant attack on working people...that can only create further tension and confrontation in an already poisonous labour relations climate," she called on the government to immediately recall the legislature "to put an end to the crisis... that threatens to further erode investor confidence in British Columbia and destabilize the BC economy." This letter's mixture of capitalist business rhetoric with the traditional language of labour relations reveals much about the outlook of the NDP leadership today.

The front page of Saturday's Vancouver Sun reported on a BCFL document that revealed plans for escalating actions in support of HEU. Beginning with a shut-down of the public sector on Monday, May 3, action would spread to federal and provincial

government offices, private sector industry and transportation, and then later in the week to hotels, cruise ships, and retail stores. Normally-small May Day events were transformed by the electrifying struggle underway. Some 4,000 rallied in Vancouver. Here BCFL officials refused to reroute the march to St. Paul's Hospital, but their original theme for the day, support for the NDP in 2005, was replaced by support for HEU and threats of mass action on Monday if Campbell did not settle. Activists easily handed out over 2,000 "General Strike" flags, and there was "verbal sparring" between those calling for a general strike and BCFL officials, who led the chant "We Won't Back Down" to regain control of the rally. Across the province, excited labour and community activists prepared for solidarity actions on Monday on a scale larger than Friday's. Even Vancouver's Compassion Club (medical marijuana society) was preparing to strike.

Meanwhile top officials from HEU, CUPE-National, CUPE-BC and the BCFL were meeting with government representatives behind closed doors. For some activists familiar with the union officialdom's ways, there was reason for concern. Noting the leaked BCFL document and the many BCGEU staff at a May Day rally, one reported "I knew by Saturday that we were in serious trouble." An HEU staffer saw the document that made the Sun's front page as "just a fake" that no union leadership had agreed to, and suggested it had been released to allow top BCFL leaders to regain the political initiative and retain control over the movement. Thus "as everyone else got more and more excited all weekend long, I was getting more and more depressed, knowing how they worked."

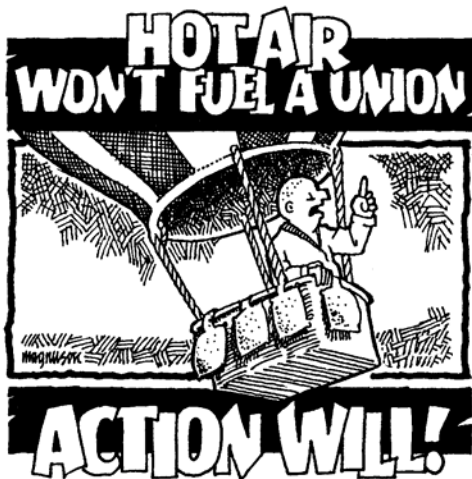
These suspicions turned out to be well-founded. Talks to reach a settlement continued while BC Rail struck in support of HEU, the BC Supreme Court ruled HEU in contempt of court for not ordering members back to work, and activists continued to prepare for mass strikes on Monday. Then, on Sunday evening, a deal was announced. A memorandum had been signed by the provincial government, Health Employers' Association, BCFL and the HSSFBA. It modified the terms of the contract imposed by Bill 37. The government agreed to date wage cuts from May 1 rather than April 1, limit job losses "as a direct result of contracting out" to 600 FTEs over two years (with no more than 400 in the first year), and provide \$25 million for severance pay. Employers promised no sanctions against the unions providing that they directed their members to return to work on May 3, and the HSSFBA agreed to "direct its members to return to work forthwith." The HEU PE had gathered late in the afternoon for a meeting -- described by one official as "excruciating" -- and voted 13-7 to accept the deal. Before the night was out, the NDP issued a statement celebrating the end

of the strike. It did not criticize the wage cuts and job losses.

Exactly how the HEU PE came to vote in favour of the memorandum and which labour leaders were involved in negotiating it remains unclear, but the basic picture is not. As HEU 3<sup>rd</sup> Vice-President Dan Hingley later wrote, "Labour pressured the HEU leadership, citing the fact that 600 members diminished the risk of total privatization."<sup>61</sup> Another PE member specified the source of the pressure as "officers of the BC Fed," and an HEU staffer referred to what took place as "intimidation." After the vote, HEU's 4th Vice-President resigned in protest.

As news spread of the settlement and directive to return to work, many of the tens of thousands of HEU members who had walked the lines for a week to defend their jobs and public health care reacted with anger. "People were really, really angry. People had no idea that that was the deal that was being contemplated, people were angry that they didn't get to vote on it, people didn't understand why the plug was pulled at this zenith of support... it was just rage," said a staffer. Among members there was "just huge, huge disappointment." Vancouver General Hospital HEU local executive member Doreen Plouffe spoke for many: "I don't know how they could even call it a victory for working people. We have been sold out."

Having defied their employers, the government and the courts, some HEU members and their allies were in no mood to return to work. At a number of Vancouver Island worksites, HEU members continued to picket for some or all of May 3. In Victoria, ferry service was briefly disrupted and public transit and some municipal worksites were picketed out. In Quesnel in central BC, members of HEU and other unions went further: some 5000 struck, and many public and private sector workplaces were shut. A small number of members picketed HEU offices in Burnaby and Victoria, some calling for the resignation of Secretary-Business Manager Chris Allnutt. But these were last gasps of sporadic protest, not the first moves in an organized effort to continue the strike. Still, even after they had fizzled out the slogan on the placard of HEU picketer Susan Hibbs captured the feelings of a significant number of strikers: "HEU Screwed By Our Own Leaders."



## Fastest Flip-Flop on Record

**Toss up between Chretien, Manning, Grey, Mulroney and Harper. Who's responsible for the most breathtaking broken promises?**

By Rafe Mair

Published: February 13, 2006

TheTyee.ca

The controversy over David Emerson continues, nicely abetted by Prime Minister Harper appointing Michael Fortier of Montreal to the senate and immediately putting him in cabinet. This, from the man who would reform the way we do our governing, from a man who campaigned in favour of electing senators and who screamed like a stuck pig when Belinda Stronach left the Tories to take a cabinet post with the Liberals.

I'm straining my brain to remember who has the record for fastest and most breathtaking broken promises. It comes down, I think, to a race among Jean Chretien, who promised, in 1993, that the first three things he would do would be to cancel NAFTA, bring in proportional representation and cancel the GST; Preston Manning, who promised that if he became leader of the opposition he would not move into Stornoway House; Deborah Grey, who swore on all that's sacred that she wouldn't accept a government pension; Brian Mulroney, who came to power in 1984 and promised to clean up Canadian politics; and Stephen Harper who made these cabinet appointments.

Crossing the floor has an ancient history. Churchill did it twice. Gladstone did it. Joseph Chamberlain did. But at least these were matters of conscience, and to the best of my recollection, none of these men did it for immediate office.

Probably the worst examples in Canadian history were Hazen Argue who, after he lost a bid for the NDP leadership, jumped over to the Liberals gaining a senate seat in the bargain, and Jack Horner, who, in 1977, as a rock ribbed, anti-Quebec Tory, crossed the floor and was given a cabinet seat by Trudeau.

Most likely, the most important of floor crossings in BC was during the Dave Barrett government when Frank Calder, from the NDP, Hugh Curtis from the Conservatives, then Pat McGeer, Allan Williams and Garde Gardom from the Liberals, at varying times, crossed over to the Social Credit Party, led by Bill Bennett. All but Frank Calder, who, with his wife, didn't bother going back home to vote in 1979, and lost his seat by one vote, were subsequently re-elected under their new banners.

When it comes to creating voter cynicism, one man outranks all others. Brian Mulroney probably won in 1984 by nailing John Turner in the TV debate on the question of patronage appointments, then, upon election, appointed pals to office and, when asked if he would ever appoint a Liberal or NDPer, said "not while there is a living, breathing Tory available".

*(Due to space this article has been shortened; the whole article can be found at [www.thetyee.ca](http://www.thetyee.ca). Most breathtaking and audacious – Mulroney; however, the speed record goes to Harper. Editor.)*

## 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>
Kevin Hamilton	Raw Materials	----
Colin Taylor	Steam Plant	----
Mika Vossi	Steam Plant	----
Stephen Stone	Electrical	----
Teresa L. Nyce	First Aid/Stores	----
Scott MacGregor	Stores/First Aid	----
Steven Boudreau	Pulpmill	----
Craig Strecheniuk	Pulpmill	----

The next General Membership Meeting is at 4:30 pm, Wednesday, March 8, 2006 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, a lockout or acceptance of the contract, or if you quit or retire from Eurocan. Otherwise, withdrawing the money prematurely will forfeit all interest earned. For more information on the account please visit the Kitimat Credit Union.

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

The above benefits are explained in our bylaws booklet.

## Notice

For people wanting assistance with their WCB claims, Don Klie will be at the Union Hall all day most Fridays. 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.

## 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 Peter G. King (pipefitter).

For more information about this product, visit [www.uehick.com](http://www.uehick.com)



**ACROSS**

- 1) Ball role
- 5) It shows RPMs
- 9) Rise against
- 14) Words with "thanks"
- 15) Soprano's song, perhaps
- 16) Escape detection of
- 17) Cosmetic cleanser
- 19) Barbecue site
- 20) "So that's it!"
- 21) Chopper part
- 22) Baptisms, confirmations, etc.
- 23) It leads to conflict
- 25) Peake novel "Titus \_\_\_\_"
- 27) "\_\_\_\_ Wonderful Life"
- 28) Amuses
- 31) Saunter
- 34) Cost of a phone call, in Bogart films
- 35) Cartoon frame
- 36) Wind catcher
- 37) Urban socializing spot
- 39) Mountain cat
- 40) Summer mo.
- 41) Challenge
- 42) Maudlin
- 43) Sauced with lemon and parsley
- 45) Piedmont wine city
- 47) Macho guys
- 48) What things may disappear into
- 52) Regions
- 54) \_\_\_\_-Kettering Institute
- 56) Org. where people may travel or pass
- 57) They travel in formation
- 58) Opaque material used in vases, e.g.
- 60) Support for art students
- 61) Not busy
- 62) Certain rapper-turned-actor
- 63) They go tirelessly
- 64) Play horseshoes
- 65) An active volcano



**LACTOSE TOLERANT**

By Henry Quarters  
 Edited by Timothy Parker

**DOWN**

- 1) Tropical parrot
- 2) Hi hi
- 3) Back biter
- 4) Airport info.
- 5) Some picture cards
- 6) Franklin of soul
- 7) Venetian farewell
- 8) Type of wireless communication
- 9) Admonish
- 10) Cosmo's TV friend
- 11) Shade of yellow
- 12) Actress Adams
- 13) Most people born in August
- 18) Wooden container
- 24) You might take it lying down
- 26) Favor one side?
- 29) Agency employee, informally
- 30) Leave helpless with laughter
- 31) Quickly, quickly
- 32) Pacific island
- 33) Nabob
- 34) One out for a buck?
- 37) Appease, as a hunger
- 38) Send
- 39) No gain without it
- 41) They might be in distress
- 42) Ray's weapon
- 44) Came to an end
- 45) Ring-shaped coral islands
- 46) Frothy drinks
- 49) Put on \_\_\_\_ (be insincere)
- 50) Dramatist Henrik
- 51) Dreadlocked one, for short
- 52) Seemingly forever
- 53) Authentic
- 55) Italian resort
- 59) Canard

1	2	3	4		5	6	7	8		9	10	11	12	13
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17				18						19				
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31	32	33					34				35			
36					37	38					39			
40					41					42				
43			44					45	46					
		47						48				49	50	51
52	53					54	55						56	
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For more information about this product, visit [www.uclick.com](http://www.uclick.com)

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