

Welcome to New Members

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

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

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

The above benefits are explained in our bylaws; an updated version of our bylaws can be found online at our web page – <http://www.cep298.com/>.

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



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

This is not to be used for non emergency purposes.

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

Employee and Family Assistance Program - EFAP

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

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

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

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

Your 2009 Executive:

President, Mary Murphy

Vice Presidents: Randy Dobson, Paul Wilson

Financial Secretary: Rick Wittmann

Recording Secretary: Cade Gardnier

Inside Guard: Rick Bennett

Outside Guard: Bill Karlsen

Trustees: Orlando Graziotto, Paul Jeffery, Pat Williams

Chief shop Steward: Don Klie

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

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

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

Rehab & Reintegration committee: Pat Williams, Peter King

Commitment to Employment: Standing committee members

Environmental committee: Randy Dobson, Rick Wittmann, Peter King

Personnel Facilities committee: Kevin Louttit, Laura Prinz

Retirement Committee: Rick Bennett, Rick Wittmann

Editors Message

By Laura Prinz



My second newsletter! Thank you so much to everyone for such positive feedback and the increase in article entries. If you have a funny joke, memorable story, thank you, rant, or anything you think others would like to read please email me. Also if you would like to share what happened at a union meeting or lucky enough to go on a union trip it would be a great idea to write us a report and let us know what happened or what you learned and where he heck our hard earned dollars are actually going, lprinz@citywest.ca or feel free to come by stores to chat. I can't write this whole thing by myself, so please SEND SOMETHING! Next newsletter will be due out mid April, so start writing. I would like to send sincere condolences to the families of our retired members Fredrick Arthur, Ed Fedorkiw, Fred Banard and Mel Robinson. Losing a loved one is truly a hard thing. "To live in the hearts we leave behind is not to die."

Someone got me thinking today, paper mills are shutting down and recycling businesses are in a jam, why the heck am I still asking for plastic bags? Let's keep the paper industry alive and get paper bags instead. Don't be afraid to double bag as well. An issue came up in stores the other day, shift workers working day shift, what time are they allowed to leave? Some say 3:30pm, some say 4:00pm. Although this situation is unique mostly to stores, I did some investigating; the answer through HR is shift workers get paid for a 20 minute lunch, not 30 minutes. If your supervisor is unwilling to pay you that extra half hour, you are free to leave at 3:40pm. I also would like to know what the heck is going on with hazard reports, my department has filed 3 in the last few months, and each have been ignored by management. This has been discussed at central safety and they are still being ignored. It is funny how Eurocan has safety as their number one priority until an issue rises that results in someone having to do something, then safety is put on the backburner and budget prevails. I would like to

quote Paul Wilson and say "Shame!" The other day, someone asked me what I like to do for fun. I sat there thinking about it and could not think of anything that wasn't lame or un fun. Then he said "I would like to die knowing I had as much fun as possible, you can't regret having fun and you can't have too much fun" The next set of days off I really thought about our conversation and tried cross country skiing. It was a balance between exercise and fun, but still, I did have fun. Next time you are working on an awful job, are covered in muck or are cursing your boss, think of something new and fun to do on days off and do it. Life is about balancing the crap with fun. If you are one of the lucky ones that have fun while work, you will never work another day in your life.

Presidents Message

By Mary Murphy



February 2009
Presidents Report

January/February has been a busy month to say the least. And there will be more challenging times ahead. January General Meeting: reviewed December meeting where the structured agenda for the executive meeting has changed. Committee reports will be reviewed and made available to the membership. At the union hall and in the newsletter, this will only be as successful as the committee members what it to be. The structure for standing committee has changed, so that grievances will be dealt with in a timely fashion, special standing committee meetings will be called to deal with the departmental issues. Wage Caucus has been called for March 5th and 6th. The membership has approved sending all four wage delegates. We still have three mills who have not gone to the table as of yet. I have no problem discussing the reasons why to the membership, and bring this issue up at every Monthly General Meeting. The Defense Fund which is being held at the western region is still a hot topic with the

membership. I am quizzed daily on the funds, as is the rest of the executive. The national taking the funds, suggestions to wage caucus: to force the three locals to the table for negotiations, and of course the discussions around the funds needs to come back to the members. Wage caucus is not going to force locals to the table with the knowledge that achieving the pattern will be difficult for these locals at this time of unrest. This is also a future financial commitment to the rest of the locals still working. The national is not going to get your money, and contrary to the belief that it has happened before, I am not aware of this. The funds will come back to the membership when the pattern has been achieved. That was what the funds are allocated for, this is what the membership voted for "to be part of caucus and achieve the pattern". But then again, I remember the hot tongues over the price trigger...and how we gave that away during negotiations. Projected spending was discussed at the December/January/February meeting, and any additional expenses are to be brought to the membership for approval. Raise a little hell! A convention to promote unionism within the young workers is scheduled in Ottawa. I have been doing my homework and with a moderate expense to the local, I believe, which is supported by the executive, that it would be beneficial to the local to send a couple of young workers to this convention. The executive has a couple of members in mind, one who stepped up to the plate and volunteered to do work for the union, and another who recently requested to be involved. I hope that the membership supports the executive in this issue at the next membership meeting. Local 298 is very blessed to have an executive dedicated to keeping a focus on expenses, and address issues, although some would believe that the urgency needs to be tuned up when it's their issue. The committees are dedicated and we have new young member showing an interest in the process/committees. Of course there are conflict issues and conflict/discussions/controversy/opinions and passionate views are always welcomed, and this is what makes the executive accountable. Controversy is a good thing, putting up road blocks are not. To the members who believe that there is so much controversy between the executive that the executive will not do what is best for the membership's interests, let me assure you that is not the case. I would only hope that these people come to meetings and bring issues up at the floor. The membership only needs to review the years since the last contract, there has always been conflict, to the

point where certain members refuse to do union business. We saw two vice presidents resign, one because he was challenged by the floor. We also were witness to shop stewards resigning and chairs of committees resign. Over the last several years, conflict has been dealt with and no one has resigned positions. It is difficult especially when every expense is monitored, and time off for union business is reviewed. One bit of advice, when the membership supports sending members away for training, and they don't get a thanks, and/or reports on the training, it may be an indication that this should not be repeated. I continually request reports be handed in and lately sent to Laura for the newsletter. On February 11, management scheduled the second Business Efficiency Meeting to address, reliability, productivity, costs, etc.... Dennis gave a presentation on the 10 year plan for Eurocan. There are some items which may be a problem, but I believe these issues can be worked out. There is also great news to be shared with the membership in view of the discernment that the boiler is being driven to the ground.

Several issues did come up for review by the union: The company would like the union to review the call out on off hours – also known as Rest Time.

The proposal states:

Day workers called out between the completion of their day shift and 3:30 am who are scheduled to work the following day will receive, in addition to call time and overtime, one hour straight time pay for each hour worked between 11:30 pm and 7:30 am. To ensure a break before returning to work, employees must delay the start of the next scheduled shift by the number of hours worked between 11:30 pm and 7:30 am.

Employees who work four or more hours between 11:30 pm and 7:30 am, on such a call out may elect not to work the remaining hours of this next scheduled shift and time will be entered as authorized leave without pay. (The company is also willing to look at other options, and have removed reference to the 12 hour bylaw)

The other item placed before the union was to deal with the overtime call out procedure. At the last efficiency meeting, the time that supervisors spend on calling in overtime was an issue, which takes away time where they supervisor could be more effective. The proposal is to go to area concept and then the generic call out list when they have exhausted the area call out sheet. I have heard your

concerns about some areas getting all the overtime, and the company is willing to modify the proposal. Don't shoot the messenger!

Feel free to email any of your suggestions/proposal or thoughts to cep298@citywest.ca or mmurphy@citywest.ca

Grievance procedure: Perception of the membership, which to my shock was supported by some responsible for settling and dealing with grievances, is that the grievance procedure is not working....so don't bother filing a grievance. Sometimes it's difficult to see results...but there were many grievances settled last year, and most at a higher level, which is not where we want to be.

Supervisors/shop Steward is not looking at options to settle grievances on the floor. Supervisors are not supporting the input of the shop steward. Applying the concept, work now grieve later, and senior management taking the ability to settle or discuss grievances by the supervisors away, is not in the company's best interest. Nor is the lack of commitment/and or knowledge to control the atmosphere, following deficiencies by discipline to flex muscles, is an area I know we jointly should not want to go. Lack of co-operation within the departments on the management level has to change. I am lead to believe that some management people have way too much time on their hands. Managing crews, being cost effective, and keeping the work in-house should be the focus, but then again I just have to listen to the answering machine in some departments and wonder if rudeness is just part of doing business. One way to attempt to deal with the lack of grievance settling is Good Shop Steward Training, unfortunately the week Scott was to be here for the training was cancelled because of pressing issues down south. A new scheduled will be reviewed with Scott, who has been requested to come and deal with the production curtailment issues.

The Grievance procedure was discussed with senior management at the last meeting. Management was informed that we need to deal with the management bullying which is becoming apparent, because the "I can" attitude will not get the commitment to do what is best for the viability of this mill. Unsettled Grievances are costly to the company and to the union. We need to work harder on an acceptable solution for both sides, and sometimes come to the realization that we do not agree, but does the issue need to go to arbitration. Right now I am dealing with a grievance case #04-59, generated in 2004, which is going to arbitration in March.

We have the apprentice's committee, joint management and union chaired by Paul Wilson. This committee has not meet in a long time and the need to review outstanding issues have been forward to the union. This generated new members' interest to seek the opportunity to be active. Paul has stated that he will step down from the apprentice committee and make room for the dedicated members who want to commit to this committee. I look forward to some new faces on the apprentices committee. Hopefully there will be a commitment on both sides to have the quarterly meetings, deal with the school leave/scheduling issue, place proper monitoring in place for the apprentices, along with other issues which was relayed to me over several nights at the union hall, and passed on to this committee.

We have a new pension representative, Jon Gardner. I took out all the binders old and new pertaining to our pension, and emailed the last representative for any additional information that he may have. Jon is not interested in traveling to conventions etc, as he is able to review the information, and direct any questions to the western region office. Thank you Jon!! And Welcome back!

Drug and Alcohol policy Grievance will not proceed to arbitration, but both locals will challenge the aspects of the policy and the application of the policy to individuals where situations arise. It is unfortunate that the last challenge on the drug and alcohol policy was dismissed by the arbitrator. The facts, correspondence with the company and documentation is at the union all, for anyone requesting to review this information. It was a learning experience for me; communications with the executive from Montréal was difficult, and walking into an applied process, very difficult. But the local did take on the issue, hired a great lawyer who did an exceptional job, and did the best job possible. All this while keeping this cost low, and dealing with the negative feedback. I will be more than glad to discuss this issue with anyone requesting clarification.

A Special Meeting was called by management; February 17, 2009. The reason for this pressing meeting was to deal with Eurocan's Plan 2009 The main focus of the meeting was Inventory Reduction Options and the focus was the upcoming shutdown. "The Need to remove 30,000 tons of inventory" Production Curtailment, there is no need for sugar coating.

Inventory reduction options:

*approximately three weeks extension to the 10 day shutdown

*Reduce contractors by using mill crews

*8 hour shifts for locals contractors, 10 hour shifts for out of town contractors depending on the negotiations for contractors.

*Reduce/eliminate the use of community helpers.

*Minimize the use of temporary trades

*10 day shutdown to do major work

*workers scheduled 8 hours dayshift, with minimal crews on shift.

*The shutdown would be delayed by one week to start May 3, 2009.

*Management prefers option of keeping everyone working with the extended shutdown, including use of laid off West Fraser workers.

**Keep the shutdown to the two weeks, and take a three week lay off, was the other option.

The company requires the commitment by both locals to make this work. The message needs to be sent to West Fraser that management and both locals are willing to work together to ensure to viability of the mill and make this priority.

We need to stay within the budget regardless of the Timeline for the shutdown. This requires all vacation be cancelled, but the company will be flexible in this issue, regarding approved time off and the circumstances. Local 1127 were notified that members who have scheduled their vacation time during this time, the vacation time honored.

Clarifications: there will be no jurisdictional violations, the work 1127 does now is what will be expected. Staff will not be doing the work of the hourly workforce. The commitment needs to be, the work will get done. Although the company is optimistic in the commitment to keeping this mill running without down time reality is: Three months, four months? After the shutdown, we may be in the same position we are in today, if markets do not improve, there is no guarantee.

Thank you Laura Prinz for the newsletter, and utilizing your own time to do this. This is a huge saving to the local, two day's wages each time the newsletter is printed. We appreciate this. Much Thanks!

Sorry I have so much to say...and so little time/space.

In solidarity, Mary

D.A.P.C. kick off meeting

By Paul Wilson, D.A.P.C. Rep.

We went through our 2008 format and discussed how things are working and made a few changes but generally our format works well. One of the problems we had was attendance. We had a lot of contractor superintendents and supervisors that just didn't buy into the safety thing. Hopefully some stability here will help solve this problem. Another problem is the break down between Safety Captains and D.A.P.C. When Alexis was on the committee he was also the chair at the Safety Captain's meetings so he would bring those notes to us and we would try to deal with the issues. Since he retired the system fell apart. We will try to get back on track. One of the suggestions is to rotate the Safety Captains at our meetings so we can get a better understanding of the problems they are having in the different areas of the plant. Last is the break down with the Hazard Reports. It seems since sits came on line that was the last we saw of the Hazard Reports. There has been some Hazard Reports given to supervisors but that's were it ends. The supervisor has 24 hours to answer the hazard then a copy is supposed to go to the Originator, one to supervisor, one to safety office and one to C.E.P. office. The old forms were quadruplicate so was easier to ensure it got to the proper places. We will also work to get this back on track. I am looking forward to another great year on this committee.

B.C. Federation of Labour Report

Paul Wilson

Orlando Graziatto

Labour Council Reps.

Orlando Graziatto and I were privileged to be in Vancouver and attend this massive convention of union activist from all across B.C. There was close to 1200 delegates at the convention headed by Jim Sinclair. Well over 100 resolutions were past through out the week. A few that struck close to home were: Boycott of Petro Canada gas stations and consumer products. They made millions in profit but yet locked out union worker in Quebec, continuing efforts to push C.L.A.C. out of the work force. Working with Aborigines to improve working and living conditions. Human rights issues, working conditions and duty to accommodate. Support improvements to Child Care, education and women's rights. Support young workers in their fight for employment standards and minimum wage. Nationalization of the

oil and gas industry. Carol James rocked the house and gave a great inspirational speech mostly on how it's time for a change and bye bye Gordie. Jack Layton was supposed to be there but had to cancel due to the Harper budget. One of the things that really surprised me was how many women were at the convention. I would say about 1/3 or better. Wow! Lots of comments were made on our union jackets which gave us a chance to rub elbows with different unions. Orlando and I have been proudly representing C.E.P. Local 298 at the "Kitimat Terrace Labour Council" since 2003 so to be part of this huge gathering in Vancouver was educational and very special. Thank You.



Along with our regular monthly meetings below are some of the activities that took place in 2008

Paul Wilson
Orlando Graziatto
Labour Council Reps

Kitimat, Terrace & District Labour Council
Year End Summary

Dec 07 – Pre retirement Workshop – Terrace

Think Community Municipal Election Kitimat/
Terrace Council and School board (from January to
October 2008)

- Visioning sessions
- Municipal Candidates Search/Recruitment meetings
- Training seminar
- Endorsement process
- Questionnaire development / distribution
- All Candidates Meetings

\$10 Min wage campaign - Terrace & Kitimat City
Council (resolution adopted)

Day of Mourning - Terrace march

Northwest Worker - published issue April 08

May Day Community Picnic - George Little Park

Labour Day (KDTL - Involvement with CEP PSAC
HEU)

Federal Election - Northwest Worker special edition

All Presidents Meeting

**Joint Health and Safety Kick off meeting Jan. 16th,
2009** by Paul Wilson, Safety Rep

We started with some of our successes for 2008. Safety Captain Training was well received and we will continue again this year with the same. New and young worker Audit was conducted and also well received we will continue again this year. Lots of hard work on getting the backlog of Safety Work Orders to an acceptable level.. Safety Fund money was spent on 2 day warehouse re-flooring and Roll up Doors was completed. We have another \$125,000.00 this year so we will start to prioritize soon. Denis Claire joined us and expressed his concern over the Medical Aids and Loss Time increase from the previous year. I was not pleased with his comment to say the least but also found that other industries were also on the rise. Not an excuse but does seem to trend. Low morale and a change in the work force in the industry were later suggested by some. After his speech we started to express concerns

on some non-compliance issues and coincidentally Dennis had to leave. Non-Compliance; Safety meetings not being held on a regular basis and not everyone attends, lifting devices not being tested on a regular basis, lunchroom and washroom facilities not acceptable and need upgrading. There are others but was not mentioned at the kickoff. We will continue this year with Safety Audits. Reviewed injury stats and trend. Looks like it will be another busy year.



Joint Health and Safety meeting

Paul Wilson
Safety Rep

We started this meeting discussing the Safety Improvement Fund. We have \$125,000.00 so we will review old and new suggestions and prioritize. Reviewed Incident Investigations. It was suggested we do this online with sits to improve efficiency (probably a good idea). Reviewed our minutes from the previous meeting and also of the kick off meeting. 298 and 1127 brought up concerns and non compliance issues such as safety meetings frequency and attendance. In our Safety Manual it says "Each crew or shift will hold safety meetings on a frequency to prevent hazards from developing." Clear as mud. There are people working at Eurocan who have never been to a Safety Meeting. Shame! For some individuals it's voluntary after shift. Ya right. Shame! I always get those two words mixed up. "Voluntary and Mandatory" Bottom line is the Company won't commit to a monthly meetings and hide behind the Safety Manual. The company refuses to follow "Corporate policy" which says monthly as the policy is only a "guideline" painted with the same gray pencil. Shame! That's how we cover our ass at Eurocan. Issue gray pencils and make it up as you go.

Shame! Lifting devices inspections and load testing, non compliance (another sore spot). Company has stated more training coming. We need a proper load tester as well. Hopefully this will happen before the shutdown. Hazard Reports, lots of confusion here! Bottom line is once you have filled in the Hazard Report the supervisor has 24 hours to reply. If this is not happening contact your nearest Safety Rep and it will be dealt with. We raised concerns over the sudden increase in Rail yard incidents and derailments. Finally, lockout procedures (another sore spot for the company and the union). With the old switches that don't always work an electrician is supposed to verify 0 energy. Because they don't tag it tradesman are unsure if in fact it has been checked by an electrician. Now the electrician has to come back and verify it for the tradesman. On occasion an operator has forgotten that an electrician is supposed to pull that switch and the lockout needs to be redone. Again if in doubt get an electrician. And Dennis Claire wonders why incidents, first aid visits, medical aid and loss time are on the rise?

With this company downsizing, doubling our work load, speeding everything up to the max and running everything to failure, a crumbling economy and corporate greed you may find it hard to keep your mind on the task at hand. The minutes from this meeting can be found on the L-drive somewhere.

Notice to CEP 298 & 1127

Please note that Investors Group Financial Services is giving one hour informational sessions at the Union hall from 7:00 p.m. - 8:00 p.m. on March 18th and March 24th, 2009.

March 18th - Market conditions - Who should attend?

1. Any individual that may have concerns with the current market conditions
2. Curious to know is there a Big problem or Big opportunity with current market conditions
3. What is an investor to do during these time?

NOTE: you must call the union hall and sign up for this session by March 16th, 2009

March 24th - Pension & Retirement - Who should attend?

1. All CEP Local 298 & 1127 members currently participating within a pension plan

2. Strategy is best implemented for individuals between the ages of 25-50
3. Any individuals interested in increasing their retirement income

NOTE: you must call the union hall and sign up for this session by March 20th, 2009.

You may attend one or both sessions.
Refreshments will be available

IF YOU DON'T CALL AND SIGN UP THESE SESSIONS MAY BE CANCELLED.

NOTICE CEP LOCAL 298

SPECIAL INFORMATION/DISCUSSION MEETING ON THE PRODUCTION CURTAILMENT PROPOSAL:

MONDAY FEBRUARY 23RD, 2009 AT THE UNION HALL 4:30 P.M. & 7:30 P.M.

**Mary Murphy
President
CEP Local 298**

Eurocan, feeling it was time for a shakeup, hired a new CEO. The new boss was determined to rid the company of all slackers. On a tour of the facilities, the CEO noticed a guy leaning on a wall. The room was full of workers and he wanted to let them know that he meant business. He walked up to the guy leaning against the wall and asked, 'How much money do you make a week?' A little surprised, the young man looked at him and replied, 'I make \$400 a week. Why?' The CEO then handed the guy \$1,600 in cash and screamed, 'Here's four weeks' pay, now GET OUT and don't come back.' Feeling pretty good about himself, the CEO looked around the room and asked, 'Does anyone want to tell me what that goof-ball did here?' From across the room came a voice, "Pizza delivery guy"



Emails

To Local 298 & 1127:

Thank you so much!

Words can not express enough of how thankful and grateful we are to have received your generosity in a time of need. Thank you from the bottom of our hearts!

Diana, Olga, Rob & Elisa Fedorkiw

Thank you for the gift basket and all the best in 2009
Allan & Jean Pierce

To all the members of Local 298:

We wish you all the best this Christmas and a very Happy New Year. We now live in Kamloops since April this year. We moved here to be closer than in Kitimat for medical treatments. My health is good at the moment, but you never know.

Yours truly, Socorro & George Juergensen

To all Union Members:

Thank you for the Christmas basket you sent me. It was very much appreciated. I wish everyone a very Merry Christmas! May the coming New Year be full of health and happiness for all.

Dino Pereira

My wife & I would like to thank the members of local 298 for the spiffy basket of Christmas cheer, it was a most welcome addition to our yuletide season.
As Ever

Angus & April MacLeod

Thank you for the lovely gift basket, it was much appreciated.

Raymond Lapierre

To CEP Local 298:

Thanks very much for the lovely gift basket of goodies. We appreciated it and we wish all of you a nicest Christmas and a prosperous New Year. Many God Blessings to you all.

Sincerely

Joao & Maria Ventura

Dear CEP

On behalf of the Kitimat Dynamic Gymnastics club we wish to thank you for the generous use of your meeting room. This greatly assisted our club with our major fundraising event in the end of November. Thank you again
The Kitimat Dynamics Gymnastic Club
Jodie Cook

Thank you for the lovely Christmas Cheer Basket I received and thank you for the privilege of helping out the local, if even in a small way by organizing the delivery of these baskets to the Terrace group receiving them.

I remain

In Solidarity

Wilf Butters,

3423 Edlund Ave

Terrace

nwtrekkie@citywest.ca

250-635-0873.

To The Executive & members of Local 298:
Thank you for the lovely basket at Christmas.

Dorothy Birkett

To CEP Local 298:

Thankyou very much for the wonderful Christmas gift basket. We really appreciated.

Frank Barcelos

To Local 298

We would like to thank you for the lovely fruit basket and kind words at this very difficult time in our lives. "For something loved is never lost and she was loved so much"

Sincerely

The Martins Family

CERTIFICATE OF APPRECIATION

CEP LOCAL 298

THANK YOU FOR SUPPORTING

DRY GRAD 2008

IM the Boss " I can stick you in any eye"

This seems to be how they have chosen to run the Dock and Raw-Material areas. If you talk to the employee's this is what most of them will tell you and

they are tired of the way the department is being run. They all say we know our job and management is always trying to change things that are not needed or with out input from the works. They tell us that things have gone to Standing Committee and the changes were agreed to. There are a few things that Micheal has said at the meeting I attended that he was going to bring forward but had to repair the information. As far as I know that hasn't happened yet but I no longer am part of Standing Committee. Some of the things Michael said has happen on his wish list and I think he may of jumped the gun a few times. The love and respect for the management is definitely not there. They are young and want to show that they are the boss and believe they can do what ever they want inside or out side the contract because they have the right to manage. There is not a problem for them to manage but they have to manage within the CONTRACT. I also don't believe they should be able to mismanage because this all our lively hoods no just West Fraser. Most of the management that knew anything in this department and knew the Contract has either retired or has quit because of how they were treated. On that thought I would like to wish Al Green, Scot, Jill, and Doug Shaw the best of health in the future and you will be missed. In this area when we have Shop Stewards they seem to be treated badly, not offered over time(seemed to be forgotten)and they give it to others then harassed until they quit. If you think this isn't true ask the Company how many there are at the dock or in the yard crews. They treat their employee like shit and when the workers have had enough and don't want to work over time for them because of the way they have been treated. The first thing they do is go and cry with big tears to Mary that they can't get people to work for them, there must be an over time ban. No matter what happens they cry overtime band and threaten to go to the Labour Relation Board.

What we should be doing is keeping records of our own and taking them to the board. It just happened again I was asked to go to Raw-materials to represent a worker for fact find on a incident that occurred a couple of days earlier. When I arrived I talked to the worker who was also a Shop steward and was unaware that this meeting was to take place.

He told me what had happened a couple days earlier with two supervisors scheduling a worker after giving the product driver time off bank time with short notice. Instead of moving the G.E. operator up to Product driver he was going to leave him at the

dump and move a Hog operator to Product driver. At this time The Shop Steward was informed by another G.E. operator what was happening. He then approached the Supervisor and told him he was violating the contact progression line, and the move up was the G.E. operators and he should really call in another G.E. operator or use the hog operator as a G.E. if he couldn't get one in. Arnie also said if he continued with what he was doing he would put in a hazard report, and Grievance because he didn't think the worker was trained. He then left to do his work. This all happened in the lunch room and I guess a few other works got upset with these Supervisors on different issues. The Supervisor did set up the crews the way he had planned. Well I went to talk to the Supervisor to see when the meeting would start and saw Chris the Superintendent there. I asked him why he was there and he said to do fact finding at this meeting. I said to him that he wasn't suppose to be here it was suppose to be two Supervisor's ,Shop Steward and the Worker. Since they were unable to get a hold of any union representative he called Mary and asked her to come to the meeting and said to me I guess your not needed. But when Mary came in I asked her if I should stay because the Contract does say that a Shop Stewart must be present, so they said I could stay. When we entered the meeting room Chris asked a few question that he had already prepared.

1) Arnie were you disrespectful to the Supervisor?

NO

2)Did you yell at the Supervisors?

No it happened in a full lunch room and I may of spoke a little loud just to be hear.

3) Are you aware of the Conduct Policy?

I've seen it

4) Do you know that we have the right to manage.

Yes I do (Mary pointed out within the Contract)

5) Are you aware of work now and grieve later.

Remember we are talking to the Supervisor to avoid grievance so were is Chris headed on this point?

Chris said he had two identical statement from the two Supervisor's stating what happened and how Arnie had yelled and treated them with disrespect and their story different from his. Then he asked us to leave while Dan Wild and him talked. After ten minutes or so he called us back into the room. When

we got there he handed Mary and Arnie a copy each of a warning disciplined stating this was light considering what took place. Mary read the letter and said to Chris that she hoped that he would talk to the Supervisor and give them added training to deal with these situations. It is the Supervisors that set where and when these meeting take place, so if they thought it was getting out of hand they could of moved it or ended it. Also we told Chris that when a shop steward is doing his job he is a equal to the Supervisor. Also we told him respect usually has to be earned its not always given freely. Chris also told me to talk to Doug the G.E. operator because his story would reinforce his. So the next day I talked to Doug and Doug story seemed to reinforce Arnie's not his, lets see what his respond is to that. My Conclusion on these issues happening here as I see it: from the view of a simple Country Boy.

Arnie was acting as a shop steward and has all the right to talk to the Supervisor about working with in the Contract and both should show some degree of Respect, which I believe Arnie does.

As for the Company managing I would hope they wouldn't mismanage the lively hoods of use all and would do it within the Contract. And when someone tells me that he has identical statements that tells me they have been rehearsed, fabricated or false. I'm not saying this was a Kangaroo Court but it seemed to me Chris had these written warning made up prior to the meeting, well I guess I am saying that...

Chris told Mary that was only the fourth time they had to cross line to have someone cover the jobs. But when I talked to the workers the next day they said he does this all the time. It's the Union responsibility to keep the line of progression in tact for training and safety, not to let Chris change the contract at his will.

I think we are all here to make sure the Company does continue to give us all a good living, and not just to change thing because someone wants to show he is the Boss and can bully workers. In this department I would inform the Supervisor that you are taking notes every time they have meetings and never meet alone. I sure hope the Company I.R. people would try and settle these problems before they can't be repaired. I know the Supervisor said they could handle all the work here but it sure don't look that way because they are always complaining they don't have time for this or that, so let the workers do some. Well even though this shit is happening try and keep yourself and your fellow workers safe.

Thank You

Dan Belleville**Eurocans failing audio program**

I wonder if everyone knows that Eurocan's new program Eclipse is set up to fail. I have tried and tried to inform Supervisors and Management that the way that they are running the audio program is set up to fail, but they choose to ignore it or want it to fail. I don't know which it is. Before the program required that everyone had a month to have their hearing tested and if they were unable we caught them up as soon as possible or in January to be included in the previous years stats by Worksafe. We had very few people in the overdue list each month. This program works well because it does not cause such a drain on manpower or congest the audio program. It would work out to 3 - 4 people per day to get done. Not an unreasonable amount which would allow us to help in stores and keep the stores open at night. We also did not need to perform tests on people that did not require a test because of being exposed to less than the 85 decibels for an 8 hour period. If someone in that category wanted to know about their hearing we would do them but Worksafe does not want to see them in the records we send them. Strictly a personal knowledge for persons wanting the test. Now we have the Eclipse system. This system records everyone's date that they had their last test and then puts them on the list to be done at the same time after 1 year. Now I know that it sounds good and if everyone was able to get in to have their hearing done on the month that they were scheduled it would work well. But here in lies the problem. Remember that some people get caught up in January if they are missed or other times causing now the 3 - 4 people to be 6 ? 8 people needing to be done in a day. That means basically our whole day is in the audio room. Not being able to help in stores means that the trades and operations are being held up waiting to get stock and that we can't help the stores person. Then we close the gate all night frustrating the trades and operations that need the stores and the tool crib to be opened just to get caught up. The way that the program is going will be that everyone will be done in January and February. Causing those that missed their test to not have a test because they could not be caught up in January as we did in the past to include in the previous year stats. What I don't know is what the Company is going to do when we all have to go for our first aid tickets in January, February of 2010. I know that I will not come in to be slammed with

hearing tests all day. I am pretty sure that most others won't want to come in either if they are going to be in doing hearing tests all day. Now if the Company brings in someone on overtime to help and they do half a day and the regular attendant does half a day it might help. But not all departments are able to release people because they are short of people. Then we have someone here that is waiting to give a hearing test. Now our Stores/First aid supervisor is thinking if we get a new audio machine it will solve the problem. What he does not know is that we will still have to transfer the information and counsel and file the information. Saving us no time. If Worksafe would update and have a program that is able to download information off of this new machine that would save time and would help. Even though we still need to counsel every person that has a test and review what they are wearing and its condition and is it adequate for the area that they are in and find something if it isn't. Ahh! but that is just a dream? Until the Company has enough people to cover departments during the months that they are scheduled for hearing tests and gives manpower to do the tests. The audio program will fail. We also need to go back to the only way that this program will work and have a month for each department or group of employees. Also having us all try and be recertified on the same day or in 2 days will never work. Go back to us going for tests in Vancouver but don't screw us over and try and get us to do it all on our own time then come in and have to work that night. For those of us that choose not to go to Vancouver have the person come up and recertify on a day that they are working or will go on overtime to get certified. Not do what they have done for the Fit test on respirators and have a senior person show how to do the tests. Then forget the regulation that people doing fit tests need regular recertification. After all who wants to be tested by someone that has never gone to a certification course? I also wonder if the Company has ever wondered why Acklands gave up doing fit tests. Hint (has to do with the liability issue).

Len Hanson

Kitimat Humane Society needs our help, more than you know. The Kitimat Humane Society is finally going to get a new home, however they may not get in there for another year or more. But the real problem is that all the donations and all their funding is going directly to that building and not to the animals at the shelter right now. Maryanne is the sole

employee at the shelter as she has had to lay off all other employees due to the lack of funds. She also has an enormous amount of animals right now. I have never seen so many dogs there, she does not even have enough room there so when you walk in you are surrounded by dogs. She is finding it very hard to find enough food to feed these poor animals and that is where we need to help. These animals are all from here in Kitimat, for some reason people do not take care of pets seriously enough, they feel that when they become an inconvenience that it is okay to just drop these poor innocent puppies and kittens on a gravel road no matter how cold it is outside to fend for themselves. I think we need to find out who these horrible animal owners are and make them realize and pay for their actions. Would you do that to your newborn child????? It is the same thing when you do it to an animal, they are just as helpless against the freezing temperatures, no food and not to mention all the wildlife in our area that would love to have these animals for dinner. I would like to get a list of people together that would like to donate food on a weekly basis, I think if some of us come together and each of us buy maybe 1 bag of cat and 1 bag of dog food that those poor animals will have enough food to keep them from going hungry. If I get enough people together than I will approach Super Valu and Overwaitea to see if they can maybe give us a deal and then we are also supporting a local charity and a local store. We Really need to help them it is so sad to walk in there and see all of these sad eyes looking at you saying please take me home as somebody just dumped me off! And now I have no one to care for me. Maryanne is working her butt off to try to tend to a lot of sick animals that are in extra need of help with medicine and diarrhea and she has to work basically 7 days a week and 24 hours a day, but you know that she does, because she loves these animals like they were her own and because she feels sorry for them that some uncaring person just threw these adorable animals away. Please if you would like to help, contact me:

Gwen Rempel

Home 632-3671

Work 632-4702

Email grempel@citywest.ca

Please forward this request to as many people you can, we need to come together as a community to help these animals.

Thank you very much

Gwen Rempel

Economics 101

In 2006 while GM was going down financially and Toyota was now the largest automaker in the world the CEO of GM make more in wages and bonuses than the top 28 executives in Toyota.

Part of the agreement for the financial intuitions to get the bail out money was to stop the bonuses. So they did, but it was found out they are now paying retention incentives. The financial intuitions said they had to pay the retention incentives other wise the people would leave(the people who caused the problem in the first place) The comment "other wise the people would leave" and where would they go to another company? "Hi I just bankrupted the last company I worked for and destroyed the world economy. Hire me and I can do the same for your company." President Obama was recently on CNN and he seemed to be shaking he was so angry.

President Obama had just found out that the financial intuitions that have received the bail out from the US government had paid out 18 billion in bonuses to the top executives in 2008. Unfortunately as we saw from the Enron scandal all those people went out and got high paying jobs. And 8 years later we saw the same thing happen but on a grander scale. We just saw the world's larges "Ponzi scam" worth 50 billion dollars unfortunately it was not the biggest. The biggest was the sub Prime mortgage scam in the US. Many of the houses did not even have people living in them but they kept selling (flipping) for more and more money. And though my mortgage is at %5 they where getting mortgages for %1 (sub prime) In the great depression of the 30's there was no rule how much a bank could loan out. A bank could have \$10.00 on deposit and loan out millions. So the government of the world saw the problem they would not have the money to cover the defaulted loans.

So they put in rules saying you could only loan out so many times what you had on deposit. Well the banks went to George W. Bush and said if you will drop the rules we can make even more money. So George W. Bush de-regulated the banking industry in the US. So instead of making %1 on 10 billion now they could make %1 on 100 billion with the same 1 billion they have on deposit. OK now with these 2 numbers what would happen if only %1 of the loans defaulted? If you can figure it out as being a dumb thing to do, then why could not the CEO's of the financial intuitions figure it out? Why? Because as in one case the CEO's salary was 250 million a year, as the financial intuition was going into bankruptcy.

Millions lost their savings and here is the good part it is completely legal and the CEO does not go to jail. So why would some one hire this guy to run their company? That is easy, the board of directors also made millions a year and did not go to jail. So the next company (board of directors) is not looking at how much the company will make, they are looking at how much the board of directors will made. The Hells Angels are involved in drugs, prostitution and gambling small potatoes compared to what you have just read.

Peter G. King

www.peterking.com

HATS!

Once upon a time, somewhere, there was a place called The Eurocan Pulp & Paper Company and a fine place it was. The workers were well paid, they had an excellent pension plan and a not too shabby health & welfare plan. Everybody was reasonably happy, there were good natured interdepartmental rivalries along with a lot of department and company pride. Eurocan even sent a soccer team made up of employees to Britain, but that's a whole nother story. One year the Eurocan volunteer Kazoo Band took top honours at the annual July 1st parade. The company also won 1st place in the Kitimat rose bowl contest and any dances or parties put on by the Eurocan Social club were the hottest ticket in town. The First Aiders not only won Regional and Provincial competitions, they also placed quite highly in International contests as well. Each department or area had it's own colour of hardhat, millwrights wore red, electricians wore yellow, pipefitters wore brown and staffers wore white. The hats were almost regarded as a symbol of knowledge within a specific field or endeavour. Like, for instance, if you went to the machine shop and asked some guy who's wearing a dark green hardhat "what's this?" he would be able to say something like "that there is a treble threaded grapple grommet!"

But that was then and this is now. The First Aiders are no longer entered in compitions, the July 1st Eurocan volunteer Kazoo band is kaput and everybody wears a white hardhat. So the next time you see some doofus wandering aimlessly down the breezeway, be nice, it just might be some high falutin, hoity toity mill staffer looking for a treble threaded grapple grommet.

This is the Ol' Dog

Sayin

Keep yer feet dry and

Yer hat shiny!

Boot Camp

When I came to work one day everyone was talking about "Boot Camp". I just assumed it was about, if you were staff and didn't get along with upper management you got the boot! Well I was wrong it was about staff checking the employee's boots to see if the grips on the bottom were proper for the winter weather. I don't know if they were pulling my leg or not ,but they said they were at the gate checking workers coming to work. I'm not surprised at this approach by the Company to find the easy way out to blame accident on others in stead of looking at the root cause. I know people have been slipping and falling on the icy areas both inside and outside the mill. I can see that the Company is worried about their WCB claim rising and costing them more for their premiums. So does this mean that the Company are going to supply new winter footwear or build the change room outside the gate .Well we all know with the market the way it is now that isn't about to happen unless they can get free money from the Government on work projects grants. So what's the plan ? Well every one knows what causes the problem in the parking lot and through out the mill, alot of the equipment use to remove the snow also packs it down to a nice slick icy service. Also water from melting during warm weather then freezing can happen leaving hazards everywhere. We can prevent a lot of these incidents by salting and sanding walk areas and roadways. But since the Company refuses to man up the Yard department and the GE operators, we are left some times with no one or only one operator to do the work. The G.E. operators do the best they can, but they can only operate one piece of equipment at a time, and sanding and salting should be done as snow removal is being done. It's not as if the manning is not needed, the Company keeps coming to Mary and crying that they can't get operators to spend more of their lives in here on overtime. The cost can't be that much of a problem because they are quick to go outside and hire Contractor's Equipment with Operator's, or rent a truck from a Contractor then hire their employee's to run it. Another thing that is happening in raw-materials, tool box meetings are causing problems because if safety issue are brought up they are not dealt with. Lots of incidents have happened in this area so meeting were held to go over the safety issue and find ways to improve things. The Supervisor and Superintendent tells his workers to take the extra time and stop and think before you do

the job and do it safely. Also fill out your equipment reports and any hazard you may see. This is a great idea but the problem rises when the worker asks why doesn't anything get done when they do report the problems. Then the Superintendent gets defensive and heated discussion occurs and the first change he gets he hands out discipline letters for needless reasons. Actions like this does nothing for safety but upsets everyone and even more accident probable occur adding to the problems. Safety issues are ignored by the Supervisor in charge when it snow because rail cars have to be unloaded or they are scared to call people in on over time. This year Christmas was bad because of all the snow, but I seen the rail cars still being unloaded after the track had over a foot of snow above the rail. The system is shut down and the snow cleared when three inches of snow covers the rails. This is a very serious safety issue because we had an employee almost run over by the train when too much snow packed into the brakes. The Company tells us that they are very concerned about safety in the mill but when things are not getting done workers start to believe this is nothing but blowing smoke to cover their asses.

I know we have to continue to pressure the Company to live up to their obligation to provide us with a safe place to work. But remember it is us that have to work here and protect one another so we can go home in the condition we came to work. Remember to keep that record for your self with dates and times and show the Supervisor's maybe that will help them get things done.

As everyone knows this is what I see happening in our mill and it's only the view of a

Country Boy,

so take care and have a safe year.

HOW TO SAVE THE AIRLINES!!!!

Dump the male flight attendants. No one wanted them in the first place.

Replace all the female flight attendants with good-looking strippers! What the hell, they don't even serve food anymore, so what's the loss?

The strippers would at least triple the alcohol sales and get a 'party atmosphere' going in the cabin. And, of course, every businessman in this country would start flying again, hoping to see naked women.

Because of the tips, female flight attendants wouldn't need a salary, thus saving even more money. I suspect tips would be so good that we could charge the women for working the plane and have them kick back 20% of the tips, including lap dances and

'special services.' Muslims would be afraid to get on the planes for fear of seeing naked women. Hijackings would come to a screeching halt, and the airline industry would see record revenues.

This is definitely a win-win situation if we handle it right -- a golden opportunity to turn a liability into an asset. Why didn't Bush think of this? Why do I still have to do everything myself?

Sincerely,

Bill Clinton

ALL FAMILY MEMBERS SHOULD READ THIS ESPECIALLY CHILDREN!

These crooks are getting very good!

A lady has changed her habit of how she lists her names in her cell phone directory after her handbag was stolen.

Her handbag, which contained her cell phone, credit card, purse, etc., was stolen. Twenty minutes later she called her husband, from a pay telephone telling him what had happened.

Her husband said, "I have just received your text message asking about our pin number and I have replied a little while ago."

When they rushed down to the bank, the staff told them all the money was already withdrawn.

The thief had actually used the stolen cell phone to text her husband listed in the directory and got ahold of their pin number. Within twenty minutes he had withdrawn all the money from their bank account.

Moral of the lesson:

Do not disclose the relationship between you and the people on your call list. Avoid using names like Home, Honey, Hubby, Sweetheart, Mom, Dad, etc., And very importantly, when sensitive information is being asked for through text messages, CONFIRM by calling back. Also, when you are being texted by friends or family to meet them somewhere, be sure to call back to confirm that the message came from them. If you do not reach them, be very careful about going places to meet 'family and friends' who text you.

PLEASE PASS THIS ON.

I never thought about THAT!

As of right now, do you have 'home' listed in your cell phone directory?

Will I Live to see 80?

Here's something to think about.

I recently picked a new primary care doctor. After two visits and exhaustive Lab tests, he said I was doing 'fairly well' for my age. (I'm approaching 60.)

A little concerned about that comment, I couldn't resist asking him, 'Do you think I'll live to be 80?' He asked, 'Do you smoke tobacco, or drink beer or wine?' 'Oh no,' I replied. 'I'm not doing drugs, either!' Then he asked, 'Do you eat rib-eye steaks and barbecued ribs?' I said, 'Not much... my former doctor said that all red meat is very unhealthy!' Do you spend a lot of time in the sun, like playing golf, sailing, hiking, or bicycling?' No, I don't,' I said. He asked, 'Do you gamble, drive fast cars, or have a lot of sex?' 'No,' I said. He looked at me and said,... 'Then, why do you even give a shit?'

February 9, 2009

At Arbitration

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

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

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

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

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

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

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

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

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

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

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

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

Case #08-60 Grievance – Eurocan Drug and Alcohol policy – Joint grievance with Local 1127

4th Step

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

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

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

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

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

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

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

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

At Standing Committee

Case #07-21 C.O.C. – March 12th, 2007 – Failure to Notify – Stub Shaft for 421 Repulper.

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

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

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

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

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

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

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

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

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

Grievances at Step 3

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Case #08-50 – Jim Harrison – Nov 25, 2008 – unjust discipline

Case #08-51 – Stores – staff doing hourly work – July 1, 2008

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

Case #08-53 – Jonathan Gardiner – Dec 2, 2008 – shift scheduling violation

Case #08-54 – C-O barge ramp – Sept 29, 2008 – C/O improper notice/non-notification

Case #08-55 – C-O dredging lagoons – Oct 23, 2008 – C/O non-notification

Case #08-56 – C-O 421 repulper stub shaft – Nov 10, 2008 – C/O improper notice/non-notification

Case # 08-57 – C-O chip screen conveyor – Nov 25, 2008 – C/O improper notice/non-notification

Case #08-58 – C-O shims for barge ramp – Nov 7, 2008 – C/O improper notice/non-notification

Case #08-59 – CEP 298 – Shiploader relief – Oct 18, 2008 – change of policy notice

Case #08-61 – C-O – ACP trailer A/C – June 12, 2008 – non-notification.

Case #08-62 – Laura Prinz – Dec 8, 2008 – overtime violation

Case #09-01 – CEP 298 – S/R job posting requirements – Oct 17, 2008 – Job Transfer and Seniority violation.

Case #09-02 – CEP 298 - S/R job posting – Dec 12, 2008 – Job Transfer and Seniority violation.

Grievances at Step 2

Case #09-03 – Al Hummel – Dec 31, 2008 and Jan 1, 2009 – Overtime procedure violation

Case #09-04 – Kurt Nester – Jan 22, 2009 – unjust discipline

Case #09-05 – CEP 298 – GE Operators – progression line violation

Case #09-06 – Regan Kardas – apprenticeship school leave

Completed grievances

Case #08-47 – Bernie Brown – Oct 29, 2008 – unjust discipline – **arbitration Jan 20, 2009 – The arbitrator denied the grievance and required the grievor to attend a Substance Abuse Professional prior to returning to work.**



From the Newsroom

New for 2009

Everyone seems to think 2009 is going to be a tough year. After the greatest economic turmoil since the Great Depression, the new year brings lots of uncertainty — and new opportunity. According to a year-end Angus Reid poll, 49 per cent of Canadians expect a decline in the economy this year. The politicians say B.C. should avoid a recession, even though the country overall is mired in one for at least

the next six months. B.C.'s economy is estimated to grow 0.6 per cent in 2009. Retail sales are expected to grow 0.7 per cent, unemployment is likely to pass six per cent, and housing sales should fall nine per cent, compared to the end of 2008. Premier Gordon Campbell is promising a New Deal building program to keep us working, and a plan to soften any hard economic landing. B.C. voters go to the polls to elect a new provincial government on May 12. This time, there will be 85 MLAs to choose, compared to 79 previously, after legislation last year created six new ridings. Voters also will get another chance to decide in a referendum whether MLAs should be elected by a single-transferrable vote system, after it previously failed. Campbell will be rolling out numerous short-term infrastructure projects around the province, to keep workers off the jobless rolls. It will also be a year of lower taxes and higher fees, federal budget deficits and provincial government cut-backs. And this morning, the 2010 Olympic countdown clock in Vancouver reads 433 days to go. Below are more things you can expect in 2009:

IT'S THE LAW IN '09

- As of yesterday, patients in B.C. can get routine prescription renewals for their medications through a pharmacist, and will no longer require a doctor's appointment.

- Starting Feb. 1, up to 4,000 B.C. drivers with a history of drinking and driving could be forced to blow into a breathalyzer before they can start their vehicles.

Anyone with a drunk-driving conviction, two 90-day prohibitions or three 24-hour roadside suspensions may be forced to install ignition interlock devices, at \$1,560 a pop, for at least one year.

- This spring, the provincial government will begin offering B.C. drivers the chance to get an enhanced driver's licence in time for tougher U.S. border-security. The licence, which contains a radio-frequency chip, is an acceptable entry-document into the U.S.

On June 1, B.C.'ers will need a valid passport or an acceptable alternative, such as an enhanced licence, to cross into the U.S. by land or sea.

- WorkSafe B.C. changed its occupational health and safety rules, effective yesterday. The technical changes include harmonizing WorkSafe rules with beefed-up environmental tobacco restrictions by the B.C. government.

It also strengthens requirements for seatbelts in vehicles transporting workers, and increases safety rules for crane operators.

- As for law-enforcement, Vancouver Chief Constable Jim Chu said he not only wants to reduce crime in 2009, he would also like to tackle homelessness, and hire more officers.

"Property crime and violent crimes are trending downwards, and we want this to continue in 2009," he said.

Chu also wants to tackle gang violence, and plan for the 2010 Olympics, including adding 80 more officers before the Olympics.

DEATH, TAXES AND TAX RELIEF

- As part of its economic rescue plan, the B.C. government has already given B.C.'ers a three-per-cent tax cut, which was originally planned for yesterday, and is retroactive to Jan. 1, 2008.

It's part of a \$144-million tax cut, most of which will be calculated as a benefit in 2008 tax returns.

- Last month, Victoria cut small business income taxes to 2.5 per cent, from 3.5 per cent.

- The province is allowing homeowners to use 2007 assessments for municipal property taxes, instead of 2008. The next assessment review is in 2009.

It is also offering homeowners with 15 per cent equity in their homes, or about \$75,000 on a house valued at \$500,000, to defer property taxes for the next two years.

- This year, Canadians over 18 will be able to put up to \$5,000 in a tax-free savings account (TFSA). Although there's no tax deduction for contributing, all income grows tax-free, and there's no tax on withdrawals.

- The Canadian Taxpayers Federation estimates that Canadian workers and employers earning more than \$42,800 a year will be paying \$188 more in federal payroll taxes this year, based on tax changes that kicked in yesterday.

That's slightly offset by a rise in federal basic and spousal exemptions, which will save taxpayers about \$39 in 2009.

- On July 1, the B.C. carbon tax will rise from 2.41 cents per litre of gasoline to 3.62 cents.

HIGHER AND LOWER FEES

- Last October, B.C. Hydro brought in a two-tiered rate system, which charges those using more than 1,350 kilowatt hours over a two-month billing period, but can be offset through energy conservation. On April 1, the second-tier rate jumps from 7.21 cents to 8.27 cents per kwh, adding about \$10 a month extra to the average bill, over the former flat rate of 6.55 cents per kwh.

- Effective Jan. 1, Terasen Gas rates declined slightly, by about one per cent, which knocks home heating costs down \$5 to \$8 a year. Terasen already cut charges by 20 per cent in September.

- This month, the Insurance Corporation of B.C. is introducing a \$350 driver risk premium for three years, if a driver gets three speeding or violation tickets. Earlier this year, ICBC sent out warning letters to 120,000 high-risk drivers, they face the stiffer penalty.

- For the rest of the month, B.C. Ferries fares are still 33 per cent off between the Lower Mainland, the Gulf Islands and Vancouver Island.

- Yesterday, Metro Vancouver hiked its tipping fees for garbage and green waste by \$3 a tonne, bringing the garbage-disposal rate to \$71 per tonne. The rate for green waste, such as lawn clippings and branches, will be \$56 per tonne.

PUBLIC PROJECTS

They'll be running out of blue ribbons this year to open all the building marvels that will adorn the province. The \$3-billion Gateway roads and

infrastructure program will begin to bear fruit with several new bridges. And Olympics-related work will also be winding up. Surrey Mayor Dianne Watts said she'll be looking for senior government dollars for new transportation projects in 2009. "The No. 1 priority is transportation and making sure that infrastructure gets built," said Watts. Here are some projects in the works:

- The 19-kilometre Canada Line, connecting downtown Vancouver with Vancouver International Airport and Richmond city centre, will open in November, with service test-runs starting in September.

- The Sea-to-Sky Highway expansion project is set to be completed this year, including 80 kilometres of new passing lanes between Horseshoe Bay and Whistler.

- And while it may have run \$400 million over budget, March finally sees the completion of the addition to the Vancouver Convention and Exhibition Centre.

- In the heart of the Downtown Eastside, the Woodward's housing and retail project will ready for occupancy by December, 16 years after the landmark department store closed its doors. The project contains 500 condos, 200 social-housing units, an SFU school and retail and non-profit space.

- Details of the new retractable roof over B.C. Place will be unveiled in February, replacing the worn-out pressurized cover. Work won't start until after the Olympics.

- Work on the Evergreen Line rapid-transit expansion into Port Moody and Coquitlam is anticipated to begin this year. A meeting between federal and provincial transport ministers last month has brought the \$1.4-billion project to the brink of being fully funded by Ottawa and B.C. It will be completed by 2014.

- The Golden Ears Bridge, the biggest Greater Vancouver road improvement in more than 20 years, will open this summer, linking Langley and Surrey with Maple Ridge and Pitt Meadows.

- The new seven-lane Pitt River Bridge will open in late 2009, at a cost of \$198 million.

- And the controversial Port Mann Bridge twinning and Highway 1 expansion project, budgeted at \$1.5 billion, is already under way, and should be completed in 2013.

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A farmer had five female pigs. Times were hard, so he decided To take them to the county fair and sell them. At the fair, he met another farmer who owned five male pigs. After talking a bit, they decided to mate the pigs and split everything 50/50. The farmers lived sixty miles apart. So they agreed to drive thirty miles each, and find a field in which to let the pigs mate. The first morning, the farmer with the female pigs got up at 5 A.M, loaded the pigs into the family station wagon, which was the only vehicle he had, and drove the thirty miles. While the pigs were mating, he asked the other farmer, 'How will I know if they are pregnant?' The other farmer replied, 'If they're lying in the grass in the morning, they're pregnant. If they're in the mud, They're not.' The next morning the pigs were rolling in the mud. So he hosed them off, loaded them into the family station wagon again and proceeded to try again. This continued each morning for more than a week. The next morning he was too tired to get out of bed. He called to his wife, "Honey please look outside and tell me whether the pigs are in the mud or in the grass. 'Neither,' yelled his wife, 'they're in the station wagon, honking the horn.

Indoor air quality alert

WHSC/CALM

A new hazard bulletin published by the Workers Health & Safety Centre describes how poor indoor air quality can damage workers' health.

Indoor air quality has been an occupational health issue ever since the construction of sealed buildings became common. In these buildings, ventilation systems move the air around. The amount of fresh air entering the building is restricted and doesn't circulate. Contaminants build up and workers and visitors are exposed to them.

Common indoor air contaminants include mould and bacteria, carbon monoxide, ozone, volatile organic compounds and various off-gas emissions from carpet, paint and furniture. Temperature, humidity

and overall stuffiness are other issues affecting indoor air quality.

The acute and chronic health effects related to poor indoor air quality have been well documented. Symptoms range from headaches and dry skin to nausea and dizziness. Chronic health issues can be caused or exacerbated by poor indoor air quality. These include asthma, respiratory infections, allergies and chemical sensitivity.

Indoor Air Quality: Every Breath You Take outlines factors that may contribute to indoor air quality health issues including the number of building occupants, the design and functioning of air-duct systems, water damage, excessive humidity, carpeting, furniture, office printers and photocopiers. Strategies to identify potential sources of contaminants and improve indoor air quality are outlined, including worker surveys and the involvement of joint health and safety committees and worker representatives.

• www.whsc.on.ca

Down Mexico way

Labor Notes/CALM

While auto executives in the U.S. were asking their congress for help shoring up the U.S. auto industry, the Big Three continued sending resources south of the border. As U.S. auto plants were slowing to a stop, GM's production in Mexico was up 28 per cent. Auto production in Mexico rose five per cent in 2008. GM, Ford and Chrysler poured in billions to set up shop in that country where the average wage in Mexico is \$3 an hour. The Big Three will get their shares of the \$7 billion bailout money conditional on them ending the southern flow of money.

'Slap in the face' angers ferry survivors

B.C. Ferries offers settlements starting at \$1,000 in 2006 sinking

By Joanne Hatherly, Times Colonist February 12, 2009 4:03 AM

Survivors of the fatal Queen of the North ferry sinking are calling a settlement offered by B.C. Ferries a "slap in the face."

James Hanson of Surrey's Hanson Wirsig Matheos law firm, which represents half of the 99 survivors, said most of the settlements offered by the corporation to 34 of his clients are \$1,000 or under. Several have been offered \$2,500, one was offered \$12,500 and another \$15,000.

Hanson said he plans to press ahead with the court case, so a judge can determine a reasonable level of compensation for passengers.

"We do not believe the ferry corporation understands the nature of the harm that was suffered by these people."

Barney Dudoward, 65, was one of the last to disembark from the Queen of the North when it struck Gil Island and sunk on March 22, 2006. Two passengers were presumed drowned.

Dudoward, a commercial fisherman, said he fears going out on the water as a result of the sinking, and suffers troubles with concentration, memory-loss and irritability.

"This is like hitting someone when they're down," said Dudoward, who was offered \$2,500. "I'm insulted. This is a slap in the face."

Alexander and Maria Kotai, who reportedly lost \$91,000 worth of household possessions that were on board as they moved from Kitimat to Nanaimo, were offered \$5,000 by B.C. Ferries. Hanson said they were compensated for their goods in part through insurance, but are still \$30,000 short and continue to be affected by the trauma of the sinking.

Maria Kotai echoed Dudoward, calling the offer a "slap in the face."

"There's no words to express the humiliations we've been put through," Kotai said.

"It puts no worth in our lives or acknowledgment of what we've gone through. I'm angry and frustrated at the inhumane way we've been treated."

Offers for Hanson's 16 other clients are still forthcoming. Hanson expects an April court date for the case, which has already been certified as a class action suit. He would not disclose the amounts his clients will seek. "I think the talking is over until a judge makes some determination of reasonable compensation, and perhaps from there negotiations can continue on a more meaningful basis."

Deborah Marshall, spokeswoman for B.C. Ferries, said the corporation has no comment while the matter is before the courts.

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Banner year for CEOs

CUPE/CALM

Canada is looking forward to a rocky economic ride for 2009, but the nation's best-paid 100 CEOs are basking in the glow of the banner year in 2007.

CEOs got a record 22 per cent average pay hike in

2007. Canada's best paid 100 CEOs tallied one billion in average total earnings—a historical first, according to a report on CEO pay by the Canadian Centre for Policy Alternatives (CCPA).

"At that rate of pay, Canada's richest CEOs pocketed the average Canadian wage of \$40,237 by 9:04 a.m. January 2—before most Canadians have booted up their computer for another year of work," says CCPA research associate Hugh Mackenzie.

Among the report's findings: the 100 highest paid CEOs of Canadian publicly traded corporations each received on average \$10,408,054 in total compensation in 2007. Many of the top 100 include CEOs of Canada's big banks, which recently received billions in federal government bailout money to purchase mortgage loans, and energy CEOs whose companies, until recently, were surfing the big wave of crude oil price increases.

The average CEO pay for the top 100 was up 22 per cent from its \$8.5 million average in 2006. In contrast, average Canadian earnings rose by only 3.2 per cent.

Compact fluorescent lights alert

WHSC/CALM

Some compact fluorescent lights (CFLs) can emit ultraviolet radiation above the current recognized guideline levels, according to research carried out by Britain's Health Protection Agency (HPA).

The HPA is recommending people should not be within one foot of an open bulb (where the tube is visible) for more than one hour per day. In cases where exposure is for longer durations, an encapsulated bulb should be used.

"This is precautionary advice and people should not be thinking of removing these energy saving light bulbs from their homes," says Justin McCracken, chief executive of HPA. "We are advising people to avoid using the open light bulbs for prolonged close work until the problem is sorted out and to use encapsulated bulbs instead."

This issue was explored by Global TV's investigative news program "16x9—The Bigger Picture," which aired January, 4, 2009. Reporters interviewed a number of people who claim to suffer from CFL-related health issues including skin rashes and migraines.

They also sought input from Health Canada and other experts in the field. An email from Health Canada explained "CFLs are not provided with a prismatic diffuser that filters ultraviolet radiation out.

Therefore, there may be skin sensitivity issues,

especially in people with certain skin diseases.” Though much of the discussion to date has been on CFL bulbs and public health, occupational exposure must also be considered. Many use task lighting that may fall within the one-foot range of concern identified by the HPA. These potentially harmful exposures may significantly exceed the one-hour limit also recommended by the HPA.

Destroying What the UAW Built

» Top 35 Opinion Articles

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By Harold Meyerson

Wednesday, December 17, 2008; Page A17

In 1949, a pamphlet was published that argued that the American auto industry should pursue a different direction. Titled "A Small Car Named Desire," the pamphlet suggested that Detroit not put all its bets on bigness, that a substantial share of American consumers would welcome smaller cars that cost less and burned fuel more efficiently.

The pamphlet's author was the research department of the United Auto Workers.

By the standards of the postwar UAW, there was nothing exceptional about "A Small Car Named Desire." In its glory days, under the leadership of Walter Reuther, the UAW was the most farsighted institution -- not just the most farsighted union -- in America. "We are the architects of America's future," Reuther told the delegates at the union's 1947 convention, where his supporters won control of what was already the nation's leading union.

Even before he became UAW president, Reuther and a team of brilliant lieutenants would drive the Big Three's top executives crazy by producing a steady stream of proposals for management. In the immediate aftermath of Pearl Harbor, Reuther, then head of the union's General Motors division, came up with a detailed plan for converting auto plants to defense factories more quickly than the industry's leaders did. At the end of the war, he led a strike at GM with a set of demands that included putting union and public representatives on GM's board.

That proved to be a bridge too far. Instead, by the early 1950s, the UAW had secured a number of contractual innovations -- annual cost-of-living adjustments, for instance -- that set a pattern for the rest of American industry and created the broadly shared prosperity enjoyed by the nation in the 30 years after World War II.

The architects did not stop there. During the Reuther years, the UAW also used its resources to incubate every up-and-coming liberal movement in America. It was the UAW that funded the great 1963 March on Washington and provided the first serious financial backing for César Chávez's fledgling farm workers union. The union took a lively interest in the birth of a student movement in the early '60s, providing its conference center in Port Huron, Mich., to a group called Students for a Democratic Society when the group wanted to draft and debate its manifesto. Later that decade, the union provided resources to help the National Organization for Women get off the ground and helped fund the first Earth Day. And for decades after Reuther's death in a 1970 plane crash, the UAW was among the foremost advocates of national health care -- a policy that, had it been enacted, would have saved the Big Three tens of billions of dollars in health insurance expenses, but which the Big Three themselves were until recently too ideologically hidebound to support. Narrow? Parochial? The UAW not only built the American middle class but helped engender every movement at the center of American liberalism today -- which is one reason that conservatives have always held the union in particular disdain. Over the past several weeks, it has become clear that the Republican right hates the UAW so much that it would prefer to plunge the nation into a depression rather than craft a bridge loan that doesn't single out the auto industry's unionized workers for punishment. (As manufacturing consultant Michael Wessel pointed out, no Republican demanded that Big Three executives have their pay permanently reduced to the relatively spartan levels of Japanese auto executives' pay.) Today, setting the terms of that loan has become the final task of the Bush presidency, which puts the autoworkers in the unenviable position of depending, if not on the kindness of strangers, then on the impartiality of the most partisan president of modern times. Republicans complain that labor costs at the Big Three are out of line with those at the non-union transplant factories in the South, factories that Southern governors have subsidized with billions of taxpayer dollars. But the UAW has already agreed to concessions bringing its members' wages to near-Southern levels, and labor costs already comprise less than 10 percent of the cost of a new car. (On Wall Street, employee compensation at the seven largest financial firms in 2007 constituted 60 percent of the firms' expenses, yet reducing overall employee compensation wasn't an issue in the financial

bailout.) In a narrow sense, what the Republicans are proposing would gut the benefits of roughly a million retirees. In a broad sense, they want to destroy the institution that did more than any other to raise American living standards, and they want to do it by using the power of government to lower American living standards -- in the middle of the most severe recession since the 1930s. The autoworkers deserve better, and so does the nation they did so much to build.

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West Fraser, Fraser join the pulp mill cut parade

VANCOUVER, British Columbia, Feb 13 (Reuters) - West Fraser Timber Co and Fraser Papers Inc joined the list on Friday of Canadian forestry companies idling pulp mills because of the weak market. Fraser said its 250,000 tonne per year kraft mill in Thurso, Quebec, will be idled March 2, for up to eight weeks, and perhaps longer, with customers served by selling from the company's existing pulp inventory. West Fraser said its Quesnel River Pulp and Slave Lake Pulp mills will cut planned production by 50,000 tonnes between now and the end of May. The cut is in addition to the 25 percent output reduction already announced for the mills. Ontario's Marathon Pulp also announced this week that its mill would be idled indefinitely at the end of February and it was seeking protection from creditors. (Reporting Allan Dowd, Editing by Peter Galloway)

Two hunters went moose hunting every winter without success. Finally, they came up with a foolproof plan. They got a very authentic female moose costume and learned the mating call of a female moose. The plan was to hide in the costume, lure the bull, then come out of the costume and shoot the bull. They set themselves up on the edge of a clearing, donned their costume and began to give the moose love call. Before long, their call was answered as a bull came crashing out of the forest and into the clearing. When the bull was close enough, the guy in front said, "Okay, let's get out and get him." After a moment that seemed like an eternity, the guy in the back shouted, "The zipper is stuck! What are we going to do?" The guy in the front says, "Well, I'm going to start nibbling grass, but you'd better brace yourself."

A WOMAN'S POEM

He didn't like the casserole
And he didn't like my cake.
He said my biscuits were too hard...
Not like his mother used to make.
I didn't perk the coffee right
He didn't like the stew,
I didn't mend his socks
The way his mother used to do.
I pondered for an answer
I was looking for a clue.
Then I turned around and smacked the shit out of him...
Like his mother used to do.

A 110-year-old man is having his annual checkup. The doctor asks him how he's feeling. "I've never felt better," he replies. I've got an eighteen-year-old bride who's pregnant with my child. What do you think about that?" The doctor thinks for a moment and says, "Let me tell you a story. I know a guy who's an avid hunter. He never misses a season but one day he's in a bit of a hurry and accidentally grabs his umbrella instead of his gun. So, he's walking in the woods near a creek and suddenly spots a beaver in some brush in front of him. He raises his umbrella, points it at the beaver, squeezes the handle, and BAM! the beaver drops dead in front of him." That's impossible," said the old man in disbelief, "someone else must have shot that beaver!" "Exactly", said the doctor.

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Across

- 1 Unnaturally high voice
- 9 Up-river swimmer
- 15 Property receivers
- 16 Split asunder
- 17 Anticlimax
- 18 Sounded porcine
- 19 Portion
- 20 Brother, for Brutus
- 21 Desperate measure
- 23 Veteran sailor
- 27 Limerick's location
- 28 Green
- 29 Slaughter
- 34 "In ___ veritas"
- 35 Mar follower
- 36 Way in
- 37 Captivating
- 40 Metamorphic rock
- 42 Court dividers
- 43 Milk curdler
- 44 Jalopy
- 48 Tumult
- 49 Became a contestant
- 54 Consecrate
- 55 With savvy
- 56 Foray
- 57 Art show held every two years

- 58 Aim
- 59 Won over

Down

- 1 Aficionados
- 2 Balm ingredient
- 3 Atlantic fish
- 4 Appear
- 5 Wrap
- 6 In the "difficult years"
- 7 Camp sights
- 8 East of Berlin
- 9 Tally keepers
- 10 Smith and Jones, perhaps
- 11 Slowly, on a score
- 12 Creator
- 13 Manifest
- 14 Homer Simpson's neighbor
- 20 Mendicant monk
- 22 Violent storm
- 23 Fiji's capital
- 24 Writer Bagnold
- 25 Ponte Vecchio river
- 26 Christian of fashion
- 30 South Yemen port
- 31 Nickel or copper?
- 32 Floral gift
- 33 At one time, at one time
- 35 Modify
- 38 Composer Dvorak
- 39 Delayed
- 40 Given
- 41 Sea god
- 44 Talk and talk
- 45 Nautical direction
- 46 Hackneyed
- 47 Varnish ingredient
- 50 Sicilian hot spot
- 51 Tail end
- 52 Fashion magazine
- 53 Changed hue
- 54 "Take Me ___ Am"
- 55 Log cabin President

Answers to brain teasers

- 1)An Arrow 2) 4 Mane, Mean, Amen, Name 3) 20
- 4)Short 5)The umpire and the catcher.

I don't know about you but I would choose the alligator, go back and read the question again..