



LOCAL 298 NEWSLETTER

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

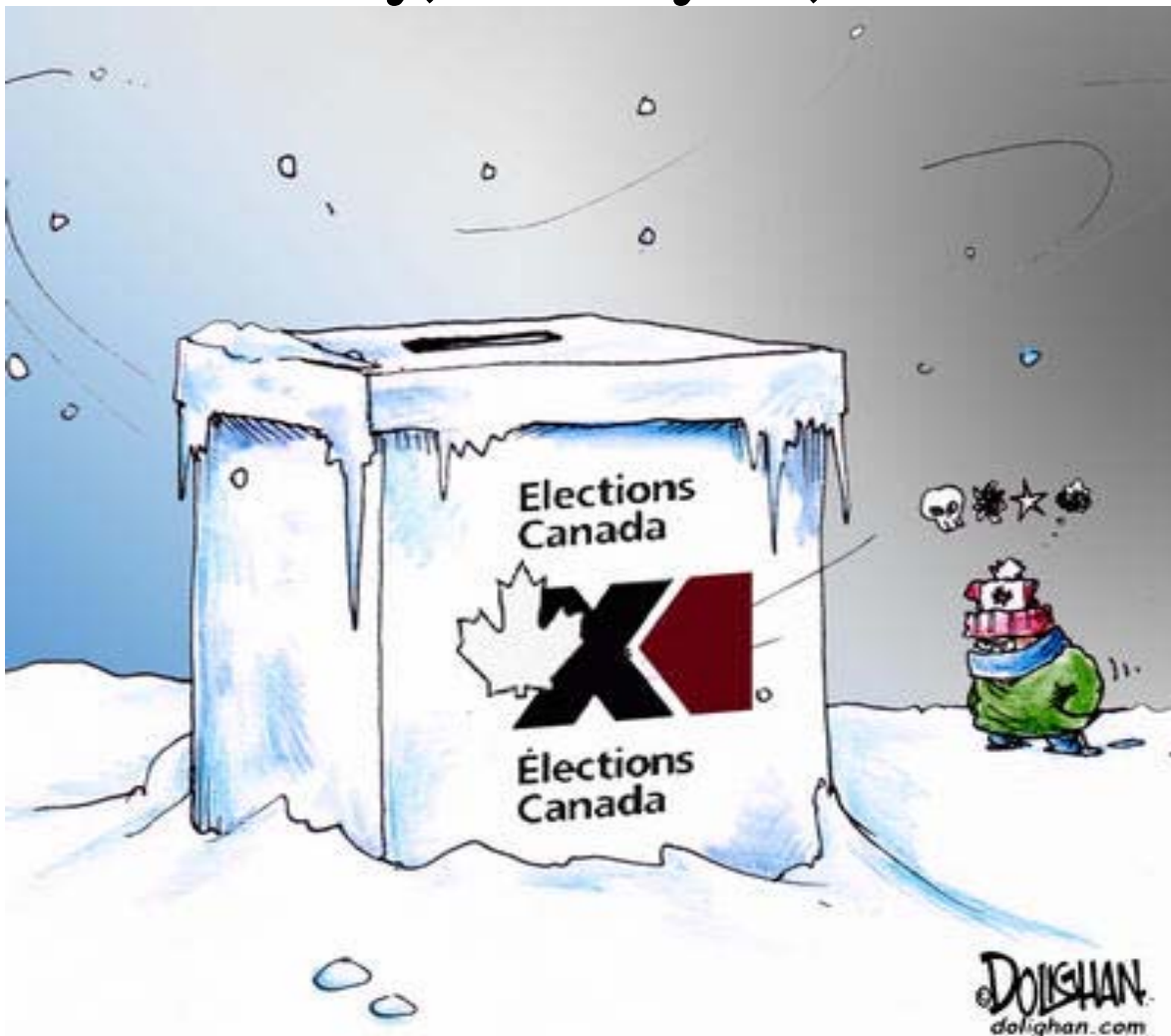
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cep298@monarch.net

www.cep298.com

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



Executive Officers For 2006

| | | <u>Tel #</u> | <u>Work Local</u> | <u>Job Title</u> |
|--------------------------------------|-------------------|--------------|-------------------|----------------------|
| President | Don Klie | 632-1352 | 2367 | Pipefitter |
| 1st Vice President | May Murphy | 632-5201 | 3451 or 2568 | First Aid/Stores |
| 2nd Vice President | Paul Wilson | 632-5622 | | Millwright |
| Financial Secretary | Jonathon Gardiner | 638-0088 | 3513 | Steam Plant |
| Recording Secretary | Dave Burrows | 632-5045 | 3510 | Pulpmill |
| Inside Guard | Dino Stamatakis | 632-7199 | | Shiploader |
| Outside Guard | Bill McEwan | 632-3183 | | Lagger |
| Trustees | Dave Andrews 3yr | 632-2932 | | Instrument Mechanic |
| Trustees | Derek Smith 2yr | 639-3022 | | Millwright |
| Trustees | Gary Drake 1yr | 632-2905 | | Lubrication Mechanic |
| Chief Shop Steward | Steve Dudra | 632-3850 | | Lubrication Mechanic |

Committees

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

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

Job Evaluation:Kevin Read, Ralph Johnston,
 Arnie Carrita

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

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

Pensions:Gary Drake, Don Klie, Gary
 Ewanski

Sunshine Committee: Dorothy Birkett

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

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

Apprenticeship:John Burget, Paul Wilson, Rick
 Wittmann

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

Chief Shop Steward

Steve Dudra

Yard & Stores

Mary Murphy

Janitorial

Raw Materials

Mike Holland

Arnie Carrita

Steam Plant

Andy Sanwald

and

Richard Crockart

Pulp Mill

Lucky Bhullar

Dave Burrows

Kevin Read

Jim Harrison

Cary Manahan

Arnie Lepisto

Shiploaders

Dino Stamatakis

Warehouse\Dock

Jason Smith

Maint. Pipefitter

Al Hummel

Dan Belleville

Kristen Eck

Electrical

Rick Wittmann

Wayne Villemere

Elvis Resendes

Inst. Mech.

Pablito Mendoza

Dave Andrews

Millwrights/Oilers

Steve Dudra

Millwrights

Derek Smith

Paul Wilson

Is there a mistake in this list of shop stewards or committees? If so, please let the office secretary know and we will correct it.

Newsletter Editor: Don Klie donklie@telus.net

WARNING!!!

THIS NEWSLETTER IS RATED:

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FOR UNION!

This newsletter is solely for the entertainment and information of the members of CEP Local 298. The Newsletter is available on the internet at the Local 298 web page or by sending your email address and making a request to the editor.

Union Office Hours:

9:00 am to 5:00 PM
Monday to Thursday
Closed Friday, Saturday
and Sunday
Phone 250-632-3231
Fax 250-632-2636
Email: cep298@monarch.net

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Editor: Don Klie

UNION NEWSLETTERS DON'T WRITE
THEMSELVES!



**Deadline for submissions
For February 2006 Newsletter
January 27, 2006**



President's Report

Get Out The Vote

By Don Klie

Happy New Year. I hope everyone had a good Christmas holiday. Personally, I took the 3 weeks around the Christmas and New Year's stat holidays off and very much enjoyed celebrating the holidays with my family. While I didn't miss shoveling snow, it certainly seemed strange that Kitimat didn't have any (or hardly any) snow on the ground. I'm sure the skiing enthusiasts have been greatly disappointed by this winter's weather conditions. On a brighter note, Canada's Junior Hockey team won gold in the World Championships that took place in Vancouver, Kamloops and Kelowna.

The news on the federal political scene is heating up again after the lull for the holidays. The election will be on Monday, January 23, 2006. The CEP is officially supporting the NDP. In our area, the incumbent, Nathan Cullen, is running again. I believe he has done a good job representing our riding even though he has only had a short time to do so.

In the riding of Skeena, the two main political parties are the NDP and the Conservatives. Of those two parties I believe it is the NDP who will best represent our goals and interests.

In Kitimat, I have yet to see a Liberal Party sign, and I had to resort to the internet to find out any information about the candidate running here.

Many of the political pundits have predicted that we will have another minority government in Ottawa after this election. If that is the case, the NDP could very well hold the balance of power, which would give them a great opportunity to influence the direction the next parliament takes.

One of the very important issues in this election should be a national forest industry strategy. A recent information bulletin put out by the CEP indicates that in the forest industry sector there have been 7,683 permanent layoffs of CEP members over the last two years.

In Canada, the forest industry directly employs 285,000 workers, and indirectly supports another 600,000. It is Canada's most important resource industry, but it is bleeding jobs. We need government and community leaders to pay attention now, and to take action on a national forest strategy.

Change will need to take place in our industry if it is to survive, and I would prefer to have someone at the decision making table that shares our interests when those changes are being planned and made. I believe it is the NDP that will do that. There might not be enough support across Canada to elect a NDP government, but in our riding it is possible to elect Nathan Cullen. So, if your first choice isn't the NDP, and hopefully it isn't the Conservatives, then



do the smart thing and use your vote to make sure the Conservatives don't win in Skeena.

(The following is an excerpt from the CEP's national forest strategy position paper. Editor.)

A better way for Canada's forest industries

Key elements towards a national forest strategy

Economic and environmental sustainability

Across the country, the forest industry is operating at the limits of sustainability and in some cases these limits have been exceeded. In Quebec, there is a sharp reduction in harvests. In BC, accelerated harvesting due to the pine beetle crisis will result in future wood shortages. In Ontario, there is a need for a comprehensive inventory of fibre supply to sawmills, pulp and paper mills and other wood processing industries. In New Brunswick and Newfoundland there are wood shortages for manufacturing facilities.

A national forest strategy must support renewed and up-to-date forest inventories.

A national forest strategy must renew our commitment to reforestation and silvicultural programs. Canada's forests need major investments now.

Investment for the future

Forest companies in Canada have neglected our manufacturing base. According to the Pricewaterhouse Coopers annual review of the Canadian forest industry, capital investment has failed to match depreciation for six consecutive years. By this standard measure, \$6 billion of investments is needed to maintain the industry at its current level.

A national forest strategy must renew investment in our manufacturing base.

Move up the value chain

With less wood available in many regions of the country and increasing competition from Scandinavia, Russia and Latin America in lumber, pulp and newsprint, Canada's future depends on moving up the value chain. But surprisingly little progress has been made converting our forest industries to higher value added products.

A national forest strategy must use tax policies and research and development policies to increase value added solid wood products and to accelerate the transition of the pulp and paper sector towards higher grades of super-calendered, light weight coated, and other high value added products.

Use our energy advantage

Canada's forest sector was built using this country's natural advantage in energy resources. But today, energy costs are a job killer in some regions. In Ontario, for example, electricity costs have risen to one third of production costs for paper mills. That is the result of so called market based energy deregulation – a disaster for Ontario's forest industry.

A national forest strategy must ensure that Canadian industry once again enjoys the advantage of affordable, public power.

Get trade policy right

Our forest sector relies on exports and fair, world trade policies. But instead of fair trade, Canadian workers have been punished by a four year softwood lumber dispute with the US. The settlement that is now proposed would Americanize Canadian forest policy – resulting in more job losses over time. Our exports will be hurt even more if world wide free trade in wood products results in the devastation of rain forests and the growth of illegal logging.

A national forest strategy needs to get trade policy right. Canada needs fair and balanced international trade rules, not a race-to-the-bottom. Lets start with a fair, managed trade agreement with the U.S. that respects Canadian sovereignty on forest policies.

High skilled and productive workers

While Canada is losing thousands of forest sector jobs, ironically we also face a growing skills shortage. A large percentage of skilled tradespersons and operators in forest based industries are planning retirement, but most major forest employers have a minimal apprenticeship and training program.

A national forest strategy will include a worker training strategy.

National, provincial and local forest strategies

For hundreds of forest communities, for our forest industry provinces and for Canada as a whole – there is simply no alternative to forest industry jobs. This industry can and must be environmentally sustainable. Our working forests can be Canada's unique contribution to global environmental protection.

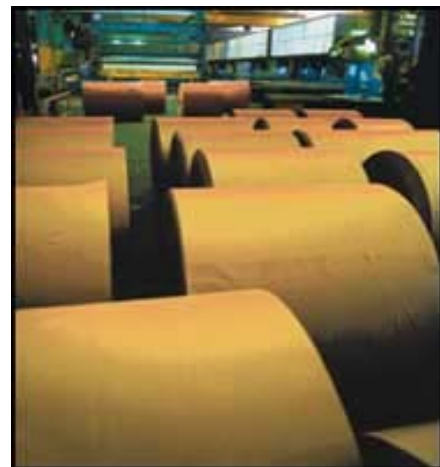
But Canada's forest sector can not succeed without stewardship and vision that takes into account the eco-systems of the resource and the long term viability of forest communities.

All of the stakeholders, and especially the tens of thousands of organized forest industry workers, must be engaged in making the decisions that will allow this industry to prosper.

A national forest strategy for Canada should establish a national forest industry sector council.

A national forest strategy should fund forest industry renewal in each province, including workers training and adjustment programs.

A national forest strategy must ensure that local communities, First Nations, environmental organizations and small business all have a strong voice in forest planning.



FORESTRY WORKERS – THE FOUNDATION OF CANADA'S HEARTLAND

Some 300,000 Canadians earn their living from our greatest renewable resource – the forests. And three times that many, according to economic studies, rely on the income those jobs produce to maintain their standard of living.

Mill workers spend their money locally -- they buy their cars in their hometown; they own houses in the towns where they work; they shop at the corner grocery store and gas station; they send their kids to the local doctor; and their taxes pay for schools, hospitals and municipal infrastructure.

In fact, it is no exaggeration to say that dozens and dozens of communities pin dotted across the country outside of major urban areas (some estimates put the number at over 300) depend on maintenance of a vibrant, secure employment base in our forestry sector for their own survival.

Forestry based jobs are good jobs.

They pay good wages – an average of some \$24 per hour depending on the job and the kind of work performed.



In addition, these workers enjoy first rate pensions -- in fact, they lead the country in negotiating full retirement benefits at 57 years of age – health and other benefits. In other words, their spending power extends well beyond their pay cheques.

And they enjoy some of the best benefit and working conditions in the country including vacations; drug and dental plans; and many other items. All of these are important because it increases the spending power of the typical forestry worker and therefore the economic benefit to the community as a whole.

And more to the point -- forestry workers form the backbone of communities from Grand Falls in Newfoundland to Prince George, British Columbia and all points in between.

Forestry workers who make paper during the day, coach the local soccer team in the evening or serve on the town council or lead the church choir or head the Labour Council and chair the United Way campaign.

In short, forestry jobs are worth saving and forestry workers are worth supporting.

JOBS WORTH FIGHTING FOR

To all CEP Local Unions in the Forest Sector:

Before we go to the ballot box, CEP wants some answers.

Just where do Canada's political leaders stand on the crisis in Canada's forest industry?

That's what we'll be asking them on January 16 - a national day of action for forestry workers.

The CEP message is a clear and simple one:

- We want an end to the plant closures and a national summit to develop a co-ordinated renewal effort by industry, unions and governments.
- Before election day, we want to know where political candidates stand on the future of Canada's most important natural resource.

In Ottawa, we will be holding a rally with forestry workers, including those who work at the Domtar mills in Ottawa and Cornwall — the latest casualties of the forestry crisis.

Forestry locals across the country will also be holding various events on January 16th to draw attention to the issue, such as information pickets at their local MPs offices to find out where candidates stand on the mill cutbacks and closures.

All CEP members can play an important role in making this an election issue by raising it with local candidates whenever possible — during door-to-door canvassing or at all candidates meetings, for example. Sample questions for candidates are enclosed.

Do your part to help deliver an important message to political candidates and to the electorate:

Forestry jobs are jobs worth fighting for. For workers and their families, for communities, for Canada.

**In solidarity,
Brian Payne**

First Vice President & JOHS Report

Hold 'em accountable

By Mary Murphy

Happy New Year to you all.

First, let me thank you for your support and I appreciate your confidence. I look forward to having a great year, although I know that there will be difficulties along the way.

As I often focus on the negatives or what is not being accomplished, I want to inform you of the accomplishments Central Safety has made over the years. Monthly reports were distributed to inform the members what was happening within the committee, and I was relieved when Dan took on this project, not only because I was feeling the pressure over constant confrontation, but because it gave me a little breathing room. At that time Central Safety meetings were a monthly battle. I had several meetings with WCB to make sure we were following the mandated responsibility, which we were not. There was a lot of education for the committee, especially when we had WCB come to our meetings to reinforce what our responsibilities were.

Some issues were resolved, from reviewing the incident investigation reports to making sure that the recommendations were addressing the root cause, to tracking the progress and communicating pertinent information mill wide. We still focus on Safety Captain involvement, especially in the investigation process.

Trying to ensure that proper site inspections were completed and all policies/procedures in the health and safety manual, which jointly the committee composed, are being followed. Reviewing and updating yearly job safety breakdowns (safe operating procedures) and monthly crew safety meetings. We utilized more fully the Departmental DAPC as part of the safety program. We went from not-too-good incident investigation training, tracked through incident investigations review, which were not improving, to professionally provided training, supplied to our safety captains and supervisors. And, although we are continually looking for incident investigation improvements, the investigation process and reports have improved tremendously. Everyone on the committee knows of the improvements, even though we strive for perfection. And, you know that "0" injuries expectations for safety is what we all need to strive for, even if some feel this is unrealistic.

The committee started involvement in the investigation process from the beginning of the incident investigation, making sure that the safety captain was involved. Your elected members also keep in contact with WCB, and as you know, are persistent with addressing your problem. Usually



this puts pressure on the company to get the equipment and items fixed. We also spent too much time on arguing over the size of the committee, as the Company wanted to downsize, to 2 reps from local 298, and 2 reps from 1127, stating that the agenda was too involved to complete in the three hours. (Unless the committee was willing to stop reviewing the incident investigations root causes and recommendations monthly). So, not only did we end up keeping the size of the committee, we added to the size of the committee. And, we focused on reducing the number of investigations by fixing the problems... so the same incidents were not happening over and over again. We went from reviewing up to twenty + incident reports monthly to very few. We are now able to focus on departments, which start to have safety problems, before there is an obvious problem.

The committee noted the improvements around safety, especially within the traffic department, although we still rant on them monthly. There is always room for improvement and changes in behavior throughout all the departments. The Steam Plant, the Pulpmill and the Papermill showed great improvements painfully accomplished in small steps. We still battle the problem with the safety management turnover, which always seemed to place us back in to square one. These are the most challenging times, trying to keep what we have accomplished without bringing in our personal goals and agendas. This is when all the "I am" comes out in people. I am the best, I am the best educated, I am the only one capable of doing this....I need to help you because you can't do it....(BUT Mostly full of hot stuff). We also are successful in addressing direct issues to do with safety, continually brining the issues to the meetings. However, some in management demand investigations to try and find a

deficiency in a person, looking for discipline, fulfilling their own personal agenda. We still focus on not allowing the incident to happen again. Hopefully this year we will be more proactive instead of reactive.

Dan and I, along with the committee were totally supportive of the SAFOR program, which was a commitment made by the committee. We made that commitment until such time as we believed the program would not work, and any issues in the program which were a concern, we voiced our displeasure. Unfortunately, we quickly realized that it was a stand along program, and buy-in was difficult. The Company needed to get our programs working first and they were not addressing them. The Company then went to the DuPont program without involvement from the health and safety committee or Union. Even then we creatively sent the message to management on what failures existed in the DuPont System which needed to be addressed. So mostly we try to hold the company accountable as they do to us. This area was very successful, the greatest improvement, with all the help from everyone on the committee, was sending a clear message of the obligations on safety to management. Unfortunately my assertiveness sometimes enables the statement that I have a personal agenda, and I do...but it's the same a Dan's and anyone else on the committee; to ensure that managements is held accountable for our health and safety. So, when you hear I have a personal agenda, well, I do.....We have had enough serious incidents, and fatalities in this mill, we don't need any more.

**Have a great one.
Mary**

Dramatic changes in guidelines simplify CPR

Heart and Stroke Foundation of Canada/CALM

New emergency care guidelines include dramatic changes to CPR with an emphasis on chest compressions, according to the Heart and Stroke Foundation of Canada.

The most significant change to CPR is to the ratio of chest compressions to rescue breaths - from 15 compressions for every two rescue breaths in the 2000 guidelines to 30 compressions for every two rescue breaths in the 2005 guidelines.

The change resulted from studies that showed that blood circulation decreased when compressions were interrupted, and time was being wasted after every interruption because it takes several compressions to build up enough pressure to begin circulating blood again. This is the most significant change since CPR's inception in the early 1960s.

The 2005 Guidelines for Cardiopulmonary Resuscitation (CPR) and Emergency Cardiovascular Care (ECC) emphasize that high-quality CPR, particularly effective chest compressions, contributes significantly to the successful resuscitation of cardiac arrest victims. Studies show that effective chest compressions create more blood flow through the heart to the rest of the body, buying a few critical minutes until defibrillation can be attempted. The guidelines recommend that rescuers minimize interruptions to chest compressions and suggest that rescuers "push hard and push fast" when giving chest compressions.

"The 2005 guidelines take a 'back to basics' approach to resuscitation," said Dr. Michael Shuster, one of the expert authors of the guidelines. "Since the 2000 guidelines, new research and information has strengthened the emphasis on effective CPR as a critically important step in helping save lives. CPR is easy to learn and easy to do, and the Foundation believes the 2005 guidelines will help increase the number of people able to perform effective CPR."

Every year about 1,000,000 Canadians are trained in CPR, with materials based on the Heart and Stroke Foundation's guidelines. According to a national survey recently conducted by the foundation, 63 per cent of Canadians said that they have received CPR training. Of those who have not been trained, nearly one quarter said that "not enough time and no opportunity" were their main reasons for not taking CPR training.

Overtime could make you sick

CAW Health, Safety and Environment/CALM

Working overtime could make you sick. A new study shows long hours increase the risk of illness and injury, no matter what the job type.

When U.S. researchers at the University of Massachusetts analyzed information from 110,236 job records, they found 5,139 work-related injuries and illnesses. More than half of those injuries were among workers who worked long hours or overtime. Researchers say the risk has nothing to do with how hazardous the job may be.

Overall, workers who worked overtime were 61 per cent more likely to have a work-related injury or illness than those who did not work overtime. Working at least 12 hours a day was linked to a 37 per cent increase, while working at least 60 hours a week was linked to a 23 per cent increased risk. The more hours worked, the greater the risk.

Researchers looked at the responses from 11,000 workers from 1987 and 2000. They say the results back up the theory that working long hours indirectly causes workplace accidents by bringing on fatigue and stress.

JOHS Report

NEEDFUL THINGS

By Dan Belleville

Review Incident Investigations

We reviewed about ten incident investigation reports this month and we know there are more that had been investigated that have not shown up yet. Even I had done some a while ago and would like to know what takes so long to get to the JOHS meeting.

There was one involving a worker falling off a ladder that was not tied or anchored down properly; luckily he was not hurt badly. This may seem a little strange that a worker would do this, but if you read the report you see that two other workers used the same ladder in the same position so any one of them could have fallen. There is a need to review ladder safety at safety meetings, and people also have to be aware that they have to assess the hazards of the job prior to starting the work. Also, the tool crib should be stocked with items that can be used to aid with the securing of ladders on the work site.

In the Locomotive Line it is apparent that there needs to be standard training and job observations done along with proper maintenance to prevent incidents from happening. These are also part of WCB standards on worksites.

Things can still happen when we do everything we think is possible to make the job safe because of the unforeseen, but, when nothing is done to change things, there are a lot more chances that someone will get hurt. This is why there is such a strong need to have these incident investigations done in order to reduce the severity of injuries.

**Reviewed Minutes from November's Meeting—**

05-057--- This was the incident of a blow line falling on to a loader when a weld broke off that was supporting one end. It was a practice used to remove a flat back to clear the line several times

before and the danger was not noted. It was determined that if a support was placed on the pipe the flat back could be removed safely in the future. It was also told to me that the line beside this one has the same problem and hopefully the company will get a support for this line as well. But, we must remember that we must also use the proper equipment to do the job safely.

05-060--- The ground fault circuit interrupters – GFCI's, have been ordered by Les Condon and will be issued out when they arrive.

05-039--- The Product Trucks are being upgraded to prevent roles from coming off the trucks. The reasons are being monitored at the Papermill Finishing Line and the Two Day Warehouse. Craig Sears was not at the meeting so updates will be expected on the truck trailers' progress next meeting.

05-013--- Shoulder Injury investigation was sent back to the department and has not been returned yet, (hold up unknown).

Training regarding ALARM & LIGHTS--- This is the Company's responsibility and they must be addressed sooner rather than later. We are hoping that it is not like the heated eyewash system; meaning we don't want someone getting hurt before the Company or WCB does anything about it.

Nash Or Acid Wash--- Les Condon called the Steam Plant and they said this is complete and training is being done. I would still like to see Don Lacey sign off on this to confirm that it is complete.

Fire watch/Fire Extinguisher Training--- The Company has given the commitment to have this training done. ERT members will be giving the training and a program is being set up. We need this because our workers are the first responders to fires and they need to know at what point they need to back off and let the trained people do their jobs.

Safety Captain Training--- A special meeting will be set up with people involved in early January to go over the requirements needed.

Safety Management System--- Jan. 10/06 is a day set aside for the Joint Occupational Health and Safety Committee to meet at the Guess House to have our kick-off meeting for 2006. The Committee Members were asked to think about what priorities and visions we should have for the up coming year.

Update Health & Safety Manual--- Jim Young is taking on this project and will be requesting assistance from committee members as needed and will be reviewed periodically by the JOH&SC. The Union doesn't accept the changes until they have been through the Committee and approved.

Lockout Committee--- Will be meeting in January and Jack will get the names of the members and have the meeting with everyone involved. I also told him about the hazard report that was put in on the ball valves used for lockouts. He seemed aware of this and said that this needed to be addressed.

Papermill Staff Rep--- we have a commitment from Mike Rekedal to attend.

Working on Paper Machines when they're running--- There was a concern about working on and around the felts and ropes when the machines are running. There was to be a risk assessment done on this task, which had not yet been done. *We asked why a risk assessment had to be done. It was thought that it was because the WCB must have done one before requiring the Company to install guards on some of the rope sheaves. Mike Rekedal said we needed one done for when we change ropes.*

What's all the fear about?

M&D Refiner---I think this piece of equipment needs to be looked into because of the near miss that happened when a gasket blew and an employee was very, very lucky that he was not seriously hurt. I heard most of the workers don't want to be near this piece of equipment when it's started up because of the hazards. You talk to workers and staff and they agree this is not a very productive piece of equipment and there are many hazards that are related to its operation. The Refiners in the CMP have a dump valve that can release and control built up pressure. Hearing the way people talk would make you wonder why the Company would run a piece of equipment that is not safe or productive. Replace it with something that would lower our cost per ton; there must be something better, so ask.

Investigation of Unmarked Gas Lines---A natural gas line was uncovered near a fire hydrant. The workers asked if there were any lines there and were told there were none marked. The Company said that the lines will all be mapped that are on site and a company has been hired to do this. They know that there is grave danger here when digging and not knowing.

Rotting Roof at Chip Screening---I was told about this but needed to be shown the exact area. I asked the operator in chip screening and was sure she said in the Oversized Separator Building. But, since the meeting I was told the Company knew about this a year ago because they sent a Carpenter over to check it out and nothing has been done. It's at the Oversize Building and the wood is so rotten that it's bending because of the weight, and pieces are falling off. This needs to be addressed before it caves in and someone else is killed at Eurocan.

Loader at Terminal---Alfie Poellot said this item was settled at their

Safety Meeting. Good thing he was there because I thought this was about another incident that happened concerning a loader at the dock area.

Guidelines and Training for Safety Captains--- Mary wanted to know if a full day in January would be set aside for the Safety Captains so they could get proper training and set goals for this year.

Safety Improvement Fund---The last day for submitting you ideas for what items you would like tackled this year is February 28/06. So get your ideas in now so they at least have a chance of being heard. If we don't know about them, we can't act on them; that's a plain and simply fact.

This is what happened this month at our Committee Safety meeting, all that I can recall, and if there is anything I missed, ask the Company to read the minutes; they're supposed to have them posted.

We are entering a new year and I hope that it will be a safe and healthy one for all of you. Remember, we are all needed to look out for one another, so, keep your eyes open for unsafe situations and report them and get them fixed.

Thank You
Dan Belleville

PS: I heard the Company is looking for new opportunities for the use of the dock – Christmas tree farming; learning how to drive equipment; learning how to rescue equipment; proper use of towing devices; and, how to contract out emergency jobs, all in the name of reducing the cost of making paper.

Oh yes, I have called Jack Patrick to see if an incident investigation is being done on some of the items. Or maybe they will only do a risk assessment; no matter what, it should be interesting.





Pictured in the photographs is the CEP Local 298 Executive for 2006. Above, standing from left to right – Steve Dudra, Bill McEwan, Derek Smith, Gary Drake, Dino Stamatakis, and Dave Burrows; seated left to right – Mary Murphy, Don Klie and Paul Wilson. In the photos to the left are Jon Gardiner and Dave Andrews on the right.

| | | | | |
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**To CEP Local 298**

Season's Greetings, please have a safe and happy holiday from the officers and staff at **BC Union of Carpenters Local 1995**.

To everyone at Local 298

Thank you so much for sending me the goodie basket, I was pleased to get one this year.

**Many Thanks to all
Leonard Bruce & Family**

Dear Brothers & Sisters of CEP Local 298

Warmly wishing you the special things a bright and Merry Christmas brings! Have a safe, healthy & Happy New Year!

Vinko Omejc

To CEP Local 298

May your Christmas be rich in peace & blessings. Thank you very much for the Christmas basket of goodies. It is much appreciated.

Bruce & Diana Griffiths

To All at 298

May you share many special moments this season. Merry Christmas & Happy New Year

John Koelemy

To CEP Local 298

Thank you for the delicious Christmas Basket of Goodies. It is very much appreciated. We would like to wish everyone a Very Merry Christmas and Health & Happiness in the New Year.

Bob & Ann Burke-Smith

To CEP Local 298

We would Like to thank Local 298 for the lovely Christmas Basket. May your holidays be filled with joy and special moments.

Manfred Lubke

To CEP Local 298

Thank you for the Christmas basket. Wishing you all the best in the coming year.
Keep yer feet dry, an the fire lit!

Angus & April McLeod

Hi Don --

To say I was totally surprised is very true! When you phoned and said you had something for me I couldn't believe it! What an awesome thing you people do! We will miss Don more than I can say but we are glad he is away from pain and what his life was becoming with the Alzheimer's. We were blessed in 1977 when after having a full cardiac arrest he was given back to us, then he needed a double bypass and his heart made its own bypass and he was with us all these years. They were all so very special! It was hard to watch him suffer with that terrible disease and we are thankful that his suffering is over and he fell peacefully asleep when it was time.

Stephen and I thank you so very much for your kindness and thoughtfulness. This something that you all should be very proud of....the thoughtful gesture is something we will never forget.

We thank you and wish you a peaceful and happy holiday season.

**Sincerely,
Joanne & Stephen Ong**

To CEP Local 298

Best wishes for a happy holiday. Thank you very much for the lovely gift basket. We will enjoy the goodies.

**Thanks,
Kevin and Sue McKelvey**

To CEP Local 298

I would like to take this time to wish all a Merry Christmas and Happy New Year and to thank one and all for the get well cards and fruit basket and last but not least the Christmas basket. Well its been a

long road back to recovery but I should be back in the New Year, and will be glad to see everyone.

Merry Christmas and a Happy New Year
Ken Fleming

To CEP Local 298

I would like to thank all members of 298 for the wonderful Christmas basket that I received this year. May I wish all members and their families a Happy and Healthy New Year.

Art Pilkington

To the membership and executive of Local 298

Thank you so very much for the fruit basket and beautiful flowers; your thoughtfulness was greatly appreciated.

Have a Merry Christmas and a wonderful New Years!

Yours in spirit,
Debbie Newlove

To the Members of CEP Local 298

The members of CEP Local 514 wish to offer our heartfelt thanks for your kind and generous support throughout the past fourteen difficult months. A very Merry Christmas and a prosperous New Year to you and yours.

May every joy be yours throughout the holidays.
Best wishes,
CEP Local 514 Executive and members

To the Members of CEP Local 298

Hope you Christmas sparkles with beautiful memories to keep throughout the new year. With warm wishes from our home to yours and all the best in 2006.

Albert Reinfjell and Family

To the members of Local 298

The best to all of the members and their families at Christmas on into the coming year,

"Howie" Tavenor

**To all 298 and 1127 Brothers and Sisters**

May you all have a very Merry Christmas and a very prosperous New Year. Thank you for the wonderful basket.

The best for everyone
Bob and Myrna Cromack

Dear Brothers and Sisters of CEP Local 298

Thanks for the lovely gift basket of goodies. We appreciate very much and wish we wish all of you the nicest Christmas and prosperous New Year.

Sincerely
Joao and Maria Ventura

To the members of Local 298

Many thanks for the Christmas hamper. It is very much appreciated. For the Season the best wishes to all and all the best in the year to come.

Frank Paulistschke

To the members of CEP Local 298

Thank you very much for the lovely basket of goodies you delivered over the holiday; it is very much appreciated. All the very best to all of you in 2006!

as ever,
Willy and Shirley Buysse

To CEP Local 298 & 1127

Just a simple message. One that's often heard, but one with special meaning in every single work - A simple heartfelt "thank you" with warmest thoughts in mind. From someone very grateful to someone very kind! Thank you so much, you have given me peace of mind.

Jean Steponavicius

To CEP Local 298

We at the Kitimat Child Development Centre would like to take this opportunity to express our gratitude for you generous donation.

M. Pankhurst



To CEP Local 298

Thank you very much, to all the members of CEP Local 298 for the Christmas goodie basket. All the best in the New Year 2006.

Thank you
George Juergensen

(Local 298 also received a Christmas card from the Kitimat Council and staff. Editor.)

Morale and Safety Go Hand In Hand

Seeing how working safely is a condition of employment, the same would be true of management's responsibilities to provide a safe work environment. This does not seem to be the case concerning management. At Raw Materials we have broken guard rails at the fueling station, mobile equipment not up to safety standards; for example, pieces of cutting edge missing, loader horn malfunctioning, roof flashers burnt out and no lighting on the sawdust pile, are some of the problems we are facing. Roof Rot, windows leaking, including mushrooms growing in the Raw Material trailer; using loader on sawdust pile to feed reclaim.

We are told that there are work orders in to take care of the situation.

Same Old Same Old. Just get the job done.....

All we, as hourly, ask for is a safe work environment, safe and appropriate equipment to operate, and safety through leadership.

Management, buck up.

In my opinion, safety is affected by the morale of the workers. Morale seems to be at a very low point in the Raw Materials traffic department.

On another note, we in the Raw Materials department, it seems that we are West Fraser's guinea pigs. Currently, the change in progress is that a supervisor, one, will be responsible for the Dock and the Raw Materials departments; hence, missing from one department 50% of the time. I hope there are no more environmental emergencies in the future....This reminds me of Mary Shelly's novel Frankenstein. The story of a doctor who tries to create a man from assorted body parts; the end result was a monster – an abomination.

It didn't work then and it won't work now.

Why not ship the Hog Fuel driver over to the Steam Plant and the Chip Pile Operators to the Pulpmill. Maybe then we can get rid of more supervisors.

Half measures avail us nothing. How Long Is This Experiment Going To Last.

Fed up in Raw Materials....
Garfield Milne

**Edward (Ed) Pocha**

Brother Ed Pocha past away on Monday, December 19, 2005 at his home in Kelowna, B.C. following a courageous battle with cancer. Ed was a long time member of Local 298, starting work at Eurocan as a Painter/Mason on August 19, 1974 and retiring December 31, 1999. Ed was respected for his professionalism as a painter and craftsman. He was a quiet and gentle man and was well liked by everyone who knew him.

At times such as these we mourn the death of our friend while at the same time we celebrate the life that we shared. We express our sincere condolences and hope for the best for all of Ed's family.

(The following article was copied out of the December 14, 2005 copy of the Northern Sentinel. Editor.)

Donald Ong

February 5, 1929 - December 8, 2005



Don passed away peacefully in his sleep on December 8. He was predeceased by his parents and one sister in Ontario, Peter Crockart Sr. (father-in-law) and Peter Crockart Jr. (brother-in-law). Left behind are his sister Anita and family in Amherstburg, Ontario, his son Stephen, Gert Crockart (mother-in-law), Heather

Crockart (sister-in-law), nephew Richard (Eileen) Crockart and family (Sierra, Blaine and Zoe), niece Kim (Paul) Amado and family (Dana, Madison and Quinn) and many friends. Done was affectionately known by his family and friends as "Uncle Ding". He was born in Amherstburg, Ontario, then came to Ocean Falls where he met his wife Joanne and

worked in the Pulpmill garage. He came to Kitimat in 1971, raised his family and worked at Eurocan. His like touched so many. He will be remembered with fondness for his keen sense of humour and his sense of commitment to his family and friends.

A service was held Friday, December 16 at the Catholic Church with Father Pier officiating.

In lieu of flowers, donation to the Alzheimer's Society of BC in don's memory would be appreciated.

A Letter From Heaven

To my dearest family and friends,
Some things I'd like to say,
But first of all to let you know, that I've arrived okay.
Here I dwell with God above.
Here there's no more tears or sadness;
Here, is just eternal love.
Please do not be unhappy, just because I'm out of sight.
When you think of my life on Earth and all those loving years
Because you are only human,
They are bound to bring you tears,
But do not be afraid to cry; it does relieve the pain,
Remember there would be no flowers, unless there was some rain.
So when you're walking down the street
And you've got me on you mind,
I'm walking in your footsteps, only half a step behind.

Leonas Steponavicius



Born January 3rd, 1924 in Siauliu, Lithuania.
Passed away November 26th, 2005 in Courtenay, BC.
Leo passed away suddenly at his home in Courtenay, BC. He is survived by his wife Jean; son Mike (Reni) of Kitimat; daughter Donna Kellar of Terrace; as well as his grandchildren Chelsey, Kody,

Reid, Kayla, Randi, Abigail and Kendra.

A gathering in celebration of Leo's life was held November 30th in Comox, BC.

(We received this picture from Leo's family, which was handed out at the memorial held on November 20, 2005 in Courtenay, BC. Editor.)

Work Law

Lost cause?

Dismissing probationary employees

by Alison Warrian/CALM

Probationary employees are often excluded from "just cause" protection against dismissal. Because they are usually employed for less than 90 days, employers are free to dismiss probationary employees without having to prove cause if the union challenges the dismissal in a grievance.

Occasionally, contracts state that management must exercise its rights reasonably, or fairly, and that requirement of reasonableness or fairness would apply to the decision to terminate a probationary worker. But more often than not, management's rights to make decisions apply only to the extent that those rights are limited by specific language in the agreement. So, if there is no specific limit on the right of an employer to dismiss a probationary employee, is the employer free to do whatever they want?

Not necessarily. It may be possible for a union to challenge such a termination on the basis that the employer's decision was arbitrary, discriminatory or made in bad faith.

Generally, this means that a grievance may succeed if the employer's decision was made without consideration of relevant factors, was based on improper factors or was motivated by ill will.

Also, it is always possible to challenge a dismissal if the dismissal was contrary to the Ontario Human Rights Code. Say an employer terminated the employment of a worker with a back injury because the worker was unable to lift as much as some of his or her co-workers. Probationary employees are entitled to accommodation under the Code, so the employer has a duty to accommodate a probationary employee the same as they do a permanent one.

Unfortunately, cases are not always clear-cut. Unions seeking to prove that an employer terminated a probationary employee in an arbitrary, discriminatory or bad-faith manner face a difficult task at arbitration. It is often difficult to prove why an employer made the decision, and it is often easy for employers to point to some reason why the probationary employee did not perform up to par. It's difficult to excel in a job when you are new.

As well, when challenging the dismissal on the basis of arbitrary, discriminatory or bad faith conduct, the union bears the burden of proving its case at arbitration. This is different from discipline and discharge cases under just cause language, where the employer has to prove that it had cause to take disciplinary action against an employee.

• *Alison Warrian practises law with Sack Goldblatt Mitchell in Toronto. For more information on labour law issues, visit the firm's web site at www.sgmlaw.com*

(The following is a letter from Nathan Cullen. Editor.)



Dear CEP members:

It has been a real honour to serve as your Member of Parliament the last 17 months. We've achieved some great things, most notably the balanced NDP budget that replaced Liberal corporate kickbacks with investments in the values that matter to Canadians. With only 18 members, the NDP has made great strides, but there's much more to do.

This riding is a two-horse race between the NDP and the Conservatives. You are going to hear Liberals on TV saying people need to vote for them to prevent the Conservatives from forming government. It's critical that you know that in our riding, keeping out the Conservatives means voting NDP. It's that simple.

One of my key goals as MP has been to keep our jobs here in the Northwest. Mill closures are a pressing concern for CEP members, with over 7,000 members losing their jobs across the country as the result of pulp and paper and sawmill closures. I will work hard on behalf of working families to prevent such closures in the Northwest.

I would also like to once again reaffirm my position on Alcan power sales. Selling power on the open market betrays the social contract between Alcan and the community and leaves families out in the cold. We need Alcan to keep its side of the agreement.

In closing, I hope I can count on your support on Election Day, January 23. Let's continue to work together for a better Northwest for everyone.

Sincerely,
Nathan Cullen



A few words from Ed Broadbent, former NDP Leader:



Having recently announced my retirement after more than 22 years of life in Parliament, I am delighted to write you about the exceptional work of Nathan Cullen.

I first met Nathan following the 2004 election, when I, like many, was impressed by his victory. I was struck most by his enthusiasm. Rarely have I seen such a combination of energy and creativity in a young MP.

In the House of Commons, he is greatly admired as a vital member of the NDP Caucus, but he also commands a great deal of respect from members of other political parties. That's because Nathan is honest, highly-motivated and inclusive in his work. I can only imagine how well parliament would function if all members of the House shared similar qualities.

Your region is always front and centre in Nathan's mind, whether in his committee work, the questions he raises in the House or in our Caucus. He works hard on your behalf and will continue to accomplish much that will benefit Skeena-Bulkley Valley for generations.

Having worked alongside Frank Howard and Jim Fulton – both long-serving Members of Parliament for the Skeena riding – it is obvious Nathan shares their ambition to continue serving you in parliament for years to come.

Best wishes,
Ed Broadbent
Former Leader, NDP

Tommy Douglas Story broadcast delayed

CBC-TV has postponed the broadcast of *Prairie Giant: The Tommy Douglas Story*, a two-part miniseries about the late politician, regarded as the father of Canadian medicare. The four-hour special, scheduled for January, will now air March 12 and 13.

CBC spokesperson Ruth-Ellen Soles says the decision to postpone the show was made by the CBC to ensure balance and fairness.

"Our goal in any of our election coverage is, of course, to be able to be as fair and balanced as we possibly can, and we work very hard at that. And we were concerned that there would be a perception of partisanship if it ran during the campaign," she said.

Douglas stood down a bitter doctors' strike to create the first medicare scheme in Saskatchewan and played an important role in the formation of the New Democratic Party.

The Best Of A Bad Situation

To: Pulp & Paper Wage Caucus Local Recording Secretaries

Greetings:

Enclosed please find a copy of the collective agreement that has been reached between CEP Local 514 and Neucel Industries.

I want to take this opportunity to review the process that Local 514 was forced to work under due to timelines placed upon them by Mr. Richard Basset of Neucel. The local received a copy of a proposed collective agreement on November 19th and commenced discussion via conference calls on November 23rd and the morning of November 24th.

On Sunday, November 27th, Mr. Basset posted his proposal on the Neucel website despite an agreement with the Local Union that he would not be posting or discussing the bargaining in the media or on his website. Between the 25th and the 28th there were no discussions with the Union, however, Mr. Basset had arranged for a town hall meeting in Port Alice for the 28th where he stirred up citizens to the point that the community wanted to vote on the proposed collective agreement.

The local was forced by those actions to take a vote on his proposal on Monday and Tuesday. This was to allow notification of our members and to allow for members to travel to Port Alice to vote. After serious reflection, the Local Union bargaining committee determined that it was not possible to recommend acceptance of the agreement due to the serious attack on seniority, as well as the significantly diminished pension contributions from the employer. The members rejected the proposal by 57%.

As a result of the vote, Mr. Basset announced that he was finished with attempting to acquire the mill in Port Alice. On November 30th, David Bowra, the trustee, proposed to the parties that he work as a mediator to see if a new agreement could be reached. A second deadline of Saturday, December 3 was set by Mr. Basset, which was a condition for him to enter discussions with the local. Discussions by telephone occurred, with Mr. Bowra acting as mediator, until an agreement was reached at approximately 4:30 p.m. on Friday, December 2. A membership meeting was held at 10 a.m. the next morning, with voting open to the members until 1 p.m. The members voted to accept the new agreement.

The process did not finish, however, until the evening of December 5th when a final draft of the agreement was signed off by all parties. At that point,

the final sale of the mill to Neucel could proceed. As a consequence of the late finish, the document was flawed in a number of areas, resulting in the final copy of the collective agreement not being concluded until December 14th. The document was received by the Western Region Office on Friday December 16, 2005.

The changed items of note in the agreement include:

- Sunday premium eliminated
- Sunday Letter eliminated
- Vacations capped at four weeks — qualifying years increased slightly with all employees returning starting at two weeks vacation
- Supplementary vacations eliminated
- Floaters reduced to 2 from 5
- Banked time provisions suspended for the term of the agreement
- Wages frozen for five years with a bonus pool implemented in the third year of the agreement based on mill profits
- Contracting out — discussions on all major projects with no member being laid off during these projects
- Letter of Understanding on Contracting Out — Code of Ethics deleted

I want to commend the efforts of Local 514 President Don Vye, Vice-President Andy McKay and National Staff Rep Dave Schaub. Given the length of time and the pressure to save the entire community that this local faced, I think we can all congratulate them on achieving a collective agreement that, while not as good as we would like, is one that we can build on for the future.

In solidarity,

Dave Coles

Vice President, Western Region

Paper Machine Not For Sale – Weyerhaeuser shocks local union

December 15, 2005

Prince Albert – The members of the Communications, Energy and Paperworkers Union of Canada Local 1120 are horrified to hear today of Weyerhaeuser's pronouncement that the fine grade paper machines at the mill in Prince Albert are no longer for sale.

"It's a despicable act," states Dave Coles, CEP Vice President. "To string our members along for more than 2 months and then slam them with this news 10 days before Christmas is simply unconscionable."

"We are completely taken aback by this," said Ron Rucks, CEP Local 1120 President. "We have been meeting in good faith to help find solutions for this company and this is how they repay our members."

"We have broken production records as well as improved the quality of the papers over the past few months," continues Rucks. "These machines are world class and profitable and this announcement makes no sense at all."

The local union has been meeting with the employer and with government to find a new operator for the entire Prince Albert facility that produces both kraft pulp and fine grade papers.

The Communications, Energy and Paperworkers Union of Canada represents 162,000 members from coast to coast to coast.

(The following letter was written to Bob Hughf, CEP Western Region Representative, from Norske Canada, now known as Catalyst, to further clarify how the Pension Trigger Bonus would work at their mills. Local 298 and Eurocan are still discussing how to handle the trust fund at our mill. Editor.)

Dear Bob:

Further to our recent discussions to clarify our understanding from our last round of negotiations, the following is a summary of details regarding the administration of the Newsprint Price Trigger Bonus.

Bonus Definition

The Newsprint Price Trigger Bonus provides payment to the local union of a five hundred (\$500) dollar bonus for each "active employee" per calendar quarter that the RISI West Coast Benchmark Newsprint price for 48.8 gsm averages over six hundred (\$600) dollars US/MT for the quarter. Initially, the Newsprint Price Trigger Bonus will be used to establish a fund for the sole purpose of funding pension bridge benefits from age sixty (60) to sixty-one (61). The first \$4.1 million proceeds from the Newsprint Price Trigger Bonus will be directed to the Union for this purpose.

The bridge benefit will be paid from age sixty (60) to age sixty-one (61) from this fund consistent with existing requirements of twenty (\$20) per month per year of service.

Administration

The initial \$4.1 million will be held in a notional account as a pension obligation by NorskeCanada and will be allocated according to the following conditions:

1. Employees on the payroll of the Company during the quarter in which the West Coast Benchmark averages over \$600 will be eligible for the Price Trigger Bonus, with the exception of summer students, employees on LTD, or employees on a long-term leave of absence.
2. Employees who have worked only a portion of the paying quarter will be considered as active for the full quarter and will receive full payment of the bonus.
3. All employees who retired from the company at age 60 after May 1, 2003 will be entitled to the bridging benefit.
4. Curtailment taken by the entire mill during the paying quarter will not affect the payment to eligible employees.

Subsequent to the three quarters that the trigger bonus fulfills the 4.1million pension bridge obligation, we will be guided by the direction of the union locals as to how the remaining funds should be dispersed.

Bob, I trust that the provisions outlined above are aligned with your expectations and interpretation of how we should proceed with this benefit. Should you have any questions please do not hesitate to contact me.

Sincerely,
Ferio Pugliese
Vice President, Human Resources

TRIGGER BONUS APPLICATION

Q AND A

November 10, 2005

As a result of investigations conducted to determine the feasibility of the Union administering the Trigger Bonus Funds, it has been determined that it would not be in the best interest of the Union or the members financially or otherwise to proceed in this fashion. Therefore, consistent with our understandings reached at the Pattern Bargain with Catalyst (formerly Norske Canada) the employer will be administering the Funds. Accordingly, a document dated September 26, 2005 was developed to outline the process and a Q & A document developed to assist you.

The following questions and answers have been developed.

1. **Q.** Why is the employer administering the fund?
 - A.** As a result of a great deal of investigative work done by the Catalyst Presidents in conjunction with Bruce Rollick and legal council on the Catalyst Retiree Benefit Trust

agreement it has been determined that for the Union to self administer the fund it would be expensive, cumbersome and hold a great deal of responsibility and tax implications that we are unable to properly maintain. At the bargain Catalyst committed that if this being the case they would administer the fund for us.

2. Q. Will this money be invested into a fund which will generate interest?

A. No! The employer will pay to each eligible retiree their entitlement from what is known as a notional account, keeping track of what has been dispersed from the \$4.1M. We will require regular reports of activities of the account. If the Union were to administer the fund any interest gained would be severely offset by the administration costs. Such costs we do not incur when the employer is administering the program.

3. Q. Is the account guaranteed against bankruptcy?

A. If the moneys were administered through a trust fund the moneys would be guaranteed against bankruptcy. Under this scenario this would not be the case.

4. Q. Are employees covered by LTD etc. entitled to the Bridging benefit?

A. Yes! Although, the trigger bonus is not paid on behalf of certain employees such as those who are on LTD, if such employees retire at age 60 they are still eligible for the bridging benefit. It is estimated that the first trigger will occur in the 3rd quarter of 2005, and unless the market changes drastically will hit again in the 4th quarter and possibly the 1st quarter of 2006. The first trigger under the provisions of the attached letter is expected to generate \$1.4M to \$1.45M at Catalyst which is consistent with the predictions at the bargain.

5. Q. Will employees who have received the Bridging as a result of Early Retirement Packages negotiated under a separate agreement entitled to the bridging under this program?

A. If an employee retires at age 60 and is being paid the Bridging from age 60 to 61 as a result of an Early Retirement Package the employee would not be entitled to the benefit from this program. If an employee retires at

age 60 as a result of an Early Retirement Package and does not receive the Bridging Benefit or receives only a portion thereof for the period between age 60 and 61 then the employee is entitled to receive an equivalent amount of the bridging funds to make him/her whole, from this Program.

6. Q. Will the Union be apprised of the intake, expenditures etc. of the Program?

A. Yes! The employer is developing a tracking program and details will be reported to the Local/s on a quarterly basis.

R. Hughf, National Representative

The PPWC condemns mill closures

(Obviously, CEP is not the only union being hit by mill closures and layoffs. While parts of the economy is booming, other parts hemorrhaging. The following PPWC news release was posted on the web. Editor.)

VANCOUVER, Dec. 16 /CNW/ - The Pulp, Paper and Woodworkers of Canada will not stand idly by and watch yet another closure and the loss of over 400 jobs.

The workers at the Western Forest Products Woodfibre Pulp mill in Squamish, represented by PPWC Local 3, yesterday (December 15) received notice that their mill will close permanently in January 2006. This results in the loss of 282 jobs in the Local Union and an escalating impact on the community of Squamish. This news comes just a week after Cascadia Forest Products announced it was permanently closing their Island Phoenix sawmill in Nanaimo, laying off 170 members of PPWC Local 8.

The callous manner in which these closures were handled by both Cascadia and Western Forest Products is unacceptable. The PPWC has not been invited to engage in any real and meaningful dialogue to deal with strategies to save these operations.

To add insult to injury, the Woodfibre mill's fibre supply, the critical lifeblood of any pulp mill, is being sold off to another company. If the community does not fight against the agreement to sell off the fibre supply to Canfor and Oji Paper Canada, this will essentially guarantee the permanent closure of the Woodfibre Pulp mill.

Enough is enough. It is no secret that the British Columbia government's dismantling of the "social contract" that used to be one of the central provisions in the BC Forest Act has allowed the rapid

deterioration and closure of sawmills and now pulp mills in this province. We call on this same government to meet with the workers and their representatives to discuss the impact this is having on their communities.

Moreover the loss of public control of our forest assets has allowed the exportation of raw logs to escalate to the point where it is more profitable to ship our wood elsewhere rather than process it in British Columbia. We believe this has led directly to the layoff of the Island Phoenix workers in Nanaimo.

We also believe that the government's failure to deal with the US extortion on our softwood lumber has helped escalate the financial pressure on both the sawmills and pulp mills. This coupled with the export of raw log exports is devastating our communities.

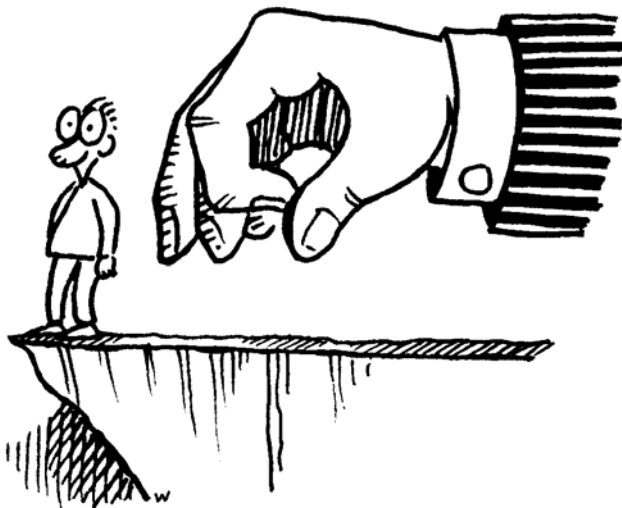
The PPWC will not stand by and let our jobs be exported and our communities die or simply be transformed into low wage seasonal tourist enclaves.

We believe that this announced closure as well as the closure announced last week of the Island Phoenix sawmill at Nanaimo deserves far more scrutiny than a casual glance by the BC Labour Board. A full scale public inquiry would be more appropriate.

The PPWC will be calling for full investigations by various ministries, both provincial and federal into all of the details of these closures and any corporate exchanges associated with them.

Given the upcoming federal election, we intend to make the issue of forestry jobs, raw log exports and the continued US extortion on softwood, front and centre in all our jurisdictions.

For further information: Contact: Jim King, President, (604) 731-1909; or Greg Hall, First Vice-President, (604) 731-1909.



Weyerhaeuser closes one Dryden paper machine

High fibre and energy costs and a slumping fine paper market are the causes of a closure of one paper machine at Dryden's Weyerhaeuser mill, the company announced Thursday.

By Peter James, Miner and News

Friday December 16, 2005

(<http://www.kenoradailyminerandnews.com/story.php?id=202741>)

High fibre and energy costs and a slumping fine paper market are the causes of a closure of one paper machine at Dryden's Weyerhaeuser mill, the company announced Thursday.

"Essentially we have the highest fibre costs in the world coupled with the electricity costs which are the highest in North America and it makes it difficult to make anything in the forest products sector," Weyerhaeuser vice-president Norm Bush said in announcing the cuts which will leave 80 people without jobs.

The D1 paper machine will continue to run until April 1, when it will be permanently closed. That will leave Dryden with only one paper machine.

John McInnes, a national representative with the Communications, Energy and Paperworkers (CEP) said the cuts are regrettable but not a surprise.

"It's been on the radar screen for a while," he said.

McInnes blames inaction by the provincial government for the cutbacks.

"The common denominator in all the mills that have shut down or partially shut down is high energy costs and high delivered fibre costs," he said.

Those high costs are exactly what put the Dryden mill in trouble, according to Bush. He renewed his call for the provincial government to assume costs for forest access roads as per the recommendations in the competitiveness council report from this spring.

The drop in paper consumption also played a major role in the cuts.

Bush said in the last year alone the market has been reduced by the equivalent of 1.5 mills the size of Dryden. Before the cutbacks, the capacity in Dryden was 487,000 tonnes, it is being reduced to 332,000.

While the news is certainly bad for the community, Bush hinted it could have been worse.

"We still have a mill that's operational, unlike some of our sister communities," he said.

Bush said the company doesn't intend to make any further cuts.

"Our whole focus going forward is to get our world class assets we have competitive on a North American and global scale," he said.

Weyerhaeuser also announced Thursday that it is permanently closing its Prince Albert mill, putting 690 people out of work. The company is trying to sell the facility.

Air pollution may cause suicide

LAS VEGAS (UPI) -- Higher suicide rates in a North Carolina county may be caused by air pollution from local paper mills a study shows.

The increase in suicide rates in Haywood County, N.C., were noted as possible byproducts of emissions from a plant in the area in a report Tuesday to the annual U.S. Psychiatric and Mental Health Congress in Las Vegas.

The study is also comparable to one released at last year's conference regarding higher suicide rates in Salisbury, N.C.

The suicide rate in Haywood County jumped from 11.8 per 100,000 residents from 1990 to 1996, to 21.1 from 1997 to 2002. That's a rate nearly twice the state average.

Lead author of the study, Dr. Richard H. Weisler, of the University of North Carolina at Chapel Hill School of Medicine, said the spike in suicides coincides with a change in the local mills operations to clean wastewater using a process which releases chemicals like hydrogen sulfide into the air.

Weisler said in animal studies the exposure to hydrogen sulfide led to altered brain chemicals. That can cause depression, nervousness and dementia, among other affects.

Weisler said more studies are needed for more conclusive data.

Interesting that this story is being reported from Tehran - <http://www.tehrantimes.com/Description.asp?Da=11/10/2005&Cat=5&Num=5>



Work Law

Allegations of criminal conduct

By Alison Warrian/CALM

Union stewards and officials need to know how to respond when one of their members is disciplined or accused of criminal conduct. The union's response depends in part on whether the member is accused of committing a criminal act inside or outside the workplace.

Where an worker is accused of criminal activity outside the workplace, the question is whether the employer is justified in suspending or dismissing the worker. The answer depends in part on what the alleged criminal act is, and whether it is all related to the work. For example, if a teacher or child case worker is accused of child abuse, the employer might be justified in having some concern about keeping that worker in a position, working directly with children.

Many arbitrators have held that the employer may not suspend or discharge the worker unless the employer can make a case that their business could be harmed by the worker's continued presence. And even if the employer can make out such a case, arbitrators tend to weigh that case against the worker's legitimate right to remain in their job. Part of the employer's task may be to consider whether the worker can be moved to another position where the alleged risk to the employer's business is minimized or eliminated.

The presumption of innocence underlies arbitrators' concern that workers not be removed from the workplace without cause. Under Canadian law, people are presumed to be innocent of criminal offences unless they are proven guilty in the courts. Being charged with a criminal offence does not necessarily mean the worker has done anything wrong.

Union officials should not interview their members about their version of events. If a union member is charged with a criminal offence and that charge proceeds to a criminal trial, union officials are compellable witnesses in a criminal trial. For example, if a member confesses to a steward that he or she did commit the crime, the steward might be ordered to appear as a witness at the criminal trial and tell the court about the confession. Therefore it's a good idea to seek legal advice before taking any statements from a member concerning any allegation of criminal conduct.

• *Alison Warrian practises labour law with Sack Goldblatt Mitchell in Toronto. For more information on labour law issues, visit SGM's website at www.sgmlaw.com.*

A Better Choice for Working Families: Protecting Jobs (Part 1)

Education & Training for workers



YOU can make a
**BETTER
CHOICE**

Investment in the knowledge and skills of Canadian workers is central to our country and our society's economic well-being as well as the overall well-being of every citizen.

Creating and sustaining well paid and rewarding jobs for people in safe workplaces must be the central goal of any national economic policy. The good jobs which are more likely to survive the profound economic restructuring taking place around the world, are skilled jobs.

But for the vast majority of workers, opportunities to learn and prepare for the changing job market are very limited.

Despite record-high profits and growing complaints about skills shortages, Canadian employers spend less than 1% of total payroll on training. That's well below the OECD average.

This lack of access to training leaves workers trapped in low paid, dead-end jobs – especially the four in ten Canadian adults who currently have literacy and numeracy levels too low to qualify for more than the most unskilled work.

Meanwhile, a lack of opportunities for recent immigrants to improve language skills or have their credentials recognized leaves many highly skilled workers badly underemployed. And barriers to post-secondary education mean almost half of young adults enter the workforce with no more than a high school diploma, if not less.

Government needs to get involved. Obstacles that discourage employers from investing in skills and training can be removed. Early learning through child care, accessible post-secondary education, and more opportunities for adults and workers to gain knowledge and improve skills on the job are ways government can put in place the system of life-long learning Canada needs.

The Record in Parliament

The 2005 Liberal Budget allocated modest funding over more than three years for a Workplace Skills Strategy (\$125 million), and for the National Literacy Secretariat (an extra \$30 million), and increased funding for settlement and integration program for new immigrants.

The NDP secured an extra \$1.5 billion for access to post-secondary education and training with their amendments to that budget. The November 2005 Economic Statement contained a promise to expand this to \$3.5 billion for spending on literacy and workplace skills development programs as well as apprenticeship over the next five years.

For their part, the Conservatives have called for tax breaks to boost apprenticeships, but have been silent on lack of employer commitment, and on the role that labour should play in our training system.

You can make a Better Choice.

When you vote, choose a party with real plans to promote and provide better training opportunities for working people. Labour has much to contribute when it comes to building a new system of learning that puts workers first.

We have proposed Training Leave through EI that would help workers and employers cope with time off to learn new skills. We have proposed pilot projects in health care and manufacturing which would lead to the creation of better jobs, including jobs for recent immigrants. And we have called for establishing a worker's right to take leaves for training.

When you vote, choose a candidate and a party who you know will work for the issues that matter to working families.

**Canada does better when
working families do better.**



Canadian Labour Congress

Congrès du travail du Canada

www.BetterChoice.ca

A Better Choice for Working Families: Protecting Jobs (Part 2)

Fixing the problems with Free Trade



**YOU can make a
BETTER
CHOICE**

Since the mid-1980s, the signing of 'free trade' agreements has become, in effect, Canada's industrial policy. Under the guise of promoting exports, the Canadian government has helped create a global economic order where corporate interests trump workers' rights and the public interest.

More than fifteen years have gone by since Canada signed a free trade agreement with the United States. In exchange for supposedly secure access to the US market, Canada gave away what the US wanted most: no conditions on US corporate investment in Canada, and sharing of Canada's resources, especially energy.

After 15 years, the verdict is clear. The Free Trade Agreement (FTA) and the North American Free Trade Agreement (NAFTA) failed to deliver what was promised.

Working Canadians have not prospered as a result of free trade. Adjusted for inflation, the wages of the bottom 50% of workers have fallen, with most gains going to only the very wealthy. Union bargaining strength has been undercut, and new jobs have not been as well paid as those that have been lost. The only real winners have been the corporate elites who have seen the deal as a great success. It comes as no surprise that these people are leading the charge for an even deeper integration with the United States.

Trade agreements do much more than bring down (now very low) tariff barriers. They also limit the ability of democratic governments to intervene in the economy to protect and create jobs, to provide not-for-profit public services, and to adopt regulations in the public interest. They also create strong pressures to reduce business taxes and regulations, as well as wages, working conditions, and union rights.

In Canada, unemployment insurance, social assistance, minimum wages, and labour rights have all been undercut in the name of competitiveness with the US. Corporate tax cuts to match the US have eroded public services. And, we have moved strongly in the direction of much less inclusive, US-style private health and education programs.

The Record in Parliament

The Liberals and Conservatives are committed to an aggressive pursuit of trade liberalization.

The Liberals, try to ensure that parallel, but non-binding labour and environment agreements be signed alongside bilateral trade agreements, and say they are committed to defending public services, cultural industries, and supply-managed agricultural sectors.

The NDP takes a critical view of the pursuit of free trade, and wants to replace pro-business agreements with ones that promote fair trade based on respect for human rights, workers' rights, environmental integrity, and the rights of communities to choose their own development paths.

You can make a Better Choice.

When it comes to the softwood lumber trade dispute, Canada should go beyond the rhetorical denunciations of the US by the Liberals and Conservatives. We should withdraw NAFTA trade privileges from the US as allowed under the trade rules.

It is in the interests of Canadian workers and citizens that we reclaim our ability to shape our own social and economic future. We must challenge the NAFTA rules where they have not worked, and are not in our interests.

When you vote, choose a candidate and a party who you know will work for the issues that matter to working families.

Canada does better when working families do better.



Canadian Labour Congress

Congrès du travail du Canada

www.BetterChoice.ca

Grievance Report

Listed below are the grievances currently being processed and their status. If you would like to know more about a particular grievance or if your grievance isn't listed please contact the Chief Shop Steward, Steve Dudra or one of the other Standing Committee members. The next Standing Committee meeting is scheduled for Tuesday, January 24, 2006.

At Arbitration

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

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

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

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

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

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

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

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

Contracting Out Committee – Aug 20/04 – case #04-62 – Contracting out violation. Failure to notify re: stuffing box contracted out to Zanron.

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

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

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

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

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

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

At Standing Committee

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Grievances at Fact Finding

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

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

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

Gerry Stuebing – Sept 16/05 – case #05-42 – seniority violation.

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

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

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

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

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

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

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

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

Lube Crew – Nov 1/05 – case #05-53 – not asked to work O/T during Water Wash while contractors were on site.

Al Beattie – Oct 31/05 – case #05-54 – Call Time violation – called at home to discuss information about how to do job.

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

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

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

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

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

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

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

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

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

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

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

Lucky Bhullar – Sept 13/05 – case #05-66 – overtime violation.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

9 bargaining rules

by Bernie Lunzer/Guild Reporter/CWA/CALM

1. **Weigh every action** – If your action puts you further from your goal, modify it, or don't do it. Never act out of anger or revenge.
2. **The Rule of Nine** – A bargaining committee should never have more than nine members, or less than nine members. (Facetious, but here's the point: committees that are too large are cumbersome and fractious. Committees that are too small are not representative and consolidate decision-making too tightly. Ideally, the committee is a diagonal slice of the organization, with each sub-group represented. Often that's not possible, but members must be connected, and know how they're connected to the committee. When bargaining concludes, the bargaining committee itself must "sell" the contract and explain to the bargaining unit why the contract works under existing circumstances.)
3. **Keep members connected** – Members should own the process. Although some locals allow members to attend bargaining sessions, I have mixed feelings about the practice because I've seen it result in a circus atmosphere-but I've also seen locals effectively use it to show the mean-spirited nature of a publisher's committee.
4. **Committee members must commit** – An esprit de corps develops within such groups, not unlike the camaraderie that develops on a jury, which is crucial for building trust and educating various representatives on issues they don't understand. A laissez-faire attitude toward committee participation will not allow this chemistry to develop. Tough decisions are made in every negotiating session, and the full committee should make those decisions.
5. **Work from consensus** – Votes can't always be avoided on a committee, but they create winners and losers, and hard feelings.
6. **Meet with negotiators regularly** – Take information back to the members and from the members back to the committee. Flyers are great for quick bursts of information, but they should not be relied on for effective communication.
7. **Maintain solidarity** – The union should speak as one voice, even though it may be divided behind closed doors. Save the fights for committee caucuses, and request one whenever necessary. Decide beforehand how you will handle discussion at the table. Some locals, for example, allow only the chief negotiator to speak. That's not always

desirable, but nobody on the committee should ever be surprised or in disagreement with what is said by a fellow committee person at the table.

8. **Never promise secrecy** – Almost every set of negotiations requires a back-channel discussion at some point. Because of the serious nature of the issues, and the public positions that are taken by both sides, it is often difficult to make real movement in a full-committee setting or to explore problem-solving initiatives. Neither committee feels comfortable “showing its hand” in the full setting, so have the full committee determine ahead of time who will serve on an off-the-record subcommittee. Work within the context of the talks in any sub-discussions, and make clear to the other side that you always have to go back to the full committee before any binding decisions can be made.
9. **Exceptions** – Know that there are always exceptions to rules, but know the rules before you break them.

- The airbag system would ask “are you SURE?” before deploying.
- Occasionally, for no reason whatsoever, your car would lock you out and refuse to let you in until you simultaneously lifted the door handle, turned the key and grabbed hold of the radio antenna.
- GM would require all car buyers to also purchase a deluxe set of Rand McNally road maps (a subsidiary), even though they neither need nor want them. Attempting to delete this option would immediately cause the car’s performance to diminish by 50 per cent or more.
- Every time GM introduced a new car, car buyers would have to learn to drive all over again because none of the controls would operate in the same manner as the old car.
- You’d have to press the “Start” button to turn the engine off.
- Macintosh would make a car that was powered by the sun, was reliable, five times as fast and twice as easy to drive.

GM versus Microsoft

Internet/CALM

While speaking at a tech conference, Bill Gates reportedly compared the computer industry with the auto industry and said “If GM kept up with the technology like the computer industry has, we would all be driving \$25 cars that got 1,000 miles to the gallon.”

In response to Gate’s comments, General Motors issued a press release stating: If GM had developed technology like Microsoft, we would all be driving cars with the following features

- For no reason whatsoever, your car would crash twice a day.
- Every time they repainted the lines in the road, you would have to buy a new car.
- Occasionally your car would die on the freeway for no reason. You would have to pull over to the side of the road, close all of the car windows, shut it off, restart it and reopen the windows before you could continue.
- Occasionally, when executing a maneuver such as a left turn your car would shut down and refuse to restart and you would have to reinstall the engine.
- Only one person at a time could use the car unless you bought “CarNT,” but then you would have to buy more seats.
- The oil, water temperature and alternator warning lights would be replaced by a single “General Protection Fault” warning light.
- New seats would force everyone to have the same sized butt.



ED SENSES AN OPPORTUNITY TO START 2006 WITH A CLEAN SLATE

Sick? Stay home

USC/CALM

If you’ve got a union contract then you probably have paid sick leave, and that is a good thing during the cold and flu season.

Too many of us show up at work when we should stay at home in bed. Workplace experts say “presenteeism” or showing up for work when you’re sick, can limit productivity more than absenteeism does.

A U.S. survey shows that, in 2005, 48 per cent of employers report a problem with presenteeism, up from 39 per cent in 2004.

So don’t feel guilty—stay home until you’re feeling better, especially when you have a cough and fever. If you have a fever, you must wait for 24 hours after your temperature has returned to normal before you go back to work to avoid infecting co-workers.

A Better Choice for Working Families: Anti-Scab Legislation



**YOU can make a
BETTER
CHOICE**

Canada's federal labour code needs to be amended to include a ban on replacement workers or "scabs" during strikes and lockouts.

The use of scabs and replacement workers breeds anger on picket lines that can lead to violence, including damage to property, injury to workers and even death. Labour disputes are prolonged by the practice with a lingering animosity that can infect a workplace for years.

The Canada Labour Code governs important elements of our economy that can ill-afford the threat of prolonged labour disputes, vandalism or violence. Every extra day lost to labour disputes that disrupt or slow the flow of goods across our borders hurts us all. The same is true when important services like passports, employment insurance or food inspection are interrupted or when transportation is delayed.

Removing the ability to use scabs and replacement workers results in smoother labour relations and shorter labour disputes with less risk to everyone involved.

Quebec and British Columbia have anti-scab laws in effect today and the results are clear. The year after BC changed its labour code, the province realized a 50% drop in the amount of work time lost to strikes. Under the Quebec labour code, the average number of work days lost each year to labour disputes is about 15, compared to an average of 31 days lost each year under the Canada Labour Code.

Ontario banned the use of replacement workers in 1992, but lifted the ban a few years later following a change of government. Despite the rhetoric used by the opponents of the law, the short period it was in place was characterized by few work stoppages, moderate union demands and picket line peace. Furthermore, in the first year following its passage, Ontario's economic growth was the highest in the G-7.

Banning scabs and replacement workers from workplaces under the Canada Labour Code would prevent disruptive, even needlessly long labour disputes like we've recently seen at the CBC and Telus. It would also set a national standard that other provinces would be pressured to follow.

The Record in Parliament

Two private members' bills have been introduced in the House of Commons to outlaw the use of scabs at the federal level: Bills C-328 and C-263. Both were introduced by members of the Bloc Québécois, and supported by the NDP. Both parties have been consistently supportive of positive improvements to labour rights and standards at the federal level.

Both the Liberal Party and Conservative Party have been divided. A number of Liberal MPs voted with the majority of Conservative MPs to defeat C-328, and a similar pattern repeated itself for C-263 three years later: 72 Liberal MPs voted with the majority of Conservative MPs to defeat C-328 by just 12 votes.

If only several more MPs had voted in favour rather than against C-328, we would now have an anti-scab law in place. That's how close we came and that's why electing more people who support workers' priorities is so important.

You can make a Better Choice.

When you vote, be sure to vote for a candidate with a record of supporting anti-scab legislation or whose party supports banning replacement workers.

Ask the candidates if they will vote "yes" to change the Canada Labour Code to ban the use of scabs.

When you vote, choose a candidate and a party who you know will work for the issues that matter to working families.

**Canada does better when
working families do better.**



Canadian Labour Congress

Congrès du travail du Canada

www.BetterChoice.ca

Year of contrasts draws to a close for forest industry

**Derrick Penner
Vancouver Sun**

Thursday, December 29, 2005

The boom in British Columbia's lumber trade with the United States kept rolling along during 2005, at least in terms of volume if not in dollars, with challenges ranging from the rise of the Canadian currency, escalating energy costs and continued softwood lumber duties putting the squeeze on industry profitability.

The industry newsletter Wood Markets, in its December-January issue, reported that Canada is expected to set a record for lumber exports to the U.S. at 21 million board feet, some two-per-cent higher than 2004 figures.

B.C. forest industry profits, however, shrank in 2005 compared with record profits in 2004. PricewaterhouseCoopers reported that in the third quarter of 2005, B.C.-based company profits were down 76 per cent at \$107 million compared with \$451 million in the same quarter a year ago.

And while prospects for Interior-based lumber producers appeared good, with lumber-producing powerhouses Canfor Corp. and West Fraser Timber Co. Ltd. showing third-quarter profits of \$17 million and \$18 million respectively, coastal companies struggled as Western Forest Products Ltd. showed a loss of \$13 million and Interfor a scant \$5-million profit.

"Markets, in terms of lumber pricing, certainly came down from '04," Canfor CEO Jim Shepherd said in an interview.

"A big part of our bottom line came from [Canadian] currency appreciation. If you look at the dollar this year over last, it has had a huge impact on a company like Canfor, which produces in Canadian-dollar terms and sells in U.S.-dollar terms."

Shepherd added that softwood lumber duties remained another major challenge for the industry.

In 2005, Canadian lumber companies have paid some \$5 billion in duties, all of which is being held by U.S. Customs officials pending the outcome of the continuing Canada-U.S. softwood lumber dispute.

"We're still profitable," Shepherd said, adding that he is taking steps within the company to make sure Canfor stays that way.

For Canfor, 2005 was a year to absorb Slocan Forest Products, which it acquired in 2004.

Shepherd said the company sold three sawmills and closed three others.

He added that Canfor spent \$300 million on upgrading its remaining plants so they can more flexibly switch between producing framing lumber for

North American buyers and structural pieces for Asian housing markets, and more effectively deal with trees killed by B.C.'s ongoing mountain pine beetle infestation.

In 2005, the province announced that the devastating beetle infestation had spread to 10 million hectares of B.C. forests, an area three times the size of Vancouver Island, and appeared to be spreading into Alberta.

B.C.'s chief forester has ramped up the harvest of trees in infested regions in order to use damaged trees before they are destroyed, which gives lumber producers short-term gains, but has longer-term consequences.

Ainsworth Lumber Co. Ltd., a B.C.-based maker of oriented strand board panels, which are used as a replacement for plywood in construction, announced its intent to spend \$400 million on new OSB plants to specifically use beetle-killed timber.

However West Fraser Timber Co. Ltd. noted that beetle-driven harvests are "higher than sustainable levels."

"That's going to have to rebalance itself sometime in the future, I just don't know when and how big an impact that is going to have."

Ketcham said his company's goals for 2006 will include continuing to push for a negotiated settlement to the Canada-U.S. softwood lumber dispute, reducing company dependency on fossil fuels and continuing to find ways of cutting costs -- in the firm's pulp mills as well as sawmills -- "to be low-cost and compete effectively."

Shepherd noted that B.C. pulp producers, such as Canfor and West Fraser, did see some price increases during 2005, but those were more than offset by the increasing value of the Canadian dollar versus U.S. currency.

Ketcham added that B.C. needs to have a healthy pulp industry to use wood chips and waste wood from sawmilling.

"We need to explain the economics of the Interior forest industry to government and the rest of people in general," he said.

"It's our job to make sure that people understand that to have vibrant, thriving communities in the Interior, we need a vibrant and thriving forest industry. We have a lot of issues coming at us, and it's important everybody understands what those issues are."

On B.C.'s coast, 2005 was the year for coastal lumber producers to be overtaken by merger mania.

Activity started in February, with Ontario investment firm Brascan's much-anticipated \$1.4-billion acquisition of Weyerhaeuser's coastal sawmills and private forest lands.

Brascan, which has since renamed itself Brookfield Asset Management, immediately split its

new holdings into two different companies, Cascadia Forest Products and Island Timberlands.

In November, Western Forest Products, formed out of the bankruptcy of the old Doman Industries with Brookfield as a major shareholder, announced it would purchase Cascadia in a transaction worth \$265 million.

The purchase and merger helped set the stage for continued long-term restructuring of the Coastal industry, though 2005 was marked with the early pains of that in bleak news of mill closures and production curtailments.

"The kind of change we're making here is the kind of change that will help set the industry up for the longer term," said Western Forest Products CEO Reynold Hert.

However, among the challenges, including softwood lumber tariffs that cut deeply into returns on more highly valued products and high costs, Hert listed safety as the company's No. 1 challenge.

B.C.'s forest industry dealt with a staggering 43 deaths in accidents during 2005, a number that shocked everyone in the business and has been attributed to restructuring of the forest industry.

Hert said companies need to create a corporate culture that "promotes safe performance, and an understanding that that kind of culture leads you to overall better business results."

depenner@png.canwest.com

We know exactly where one cow with mad cow disease is located among the millions and millions of cows in America, but we haven't got a clue as to where thousands of illegal immigrants and terrorists are located. Maybe we should put the Department of Agriculture in charge of immigration.



MORE DEEP THOUGHTS...

As the New Year develops, here are a few points to ponder:

Number 10 - Life is sexually transmitted.

Number 9 - Good health is merely the slowest possible rate at which one can die.

Number 8 - Men have two emotions: Hungry and Horny. If you see him without an erection, make him a sandwich.

Number 7 - Give a person a fish and you feed them for a day; teach a person to use the Internet and they won't bother you for weeks.

Number 6 - Some people are like a Slinky ... not really good for anything, but you still can't help but smile when you shove them down the stairs.

Number 5 - Health nuts are going to feel stupid someday, lying in hospitals dying of nothing.

Number 4 - All of us could take a lesson from the weather. It pays no attention to criticism.

Number 3 - Why does a slight tax increase cost you two hundred dollars, yet a substantial tax cut saves you thirty cents?

Number 2 - In the 1960's, people took acid to make the world weird. Now the world is weird and people take Prozac to make it normal.

AND THE NUMBER 1 THOUGHT FOR 2006:

What Religion is Your Bra?

A man walked into the ladies department of a Macy's and shyly walked up to the woman behind the counter and said, "I'd like to buy a bra for my wife."

"What type of bra?" asked the clerk.

"Type?" inquires the man, "There's more than one type?"

"Look around," said the saleslady, as she showed a sea of bras in every shape, size, color and material imaginable. "Actually, even with all of this variety, there are really only four types of bras to choose from."

Relieved, the man asked about the types.

The saleslady replied: "There are the Catholic, the Salvation Army, the Presbyterian, and the Baptist types. Which one would you prefer?"

Now totally befuddled, the man asked about the differences between them.

The Saleslady responded, "It is all really quite simple..."

The Catholic type supports the masses;

The Salvation Army type lifts the fallen;

The Presbyterian type keeps them staunch and upright;

The Baptist makes mountains out of mole hills.

2006



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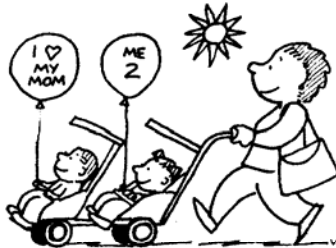


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Movie chronicles

Tommy's incredible life

by Fraser Needham/Commonwealth/SNDP/CALM

Tommy Douglas the Greatest Canadian is going to be Tommy Douglas the Miniseries.

Shooting on The Tommy Douglas Story wrapped up in Regina in May 2005. It will air on CBC television on March 12 and 13, 2006.

The \$8 million miniseries a partnership between CBC, Telefilm Canada and the Canadian Television Fund—is directed by John Smith (The Boys of St. Vincent) and stars Michael Terriault (The Producers) as Tommy Douglas, Don McKellar (Highway 61) as former CCF treasurer Clarence Fines, Robert Moloney (Cold Squad) as former CCF premier Woodrow Lloyd and Paul Gross (Due South) as former Prime Minister John Diefenbaker.

Prairie Giant: The Tommy Douglas Story covers the amazing life of the former Saskatchewan premier and CCF leader beginning with the growth of the CCF as a social movement in the 1930's and the political party's historic election victory in 1944, through the birth of medicare in Saskatchewan and Douglas's election as the first leader of the federal NDP and finishing with his farewell speech to thousands of admirers in Regina in 1983.

Outside of Ottawa, most of The Tommy Douglas Story was filmed in Saskatchewan locations. The Tommy Douglas Story has been a good employer for Saskatchewan people. Locals filled roughly 200 jobs on the production out of a cast and crew of roughly 275. Hundreds of people all over Saskatchewan rallied around the production and pitched in on scenes.

Because the movie spans Douglas's long life, one of the major challenges was to recreate the various time periods. Once Terriault, an actor with the ability to play Douglas in different time periods was selected (the role was originally supposed to go to Douglas's grandson Kiefer Sutherland but he was tied up with his hit TV series 24), one major hurdle was cleared. However, there still remained the problem of trying to realistically portray many specific moments in time at various locations. Another challenge was trying to compress so many events and so much history into a mere seven-hour production.

"For example, when Tommy spoke to the 50th anniversary celebration in Regina his speech was 50 minutes long and there was a 26 minute standing ovation. Obviously, you can't do that in a movie," says producer Kevin DeWalt.

Wal-Mart Bashing

Don –

I RECENTLY BROKE THE LAW (against copy-right protection) and have downloaded several films dealing with the troubles that has been happening in the USA where **Wal-Mart** has any business dealings. I knew that this company was bad for small business, but did not realise how bad it was, until I started to view some of this video material. At the end of one of these films are two websites and I encourage any & all computer owners to write them down and go home and view these sites. Here are the websites – www.walmartmovie.com and www.bravenewfilms.org.

After viewing these films & seeing what has been happening to people all over the world, I will (personally) **DO MY BEST to NOT PURCHASE GOODS IN WAL-MART STORES.**

Wilf Butters

Janitors' Wal-Mart suit moves forward

UCS/CALM

A U.S. federal judge ruled that a group of undocumented immigrants can move ahead with their lawsuit against Wal-Mart for making them work up to 70 hours a week without overtime and locking them in stores so they couldn't leave until a manager unlocked the doors.

At least 170 workers are involved in the case, a number that both sides expected to increase as more victims sign on to the case. The workers were employed as janitors in 21 states. Although a few worked directly for Wal-Mart, the court found that most were employed by outside contractors but Wal-Mart could reasonably be considered a joint employer.

The suit was originally filed in November 2003. Wal-Mart said that the suit should be thrown out because, as undocumented workers, the janitors were ineligible for protection under the U.S. Fair Labor Standards Act. The judge rejected that view.

(Each year the CEP offers scholarships to members in good standing, their children or the children of retired or deceased members who were in good standing at the time of their retirement or death. Over the next few pages are the forms and rules for applying for those scholarships. Please remember that the forms must also be signed by a CEP Local 298 or 1127 (where applicable) Union Officer. Editor.)

CEP SCHOLARSHIP PROGRAM

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

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

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

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

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

The applicant must also submit with the application an essay of 1,500 to 2,000 words on the topic: "What the labour movement means to me" no later than March 31, 2006.

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

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

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

CEP SCHOLARSHIP APPLICATION FORM

FIRST AND LAST NAME:

ADDRESS:

PHONE NO.:

NAME OF PARENT OR GUARDIAN:

MEMBER OF LOCAL UNION #:

NAME OF THE COMPANY:

PLANS FOR FURTHER EDUCATION:

SIGNATURE OF CEP LOCAL UNION OFFICER:



CEP Non-Traditional Scholarship Program **in Recognition of December 6th, the National Day of Remembrance** **and Action on Violence Against Women**

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

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

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

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

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

The applicant must also submit with the application an essay of 1,500 to 2,000 words on the topic: "Give a brief description of the non-traditional field you are entering and what you think the union's role should be in promoting women in this field" no later than March 31, 2006.

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

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

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

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



CEP Non-Traditional Scholarship

in Recognition of December 6th, the National Day of Remembrance and
Action on Violence Against Women

APPLICATION FORM

FIRST AND LAST NAME:

ADDRESS:

PHONE NO.:

NAME OF PARENT OR GUARDIAN:

MEMBER OF LOCAL UNION #:

NAME OF THE COMPANY:

PLANS FOR FURTHER EDUCATION

SIGNATURE OF CEP LOCAL UNION OFFICER:

Welcome to New Members

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

| <u>Member</u> | <u>Department</u> | <u>Initiated</u> |
|----------------------|-------------------|------------------|
| Adam Shaw | Pulpmill | Yes |
| Kevin Hamilton | Raw Materials | ---- |
| Colin Taylor | Steam Plant | ---- |
| Mika Vossi | Steam Plant | ---- |
| Stephen Stone | Electrical | ---- |
| Teresa L. Nyce | First Aid/Stores | ---- |
| Scott MacGregor | Stores/First Aid | ---- |
| Chris Gielens | Raw Materials | Yes |
| William (Bill) Hardy | Pipefitter | Yes |
| Justen Stekelenburg | Welder | Yes |
| Steven Boudreau | Pulpmill | ---- |

The next General Membership Meeting is at 4:30 pm, Wednesday, February 8, 2006 at the Union Hall, 623 Enterprise Avenue. General Membership Meetings are held on the second Wednesday of every month unless otherwise notified.

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

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

The above benefits are explained in our bylaws booklet.

Notice

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

Employee and Family Assistance Program - EFAP

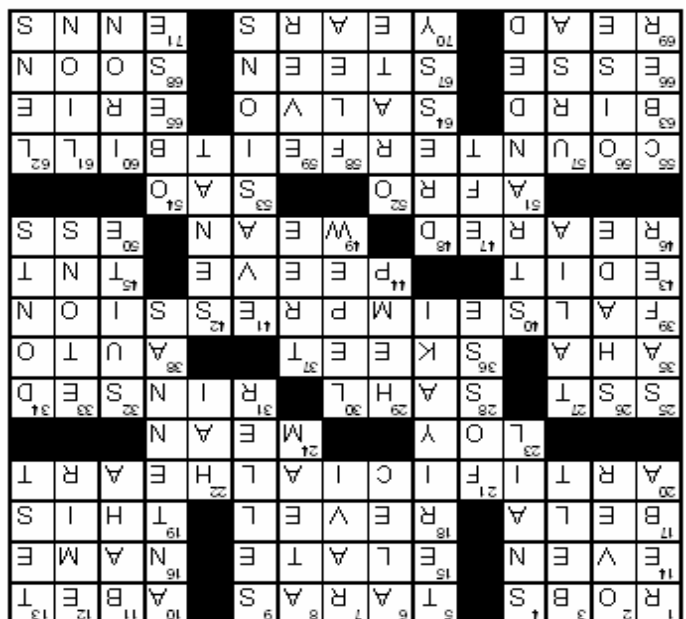
The services of professional counselors are available to all employees of Eurocan through the **EFAP**. Anyone needing psychological or psychiatric counseling, financial counseling or help in any matter can contact the offices of Wilson Banwell in Vancouver, toll free at **1-800-663-1142**.

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

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

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

EDITED BY TIMOTHY E. PARKER
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By Fran & Lou Sablin

"FAKING IT"

"FAKING IT" By Fran & Lou Sabin — Edited By Timothy E. Parker

ACROSS

- 1 Rips off, in a way
 5 Gogol's "___ Bulba"
 10 Act as an accessory
 14 Knotted
 15 Give a laugh
 16 Implicate
 17 Lugosi in "The Raven"
 18 Have a ball
 19 "___ Magic Moment"
 20 Michael De Bakey's transplant
 23 Myrna of "The Thin Man"
 24 Have in mind
 25 Certain retired craft
 28 Comic Mort
 31 Helped with the dishes
 35 "Caught cha!"
 36 Type of shoot
 38 Wheels, so to speak
 39 It may be misleading
 43 Change for the better, perhaps
 44 Tick off
 45 Razer's purchase
 46 Brought up
 49 Disaccustom
 50 Limoges finish?
 51 Kind of American or Cuban
 53 ___ Paulo
 55 Bank's bane
 63 Aviary member
 64 Round of applause
 65 Quaker State city
 66 In ___ (existence)
 67 Dutch painter, Jan ___
 68 One of these days
 69 Enjoy "Buddenbrooks"
 70 Times of your life
 71 Austrian river or town

DOWN

- 1 Country singer McEntire
 2 Done with
 3 It may be green or black

- 4 Symbol of slowness
 5 Beef or chicken dish
 6 Sir Guinness
 7 Sitarist Shankar
 8 B.A. Baracus' group
 9 Merchant
 10 Rooftop array
 11 ___ Men ("Who Let the Dogs Out")
 12 Dubai dignitary
 13 Run-through
 21 Choreographer Bob
 22 "Bali ___" ("South Pacific")
 25 Less imperiled
 26 Anti-peeping device
 27 Sylvester's "Rocky" co-star
 29 Rope-maker's fiber
 30 Pepe the smelly skunk
 32 Ritzy hotel accommodations
 33 Stiff collars
 34 Certain warnings
 37 Kind of frog
 40 Left alone
 41 Devious answers
 42 French assembly
 47 Immature newt
 48 Rather formal
 52 Be Bryanesque
 54 Too big, weightwise
 55 Radio-active driver?
 56 River to the Seine
 57 Sky bear
 58 Kind of bag
 59 At any time
 60 It may land on one of four railroads
 61 Half of a griffin
 62 It helps keep you focused

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