

Local 298 Newsletter

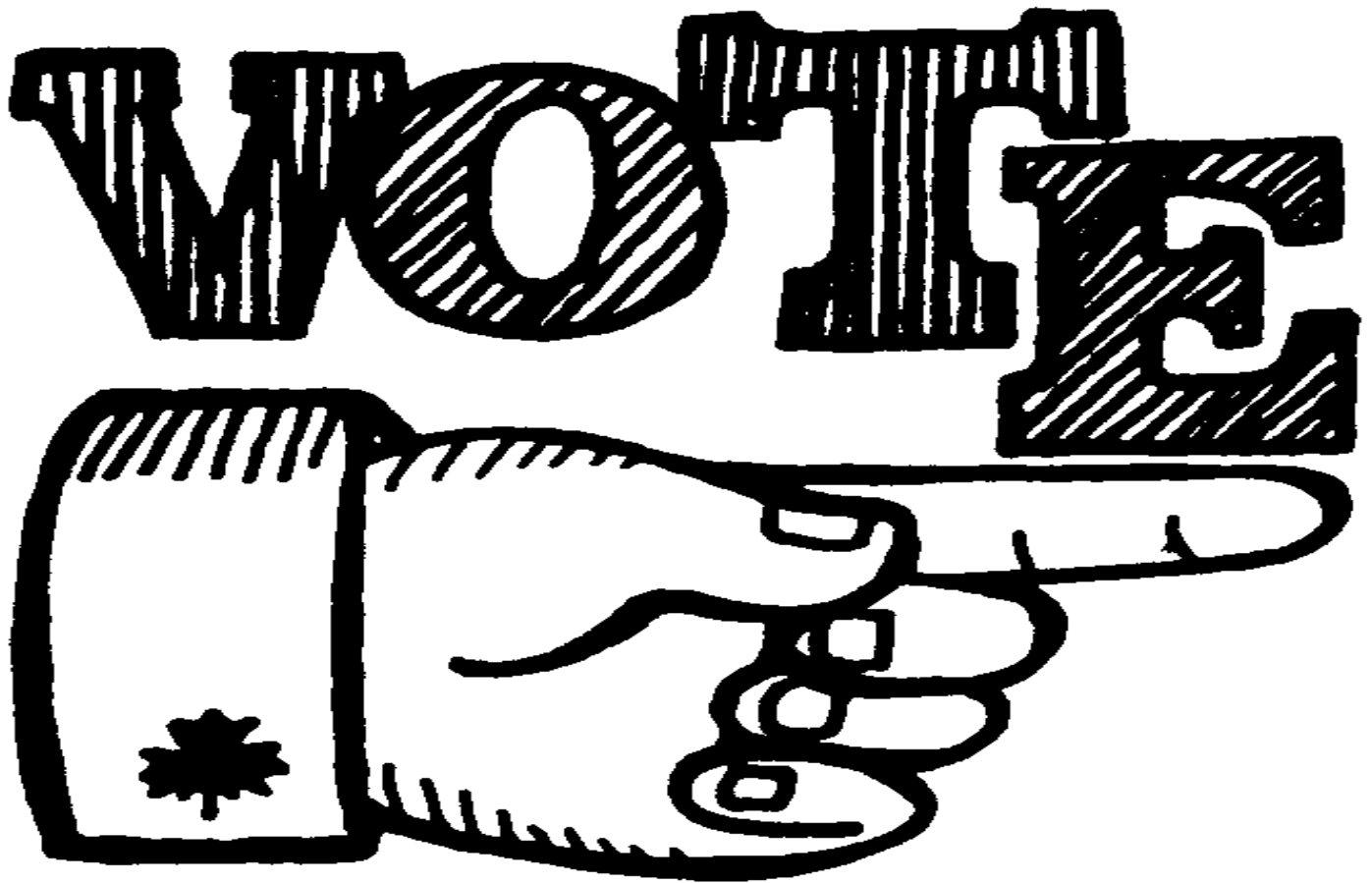
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Editorial

Who Are You Voting For?

By Don Klie

Both of my children asked me that question recently. They are both old enough to vote in this federal election and obviously they are aware that this is something that has some importance.

The first words out of my mouth wasn't, "I'm voting for the NDP". The first thing I said was, "...don't vote for the Conservatives."

We discussed the options of who to vote for and possibly how to vote so a certain party didn't get elected; this is called strategic voting. "I don't like the Conservatives but the NDP have no chance of winning so vote Liberal (and I don't mean the BC Liberals!!!!); or vice versa.

But in our riding the NDP do have as good a chance as the Liberals of beating the Conservative/Alliance/Reform party.

My daughter said something that I thought was pretty smart. She said, "I looked at the party platforms (on the internet) and chose the party whose platform I most agree with" (for privacy rights I won't say which party she chose but thank God it wasn't the Conservatives).

I'm aware that many people vote the way their parents did and I didn't want to unnecessarily influence my children's decision. I was raised in a Liberal voting/supporting family and always have that tendency. My union activism though has always steered me closer to the NDP. In my first election in BC way back in 1976 (I'm originally from Ontario) I wasn't exactly sure who to vote for. The NDP were in power and the Social Credit were the main opposition. The Social Credit were a coalition of Conservatives and Liberals (but mainly Conservatives and anybody but the socialist hoards). I voted for the NDP then because I believed they were more people oriented than the Socreds and I definitely didn't want the Socreds to win.

So, how do I chose who do vote for and, who am I voting for?

We need government in order to make our life better; and governments should be there for the people; and, government should think like the people. Government shouldn't think like business. All business wants is profit. That is why they're in business. So if the business wants cheap labour they go to Mexico or China or somewhere they can pay less for labour. If business doesn't want to pay for pollution controls then they go to countries like Mexico or China, etc, that don't have or enforce strict pollution controls. Do we want our government to contract out our government jobs to Mexico?

Why would we want a government to be run like a business? I don't want my government's main focus to be on making money or saving costs; I want my government to think about making my life better, I want my government to think about providing service for me and my family, and for my friends and neighbours. I want my government to be people oriented. I want good education opportunities, I want good health care, I want good transportation systems, I want good social services, and I want clean water and clean air. Which party most exemplifies those priorities?

But, in the real world we know that party platforms and election promises always give way to the hard realities of life. Politicians break or alter their promises as soon as they come to power. In Ontario, Dalton McGuinty's Liberals imposed medical health premiums (just like all the other provinces have; in BC we call it MSP) after running on a platform that said he wouldn't.

And, remember how the NDP in this province and in Ontario acted once they were in power. The reality is no one can be predict what the future will hold or exactly how we will respond to it. But, when people have to make decisions they rely on their principles, their morals and their gut. I don't like what I've heard from Steven Harper and his band of Alliance/Reform Conservatives; they're all about business. I don't like what I've seen from Paul Martin or the Chrétien Liberals. They're the ones who cut funding to federal programs that helped the provinces pay for such things as health services, education, clean water and social services to name a few. Martin was the architect and Chrétien the master. Also, when Martin was in business, what did he do with his business; he moved it offshore in order to avoid paying living wages to his employees even though he still does much of his business in Canada. Is this what we want him to do when after the election? Do we want him thinking about businesses and profit, or do we want him thinking about us? Remember what his gut told him to do; move my business headquarters offshore so I can make more money. It didn't do it so he could help the people who work for him or for his neighbours.

Obviously, during an election the political parties are going to try to package and sell their platform to the largest majority of people. They will try to hide what people don't like about them and focus on other issues. In short, they are selling themselves like a consumer product.

Ford motor company had a great advertising strategy in the 1970's. They actually took their weakest trait and sold it like it was like their strongest. Their cars were having problems with rust at the time. It eventually was discovered that they were incorrectly ionizing their paint during the painting process and it caused the paint to bubble and flake prematurely and allow the rusting to start. The way they got around this was to claim in their advertising that, "Engineering was JOB ONE". They tried to cover up their mistake by claiming that their cars were the best engineer cars on the market.

Is this how the politicians market themselves? Is this one of the reasons why some people don't vote? Does our vote really count?

The answer is yes, your vote does count and it is very important that you exercise your right to do so. The only thing that make the politicians address our issues is if they know that we will come out to vote for or against them. If we can show them that we will vote and do it in large numbers then they will continue to try to serve us the best they can.

Who am I going to vote for?

I will be voting for Nathan Cullen of the NDP.

In Solidarity,
Don Klie

Remember to Vote!

Executive Officers For 2004

		<u>Tel #</u>	<u>Work Local</u>	<u>Job Title</u>
President	Don Klie home - 632-7571 cell - 632-1352 work - 2367			Pipefitter
1st Vice President	Frank Verde Sr.	632-2924	2213	Shiploader/Labourer
2nd Vice President	Jack McCamy	632-5658	3513	Spare Board
Financial Secretary	Mary Murphy	632-5201	3451 or 2568	First Aid/Stores
Recording Secretary	Gary Ewanski	632-2743	2213 or 3519	Shiploader/Labourer
Inside Guard	Andy Sanwald	632-4131	3510	Spareboard
Outside Guard	Pablito Mendoza	639-9187	3466	Instrument Mechanic
Trustees	Gary Drake 3yr	632-2905		Lubrication Mechanic
Trustees	Ed Da Costa 2yr	632-7796	2356	Raw Materials
Trustees	Dan Belleville 1yr	632-5935	2367	Pipefitter
Chief Shop Steward	Ilona Kenny	632-4244	3451 or 2568	First Aid/Stores

Committees

Standing Committee: Frank Verde Sr., Dan Belleville, Ed DaCosta, Ilona Kenny, Jack McCamy

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

Job Evaluation:Dave Burrows, Jack McCamy

Rehabilitation & Reintegration: Mary Murphy 3yr

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

Pensions:Gary Drake, Don Klie, Gary Ewanski

Sunshine Committee: Dorothy Birkett

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

Central Safety:.....Mary Murphy, Dan Belleville, Alfie Poellot, Angus MacLeod

Apprenticeship:John Burget, Dennis Urbanowski, Paul Wilson

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

Chief Shop Steward	Ilona Kenny
Yard & Stores	Mary Murphy
Janitorial	Kelly Ruff
Raw Materials	Mike Holland Arnie Carrita
Steam Plant and Pulp Mill	Andy Sanwald Richard Crockart Dave Burrows Kevin Read
Shiploaders	Dino Stamatakis Wayne Fulljames
Warehouse\Dock	Jason Smith Angelo Marrelli
Maintenance	
Pulpmill	Al Hummel
CRU	Elvis Resendes
Paper Maint.	Dan Belleville
Electrical	Rick Wittmann
Inst. Mech.	Pablito Mendoza
Millwrights/Oilers	Steve Dudra
Millwrights	Derek Smith Paul Wilson

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

Newsletter Editor: Don Klie;
donklie@telus.net

WARNING!!!

THIS NEWSLETTER IS RATED:

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FOR UNION!

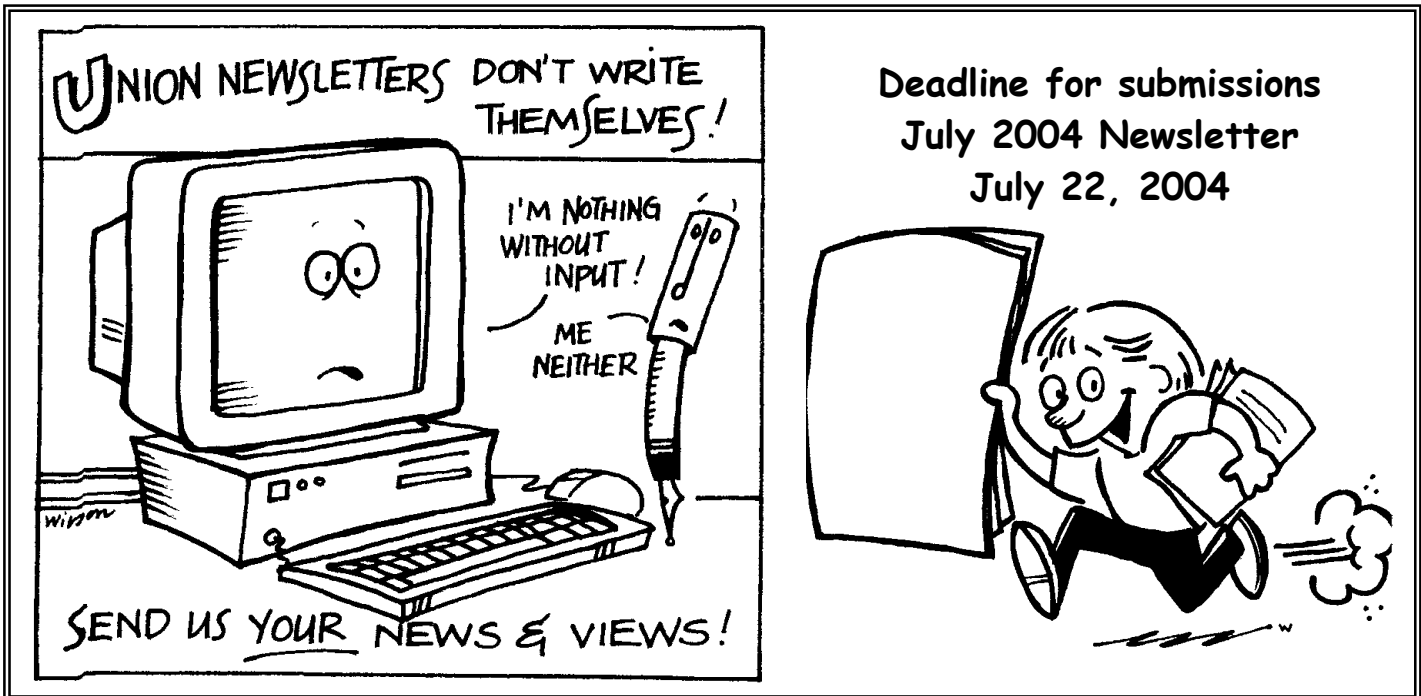
This newsletter is solely for the entertainment and information of the members of CEP Local 298.

Union Office Hours:

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Monday to Thursday
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Editor: Don Klie



President's Report

Beware Of The Dark Side

By Don Klie

When I won the position of President last November I looked forward to seeing the rest of the executive positions being filled and just who would be part the executive. A number of us had spent a great deal of time with negotiations, the strike and other issues last year and some felt it was time to take a break. Consequently, a number of the positions on the executive were left vacant when no one accepted the nominations. The two best candidates for the positions of Vice Presidents had declined to accept the nominations. Fortunately for the Local, and me, Frank and Jack agreed to fill the positions. Also, Gary Ewanski agreed to fill the position of Recording Secretary, a position that he has held in past years.

When considering whom I would approach to fill the empty positions if the eventual holders had not agreed one of my first thoughts was of Steve Welsh. Although Steve had not held an executive position before he has been our WCB Worker Advocate and Re and Re Committee member and over the past number of years he had given a great deal of his time to the Union and union members.

It was very comforting knowing that if I or anyone in our Local had problems with a WCB claim we could rely on Steve to help us. During the strike Steve also took on the job of seeing to the paying for and monitoring of our health benefits plan. He was able to save us literally thousands of dollars.

Steve did his job with compassion, intelligence and aggressiveness. When talking to Steve about an issue it was hard to get a word in edgewise because of his rapid-fire delivery; you got the feeling that he was very passionate about the subject and you knew this was the guy you wanted fighting for you.

My only concern about asking Steve to take on one of the vacant executive positions was of putting too much of a workload on a person who was already doing a hell of a lot for the Local. The last thing I wanted was to lose Steve because of over work and/or burn out.

Or so I thought...

Actually, what has happened is even worse. Steve (Dark side Deuce) Welsh (Welch, Walsh, Sky Walker {is that what SW really stands for?}) has gone over to the dark side and taken on a planner's job for Eurocan. Not only have we lost his services as Worker Advocate but also he has joined forces the evil Empire (Eurocan).

Some are alleging the that main reason Eurocan chose Steve was so that they could deny our members the use of his Worker Advocate services.



While that might seem somewhat plausible considering the great job Steve has done for us I believe it had more to do with his abilities as a millwright and his obvious abilities at learning how to solve problems and get results. Steve has an easy rapport with many of his workmates and the people he helped over the years as worker advocate.

Steve and his services will be greatly missed. I wish him the best of luck in his new job and I hope he is as successful in the future as he has been in the past.

Relationship Initiative

At the end of May the Executive called a special membership meeting to inform the membership on a number of incidents and issues around the mill and to seek direction.

Since early this year we have embarked on a relationship improvement initiative that was purposed by the Company during the strike last year. At the time the initiative was offered most of us didn't give much weight to it being that it was only available after the strike was over. At the time we were trying to get the Company back to the table to restart negotiations and this offer didn't appear to get us any closer to that objective or to resolving the dispute.

At the conclusion of the mediation process that helped bring the strike to an end all of the wage delegates agreed that something had to happen along the lines of relationship improvement or the mill and our jobs would be in danger of being lost.

With that as our focus we went into this process with a solid commitment to seeing it through and improving the relationship.

The Company asked us, and got, suggestions on who we thought might be able to help facilitate this process. What we have come up with so far is Peter

Lawrie and the King, Chapman and Broussard program/process.

At this point in time the process is still in the exploratory stage; in fact, no commitments one way or the other have been made and no money committed. Neither side is sure that this program is what will see us through to improved relationships.

There have been recent developments at the Standing Committee level, without and consultants involved, with special meetings in the Steam Plant/Pulpmill area as well as Raw Materials that suggest real progress on relationship improvement is being made. There have been 4 more people hired in both the Pulpmill/Steam Plant Joint Pool and in the Purchase Chip/Locomotive Joint Pool. The Company and Union have agreed to grandfather one of the Steam Plant employees in the Assistant Steam Plant Engineer position. Discussions are continuing with both sides optimistic that progress will continue to be made.

However, a short walk throughout the mill brings a different picture into view. Reliance on contractors to do work that we could and should do in-house has to be tackled. The kinds of changes needed to change that type of thinking go very deep. What pitch or program can we make to get the Company to change their ingrained way of doing business is not easy to develop. We have long heard the mantra that we can't man for the peak periods of work; we can only employ those that we absolutely need and then contract out the work that becomes extra.

With that type of thinking we end up with not being able to do things that once seemed simple. Remember in February we had to bring in outside contractors to do the roll repairs on the Winder. Every bit of that work was in the capabilities of the crews we had just a few short years ago. Look outside and we see contractor trucks hauling hundreds of loads of gravel. We can't even dump our own garbage anymore. Rail yard track conditions have gotten to dangerous levels. If we had the experience and knowledge that we used to have we would be able to do this work on a proper basis with the crews we currently have.

It is about managing the resources we have in-house and maintaining that expertise, that knowledge, that ability. This is how we will improve the relationship at our mill with our employer. Whether or not we have the skill set in-house or the confidence and trust in each other to accomplish this type of change is uncertain. It hasn't existed up until now.

There appears to be a willingness on both sides to begin doing something to improve the relationship. Just what it will look like is still being considered and discussed. Stay tuned.

Annual Maintenance Shutdown

This year's maintenance shutdown was a very short affair. There were the usual problems going into the shutdown with whether or not our crews would be offered the work before the contractors. Our position at Contracting Out regarding what to agree to contracting-out-wise is very dependant on what work is being offered to our own crews. As long as all of our crews are being gainfully employed (that is, all of our people are being asked to work 12 hour shifts throughout the shutdown) we usually agree to the Company's requests for contract without intense scrutiny.

However, there was some work scheduled by the contractors for the weekend at the start of the shutdown that wasn't planned for and not discussed during the contract notification meetings. This work was well within the capabilities of our own crews. In the future we will have to examine all of the proposed contracts on a much closer basis before the shutdown to determine whether or not our crews can do the work and when that work will start. If it is foreseen that certain jobs might need pre-shutdown preparation that requires overtime we will be recommending that our crews do this work and that the contractors be reassigned to other work that occurs during the shutdown itself.

During the shutdown there were few problems (a near suspension/discipline was amicably resolved). No major injuries or incidents were reported. However, on startup a number of problems did occur. The Recovery Boiler was up and down a number of times (in part because of cracks in some tubes and then some computer problems). There were also some serious lockout problems that either occurred or were discovered on startup.

A valve on the feed line to #3 Hi Density Tank was opened even though the valve was locked out. The potential for injury in this situation was significant because this valve was locked out as part of a vessel entry lockout and people were still going into the tank. There was no deliberate intention attributed to the workers and supervisor involved in the incident. Contributing factors were poor visibility because it was outside and late at night (poor lighting), and the valve and locks were covered in stock because of a leak. Also, it was a large valve and the operators were most likely using a large valve wrench so the resistance provided by the lockout cable was less noticeable. The Papermill crews had locked out the valve for entry into one of their tanks but the valve was on the Pulpmill feed line from their Chemi Washer, which was in the process of sending product to that tank. Obviously the Pulpmill shouldn't have been pumping stock to a tank they didn't know the status of and the Papermill shouldn't have been

locking out a valve that wasn't part of their production system (another example of flexibility poorly implemented) without first having developed a system that would properly notify/inform the Pulpmill of the situation. *(This is also another example of the poor communications that exists between the various areas of the mill. A few years back a valve on the SO2 system was closed by the Pulpmill because of problem leaks. When the problems were resolved the valve was inadvertently left closed. When it came time to connect the SO2 car for unloading the vacuum pump that drains the unloading lines of SO2 wouldn't work. After a couple of days of changing out the pump(s) and trying to get things to work it was finally determined that the closed valve was on the vacuum discharge line. No one in the Papermill knew the valve was closed {or that it even existed}. Obviously the Pulpmill shouldn't have been closing a valve that wasn't part of their production system without first having developed a system that would properly notify/inform the Papermill of the situation.)*

While I am not aware any of the recommendations to prevent a reoccurrence that were made as a result of the Incident Investigation they will have to include developing a system to properly communicate this type of information between the production departments. Also, we will have to increase the breaking strength of any device used for lockout purposes as well as blanking of all the lines going into any tank where vessel entry by workers is intended *(currently, for vessel entry the Papermill does not require blanks on the lines going into tanks if those lines are not considered to contain dangerous products, such as acid or caustic. This incident indicates that the line between safety and the WCB regulations were cut a bit too close. Representatives of Local 298 have argued this point before with Papermill management. It had always been our belief that the mill should have consistent safety policies and procedures throughout the mill. Everywhere else in the mill vessels must have the lines going into them blanked {or double blocked and bled} before entry is allowed. It is my position, based on this incident, that we will not entre any tank in the mill until this standard is met {that is, blanked lines or double blocked and bled}).*

Startup Setbacks

Over the last few days I've had the opportunity to discuss the recent mill start up with Rick Maksymetz. We discussed some of the problems encountered with the Recovery Boiler, with #2 Paper Machine and with some computer programming problems.

One of the problems with the Recovery Boiler was a MCC Room overheating. Apparently it took

some time before the overheated electrical switch room was identified as the problem. But, the smart question asked was, "Why didn't the alarm come on to tell the Steam Plant Engineer that there was an overheated switch room?"

Apparently, Eurocan doesn't have any electronic sensing devices hooked up to alarms to indicate when our switch rooms are overheated.

Personally, I'm familiar with the problems an overheated switch room can cause. As a pipefitter I have had opportunities over the years to work on the cooling water systems that service the MCC rooms and have been made aware by my supervisor what happens when these central nerve centres overheat. I just assumed that people in management, and more particularly, the people who made the decision not to have these monitors installed in the first place knew that too.

Well, high on Maksymetz's list of things to do now are warning systems to alert the operators to overheated switch rooms.

Another problem that occurred on start up was computer related. Things that were running fine and shutdown only a week before didn't want to start up. Apparently during the shutdown changes were either made or occurred to the programming that prevented equipment from starting up correctly. Obviously these changes need to be tracked better and communicated to others so that the "right hand knows what the left hand is doing", so to speak.

On #2 Paper Machine there were a couple of problems that were of note. A set of drive belts on the Press Section (?) burnt up on start up. A new set were installed and they were quickly destroyed as well. Unfortunately there were no more in Stores, on the property or in Kitimat. Two new sets had to be flown up from Vancouver. While the Paper Machine waited for the new belts Analytical Troubleshooting was employed to determine the cause and soon after the belts arrived the machine was going.

However, due to some new modifications to the Press Section during the Shutdown the Papermakers couldn't get the sheet to go all the way across the machine when threading up (running the sheet of paper from the wet end all the through the machine to the spool at the dry end). A new shower bar was installed, to be used on a new style roll (ceramic instead of the current granite roll), but the new roll is not yet installed. Apparently the shower water wasn't needed on the granite roll and caused other problems that cut the sheet.

Everyday is an opportunity to learn something new.

**In solidarity,
Don Klie**

Belleville's Views

Wasn't That A Great Meal?

By Dan Belleville

Retirement Planning Seminar

This is one thing that the Company does for its employee's that I see is very good for all. The only thing that I heard negative about this, is that it would of been better if we had it sooner. The company realizes this and said it is aiming to get to the age group in the forty's. They are down now to the groups that are in there early fifty's.

We started off the day with a good breakfast buffet. Then before coffee they had "Orientation to Retirement Planning about Retirement Concerns and a Framework for Planning". After coffee Dr. George Smith presented us with concerns about "Healthy Aging". It ranged from eating properly to things that you should be checking and looking out for to stay healthy.

After lunch we were divided into two groups; hourly and staff, because our pensions are different. Heather Wuensche did the presentation for the hourly. She basically told us how it worked and what we would get if we retired today. We were told what medical coverage we would have and which ones we would have to get to be covered after retirement. The options we had to choose from and when we should file. Also we were told that once our minds were made up and we retired that was what we would live with and we could not make any changes. It sounded a little scary! But she also said that when the time was close she would help and show us what maybe the best options and how much we would get at that time.

This ended our first day of the Seminar. At night we had a cocktail hour followed we a great dinner and sat around and talked with one another about the whole days seminar and of course families and being grandparents.

Day two started with another great breakfast buffet. At 8:30 am we moved to "Legal Affairs, Wills and Estate Matters". The presenter was Don Brown from Warren, Banstra and Brown in Terrace. There were a lot of things that I learned and some of the things I could check out now. There were a lot of things I thought I knew and a lot I took for granted that needs to be done before and after retirement. There was so much information that we were given that you have to go over it so to remember it all.

After coffee break Brett Creed and Randy Soon from Scotia McLeod presented "Financial Planning for Retirement". He talked RASPS and the funnel of

money we would get from the Government and a little on lowering taxes you pay to the government. He also talked about whether we should take out Canada Pension early or not. I know the Credit Union has someone to help with our Planning for Retirement because I had a meeting last year but never followed through. But after this seminar I guess I will have to follow through with it soon.

Another great tasting meal for lunch. Yes, it sure tasted good but I don't think Doc Smith would say that my choices were the healthiest choices at these meals that he had recommended during his talks.

The rest of the day we talked about "Retirement and You, Personal Development in Middle age and Later Life". What were your goals and dreams? Last was "Commitment to Action", Remarks and Program Evaluation.

My wife and I would like to thank everyone there for the enjoyable time we had dinning and talking with everyone. Also, a big thanks goes to Eurocan for all the planning and having something that is this important and needed. I hope everyone takes advantage of this Seminar when it's offered to him or her. I didn't hear anything negative about it.

On a lighter note it came at a good time, it happened a couple days before my wife's birthday. And, you know me I told my wife that I was taking her out for two days and she wouldn't have to cook or do any dishes. And instead of working graveyards I could spend more quality time with her, so thanks again.

Sincerely yours,
Dan Belleville

No union types allowed

America@work/BushWatch/AFL-CIO/CALM

The Bush White House booted the president of a Maryland Fire Fighters local from its Medal of Valor Commission because of his union membership.

Thomas McEachin was first asked to resign from the commission, which recognizes fire-fighters and other public safety officers for service above and beyond the call of duty, but he refused. So the administration unilaterally removed him.

McEachin says the White House asked him to resign because IAFF leaders criticized the Bush administration's opposition to important fire safety and emergency response legislation and the Bush administration's refusal to approve funding to monitor the health of fire-fighters who responded to the World Trade Center. "My removal smacks of retribution and pettiness on the part of the administration," McEachin said.

Standing Committee Report

Flexibility Supposed To Limit Contracting Out!

By Dan Belleville

(This report was from the May 2004 Standing Committee meeting. Editor.)

Well, another month has gone by and what has happened? The Standing Committee met this month and the Company had nothing prepared. Not only did they shorten these meeting now they are coming ill prepared. All the items that were incomplete stayed that way, and we even revisited another item that was supposed to have been complete and is now incomplete. The Union Committee spent four hours in the morning getting ready for this meeting. We had great hopes on getting some of these items settled and out of the way. But as you may have heard we ended up walking out when the Company refused to settle the thievery issue that happened during the strike. We are finding items that the Company claimed had been thrown out. These items have been ransacked and we are afraid there might be a lot more hiding somewhere else. They seem to think that it is OK for them to do this to us without having to ante up, but heaven forbid if the shoe was on the other foot.

A lot of things the Company say they want to do or have agreed to do are taking forever to get done. An example is getting the Project Crew back in operation and this is a contractual obligation.

The Company was upset with me because I had put in our newsletter about what I thought the rules were for working through lunch. Wayne first said he only wanted to have consistency for working during our lunchtime. But I see it as he wants to get something he didn't get at negotiation. He now says he believes we are not entitled to a reduced lunch break, he said he would give us his position at the next meeting and we will respond.

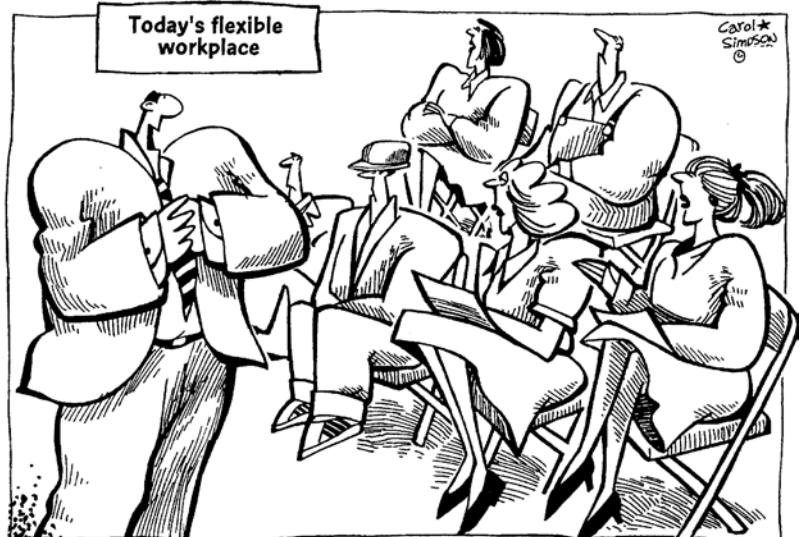
The good thing is Frank is back on Standing Committee and hopefully we can move forward on many of the issues.

We also found brainstorming ideas on "L" drive by the supervisors on how to cut costs. One of these ideas involved staff doing hourly work. As we know now it has become a problem and we had pictures of staff dressed up as janitors that they said didn't happen and they would make clear in the next Real News. Now, a supervisor was switching rail cars and another one took over driving the ambulance without calling the proper person, again under

mining/manning a safety program. This last one lead to a lockout violation in chip screening. Because operations were impatient a lock was removed improperly by one of our workers. My understanding was that everything was full and one of the paper machines was down.

I don't know if the worker felt pressured to remove the lock, didn't know better or thought he would be a hero. He admitted on being the one that did remove the lock and was suspended for the rest of the day. There were several staff members there in the area that allowed this to happen. Hearing that the lock was going to be removed by other then the owner of the lock the supervisor knows he has to be involved and is responsible for the actions being done in his area and by his workers. Another worker told me that a engineer said we do over kill on our lockouts and WCB say we really don't have to lockout pumps as long as we are working right there. I asked Peter Cooch to have a talk to his staff because this undermines the white booklets that Rick Maksymetz had made for us.

We have one of the best if not the best lockout system around, but if shit like this is allowed to happen someone will get hurt badly or even killed and then it's to late. This is such a serious incident that I would even welcome a WCB Officer to investigate these incidents.



"Our stock is down a bit... so today's wages will be 70% of yesterday's."

I see we are having a lot of trouble with the Company contacting out our jobs without going through the proper procedures. The Company seems to forget that Full Flex is also connected to contracting out. This is after the Company has told us that it cost too much to contract out and that a lot less will be contracted out. Is it because the people planning the jobs or running them don't know how or don't want the responsibility? Or does the Company realize that they are so short of workers

that it can't operate properly? Frank informed the Company that they must maintain enough workers to allow for earned time off. A grievance was handed in through Raw Materials to deal with this concern.

One other thing I have noticed is that the Company has let slide their "Reel News" letter. The "Reel News" was one of those good things the Company was doing. We used to get it regularly and could use it as a tool for safety and general information. Ever since we have come back (from the strike) it has been slowly slipping away.

One piece of good news is that the Company is adding four new positions in Raw Materials to deal with the shortage of manpower. I hope they will look to see what other areas need to be looked at.

Well these are some of the things that I have noticed lately and these are my opinions on them.

Remember, all I ask is, work safely and watch out for your fellow brothers and sisters because if we don't no one else will. Follow the safe procedures because we make enough errors when we rush that we shouldn't take short cuts to add to our chances of getting hurt.

Sincerely yours,
Dan Belleville

Union flag on Everest

USC News/CALM

A Los Angeles Teamster has become the first person to plant a union flag on Mount Everest. Don Thornsburg, director of organizing for Teamsters Local 986 planted his union's flag on Mount Everest, 50 years after the first successful ascent to the summit by Sir Edmund Hillary and Tenzing Norgay in 1953.



Thornsburg raised funds from fellow Teamsters for the trip and got donations for clothing, toothbrushes and school supplies for Nepalese and Tibetan children.

"I wanted to raise money for children in the Himalayan region. I'm a devout Teamster and have been for 35 years. For 100 years my union has been

serving humanity and that gave me the drive to keep going up the mountain," Thornsburg said.

Terrace, B.C. Wal-Mart employees apply to join UFCW Canada

TERRACE, B.C. - Wal-Mart employees at a store in Terrace, British Columbia, have applied for union representation with the United Food and Commercial Workers Canada (UFCW Canada) Local 1518. UFCW Canada made the application before the Labour Relations Board (LRB) of British Columbia after a majority of the employees at the store signed membership cards with the union.

"We're delighted that Wal-Mart employees in Terrace have decided to join our union," said UFCW Canada Local 1518 President Brooke Sundin. "Given Wal-Mart's well-documented hostility towards unions, they've taken a very courageous step in their efforts to get better working conditions."

It is not yet known when the LRB will conduct the mandatory vote of Terrace Wal-Mart employees required by B.C. law regarding joining UFCW Canada, but Sundin was optimistic that the vote would come soon.

"The employees in Terrace have expressed a firm commitment to join our union," he said, "and we're very much looking forward to representing them."

"The Wal-Mart employees in Terrace are no different than Wal-Mart employees across Canada in seeking to improve the conditions they work under," said Sundin. "We expect Wal-Mart to challenge the application, but we are quite confident about the outcome of this process."

The application of Terrace Wal-Mart employees to join UFCW Canada is part of a broader momentum building against the giant retailer from workers and communities across Canada and the United States.

Employees at a Wal-Mart in Thompson, Manitoba conducted a vote last week on joining UFCW Canada. The results of that vote have not yet been released pending Labour Relations Board rulings in Manitoba. Wal-Mart employees in Weyburn and North Battleford, Saskatchewan are also currently in the process of joining UFCW Canada.

UFCW Local 1518 represents 26,000 workers in the retail, commercial, industrial and health care industries in B.C.

UFCW Canada Local 1518 is part of one of Canada's largest and most respected private sector unions with more than 230,000 members across the country, working in every aspect of the food industry, as well as other service, commercial, processing, manufacturing, technical and professional occupations.

Fast facts about Wal-Mart

www.wal-town.com/Wal-Town /CALM

Wal-Mart is the world's largest company.

Wal-Mart sells four times what the number-two retailer, Home Depot, sells in a year and does more business than Target, Sears, KMart, JC Penney, Safeway, and Kroger combined.

Wal-Mart's 2002 revenue hit US\$245 billion, placing it as the 19th largest economy, between Belgium and Sweden, and more in revenue than the entire GDP of Israel and Ireland combined.

In 2002, Wal-Mart had a record profit of \$8 billion.

Wal-Mart employs 1.5 million people worldwide.

Wal-Mart employs 60,000 people at more than 250 stores in Canada.

Since coming to Canada in 1994, Wal-Mart has opened the equivalent of a new store every 16 days. Wal-Mart, by pushing out competition, eliminates three jobs for every two jobs it creates.

Wal-Mart is working on moving into the Canadian grocery business as well. It already controls 50 per cent of the grocery sales in Mexico and has been expanding its grocery business in the USA.

Of the 10 richest people in the world, five are Waltons-the ruling family of the Wal-Mart empire. S. Robson Walton is ranked by London's "Rich List 2001" as the wealthiest human on the planet, worth more than \$65 billion (£45.3 billion) in personal wealth and topping Bill Gates.

According to a study by *Forbes*, Wal-Mart employees earn an average hourly wage of \$7.50 and, annually, a princely \$18,000.

Wal-Mart states 70 per cent of its workers are full-time, but "full time" is 28 hours a week, meaning they gross less than \$11,000 a year.

Only 38 per cent of Wal-Mart employees are covered by the company health care plan because most employees cannot afford the high premiums.

Whoops

Labor Notes/CALM

The official web site for President Bush's re-election campaign is selling clothing made in Myanmar, even though Bush himself banned all goods from that country in 2003 in response to its government's brutal and anti-democratic practices.

The web site sells a Bush-Cheney '04 pullover made in Myanmar for \$49.95. Garment workers in Myanmar earn as little as seven cents per hour.

Pensions ripped off by large companies

Update/OSSTF/CALM

Private sector unions are increasingly having to fight their huge employers, usually major multinational corporations, in an effort to stave off losing their hard-earned pensions.

Big companies have always sought to maximize profits, often on the backs of their workers. More recently, however, a new low has been reached with companies who are overtly trying to rip-off employee pension plans to either try to impress potential investors or to pay off debts.

The most glaring example is Lord Black of Crossharbour (a.k.a. Conrad Black), who a few years ago went after the pensions of Dominion store employees. The courts later reversed his actions and favoured the employees in their fight to protect their pensions, but much of the damage had already been done. More recently, other companies such as Air Canada, have been using their employee pension plans as bargaining chips or worse, as cash cows to improve their bottom lines.

Try to imagine being an employee who has worked many years, dutifully contributing to your pension plan. You are planning to retire or have already done so and the company comes in and strips your benefits -and you have no say. You can no longer plan on having access to your full pension nest egg.

That is exactly what is happening to the Stelco workers in the United Steelworkers. The company is trying to strip the workers of their wages, pensions and benefits.

Stelco recently took the union to court in an effort to deprive the workers of their rights by hiding behind the *Bankruptcy Protection Act*. The Steelworkers fought back, arguing that there is no evidence that Stelco is insolvent.

In a handwritten, 48-page decision, Superior Court Judge James Farley upheld Stelco's position despite the fact that there are strong arguments against Stelco's claims of insolvency.

Cheap shot

USC News/CALM

A big company offered a \$50 bonus for each money-saving idea submitted by its employees.

The bonus was claimed by an employee who suggested the reward be reduced to \$25.



To The Member of CEP Local 298

Thank you all, Local 298 members, for the get well card and the fruit and goodie basket. I spent 8 days in the hospital with my heart problem. I am home now, waiting for some surgery.

Yours
George Juergensen

To CEP Local 298

Thank you for the fruit basket.

Al Skender

To the Members of CEP Local 298:

Members of Local 1129, after over seven weeks on the picket line, again send our heartfelt thanks to you for your financial and moral support. This is especially so, because we recognize that your own coffers were somewhat depleted by your own strike last year.

Our employer, Norampac, is adamant about demanding concessions from our members, including pattern breaking concessions. We are determined to achieve the pattern and beat back all employer concession demands.

Yet again we thank you for your solidarity in helping us in our struggle.

In Solidarity
Dave Hart
President
CEP Local 1129

To CEP Local 298

We would like to take this opportunity to thank you for your generous donation of \$100.00 to Kitimat City High's graduation ceremonies. Our graduating class this year consisted of sixteen students who

worked very hard and have overcome numerous obstacles to reach their goal of graduation. Your donation helped us to make this graduation a special evening for these students.

Sincerely
Janise Johnson
Principal
Staff & Students of Kitimat City High

To CEP Local 298

Thank you very much for the fruit basket.

Sincerely
Cris Gabas

A faraway Hello!!

I just got through visiting our or shall I now say your local 298 website.....Todd Butler what a hoot, took me right back to a country night in BC. which I might add was a great way to feel at home.

Congrats to the Executive, I was quite happy to see some names on that list, Mr. McCamy.....hope all is going well with you and for those whose names still remain on that list congrats for the courage to battle on. Let me tell you as I sit here in my new work surroundings that I today give those brave souls from years gone by my total, total APPRECIATION for giving me the PRIVILEGE of working in such great conditions even on today's battle grounds. The conditions I have seen some of these workers work in, the outdated equipment along with no worry of safety, health or life risks makes my stomach ache. Laws are here but enforcing them is another story, too costly for the employer but with a helping hand of the Man Above, whom ever you may see Him as, things are starting to improve within the bigger communities. All I can really say is THANK YOUR LUCKY STARS and hats off to those who gave their lives for better working conditions for you and me!!

Now on a Happier note, hope life is treating all as well as it has been me. YA, YA whatever, we all have good days and bad days no matter where our feet are planted, just don't let them roots get moldy. Do the jitterbug or something get your feet a movin' and those lungs a singin' a new tune. Start looking at your life as I have mine, as one hell of a great written comedy, just be sure to not wet your pants.

Now its sucky time, but I must cause it is oh so true, a Friend from the homeland is a Friend in Hand and Heart. I have been blessed that the lines of communication have remained open and active up to this day and those of you know full well who you are no words to express what it means. This summer is going to be a busy one with Euro 2004 many

visitors coming this way with old class mates visiting as well, it is going to be great not to mention that I am so excited to know that in late June I will have my dearest brother "Fred" visiting. I would now like to ask you all a favour, when you go to receiving please encourage the "illegal alien" to get her Papers of Privilege so she too can fly the coop for a few months, Thank you.

Well I must now go find me some work to do outside for my hands are a little chilled in the office and the sun is out there calling. Furbee and I have been doing beach runs, ok, ok her runs me walks when me not drive.....ha, ha, ha anyway, many folks have been beaching already I on the other hand find it still a bit nippy for that. Coming from a warm climate and all just cant get use to these low spring temps of 19 and 20 yet.

**Time to say "até a proxima" and take care
Grace Gomes Correia**

Dear Editor

It was a sad stroll, into the past, when I read the list of fatalities that occurred on the Eurocan dock. I worked shoulder to shoulder with all five men who died on the job.

It is a nice thing to remember them once a year. But, I think that I would be more fitting if there were a plaque installed on the dock, with their names inscribed so that all the workers could remember, and be aware of the dangers in the workplace.

Manuel Fernandes
Harry Roseberger
Gian Bhatti
Ray Thiffault
Billy Virk

In this way, these men may be better remembered. It is a wonderful thing that in the past 15 years there have been no fatalities at Eurocan

**Good Luck!
Ron Knight**

Vacation Regulation...

(The following emails were exchanged over the issue of vacations and just exactly what was negotiated last year regarding the contract language. Over the last couple of years prior to negotiations the Union discovered that some individuals were abusing the vacation provisions of the contract. When the issue was raised with the particular department management involved the staff representative said that the vacations days were only the days that an individual was actually paid for and that the days at either end of the paid vacation days were not

vacation days and thus the Company could schedule an individual to work those days. Worse yet, the Company at Standing Committee refused to clarify the issue even though we pointed out the definition of a week in the contract was clearly spelled out as being 7 calendar days. Also, the length of vacation that a person was allotted each year was measured in weeks. At negotiations all that was done was to clarify what a week of vacation actually was – for day workers it is the 5 actual paid days plus the 2-day weekend at the end of the week. For tour workers it is the 4 actual paid days plus the 4-day weekend at the end of the week. Also in the contract is the long-standing wording that states, "No employee may continue to work and draw vacation pay in lieu of taking the vacation". The only exception to this rule is if there is an emergent situation at the mill, that is, loss, or threat of loss, of production or threat to life or limb, and, the person on vacation is the only person available to do the work. If an individual does agree to come into work during this time period they are paid overtime for the time actually worked and must take the corresponding time off at the end of the scheduled vacation. Editor.)

Don – this return e-mail is directed primarily at you and the executive, but **PLEASE PUBLISH IT IN THE NEXT NEWS LETTER.**

Don, in my opinion, the executive has done a grave injustice to its members by this arrangement of vacations & weekends. You have effectively cut off the only "double time day" for me (for the shutdown) and for anyone else on vacation who wants to come back early and take a call in. If you had made the arrangement around the weekend after the week of vacation, then this "double time day", Sunday, would be available to be worked. This current arrangement prevents me from receiving Sunday letter pay on Thursday and Friday of the shutdown, and you must agree that the only reason most people work long hours during shutdowns is for the extra money. Well, you have just cost me about \$180.00, that's 12 hours at half time for Sunday letter I won't receive.

THANK YOU VERY MUCH TO ALL OF THE EXECUTIVE FOR THIS COST SAVING MEASURE THAT HELPS OUT EUROCAN INSTEAD OF ITS EMPLOYEES.

If the week of vacation were to start on Saturday morning of the weekend before the five paid vacation days, this would leave the Sunday of the weekend after vacation available to be worked. If the employee does work the (1st) Sunday after his vacation is over, and completes the workweek, then the employee will be entitled to Sunday letter pay for Friday, & possibly for Thursday too.

Wilf Butters

(In February of this year Wilf had applied for and started taking all of his remaining vacation time leading up to his retirement planned for August or September of this year. He had questioned me as to if he could cancel a week of his vacation in order to work the week of the shutdown scheduled in June. He also wanted to know if he would be allowed to work the Sunday at the beginning of the shutdown if he was on vacation during the preceding week. His email was in response to my email, which follows. Editor.)

Hi Wilf

I have had an opportunity to discuss the issue of vacations with others on the Executive. The vacation week as we have outlined in the contract is, for day workers a period of 7 days. It starts with the 5 paid days followed by the two-day weekend. No one is allowed to work those days unless it is an emergency; that is, no one else is available and there is an imminent threat to or a loss of production, or life or limb, etc. If you want to work the weekend at the beginning of the shutdown you cannot have been on vacation the week before. You cannot cancel one day of the vacation, Friday, so as to skirt the policy. However, you can work from Monday to Sunday of the shutdown and then be on vacation the very next day. Therefore, unless you cancel your week of vacation prior to the shutdown as well as the week of the shutdown you will not be able to work the weekend at the start of the shutdown (June 12 and 13).

If you have anymore questions please feel free to contact me.

Don

(And, another opinion on the issue from an Executive and Standing Committee member...)

Hello Don

You can tell Wilf Butters that we can't change the rules for him or any one else just for him OR someone else. You can ask him what happens if the shutdown was just before his holidays like mine will be. Would he be crying that he lost his Sunday letter because he couldn't complete the week? He knew the rules before he took holidays and this is not new, it's been that way for years. So if you put his in the newsletter you can also add this bit of information with my name attached.

**Thanks,
Dan Belleville**

Hi Don

After having read Dan Veniez's article in the Northwest Weekly paper, I am curious to know if there is any truth to his statements about long-term operations or if this is just another ploy to vacuum more money out of the company or other sources for his own interests, re: lining his own pockets.

Don, I feel this article would make for a good article in the next Local 298 Newsletter. Has there been any communication among CEP hierarchy or other union sources in this matter?

If this is a real honest to goodness **legitimate** try to re-start all of the Skeena Cellulose operations then I am all for it – we need it. But if it is a ploy to line his pockets again, then maybe the employees of his former Skeena Cellulose operations should RAILROAD HIM OUT OF TOWN, along with all of his dishonest cronies.

Don, if you wish, please enclose this as a letter to the editor in our Newsletter, and edit it where you feel it to be appropriate.

**Wilf Butters,
wbutters@monach.net**

(The following is an advertisement from the June 23, 2004 issue of Northwest Weekly.com. Editor.)

NWBC Timber & Pulp Ltd.

To the Citizens of the Northwest

A couple of days ago, the BC Supreme Court granted a period of exclusivity that allows NWBC to complete a deal for a partnership with a world class investor. The court's decision also suspended the so-call "dual-track" process that effectively enabled the court appointed Monitor to receive offers from vulture funds or liquidators. This decision paves the way for a deal to be concluded in the coming days that is in the long-term best interests of the Northwest. The presiding justice saw all the information and based his judgment on the concrete progress made in the past several months, and the very strong likelihood that a transaction will be completed by July 5th.

NWBC Timber and Pulp Limited has been working tirelessly to find a financial partner with the commitment to the region, long term vision, and financial strength to support and share our goal of making New Skeena the wealth and employment creator for the community that we know it can be. We have found that partner.

Our investor is a very substantial enterprise with a net worth which exceeds \$20 billion. They are an extremely successful group of people of exceptional quality, integrity and talent whose investment strategy

is focused on the long term. Their philosophy – as ours has always been – is to focus on the fundamentals of the business because that's what drives solid, sustainable and profitable investments – in good times and bad. They approach their investment decisions with great care and diligence. Their investment will be, in large part, in the form of an equity financing. That means that New Skeena will not have the burden of an onerous debt load that has plagued – and even crippled – the former company in the past.

We are proud to be formalizing a partnership with this premier Canadian company. For more than two months now, they and their advisors have conducted an extensive examination of our sites, plans, and have spent a considerable amount of time with our people. One of the elements of our story that most impressed them is the skill, competence, energy and dedication of New Skeena's people. At the end of the day, that's what thoughtful investors buy into. That, and the character and spirit of a community.

My team and I are working with our new partner on the details of a transaction that will see the total funding required for maintenance and start-up of all operations in place over the next 30-60 days. In the next few days, my colleagues and I will be completing these agreements. As part of these, interim financing will be put in place, and subject to court approval, we hope and expect to commence road-building and logging operations by late July, in time to properly fibre the sawmills and chipping operations. Subject to a vote of creditors and their approval, we expect to resume solid wood operations in Terrace and Carnaby in September, and full production at the Prince Rupert pulpmill by November.

On behalf of my colleagues, I want to express my deepest thanks for your patience, resilience and continued support during this period. I will keep you informed of developments in the coming weeks.

Sincerely,

Daniel D. Veniez

President and Chief Executive Officer

(During the recent shutdown I had the opportunity to talk to one of the workers from the Skeena Cellulose mill. Apparently, because they have been laid off over two years since the agreement was signed between Veniez and PPWC Local 4, most workers have lost their seniority. I'm not exactly sure how this will effect them but it was widely reported that Veniez had said there were certain individuals he didn't want working there. Plus, he had tried to negotiate away their "generous" vacation provisions. Both of these benefits could be affected. Is this why it took so long to find an investor? Editor.)

(The following article was found on the Internet at the web page for the Globe and Mail. Editor.)

GlobeandMail.com

Thursday, June 24, 2004

Woodbridge reported to be white knight for New Skeena

By PETER KENNEDY

With files from Canadian Press

VANCOUVER -- **Woodbridge Co.**, the holding company of the wealthy Thomson family, has emerged as a possible white knight in a deal to revive the Skeena pulp mill in northern British Columbia.

At a time when pulp prices are rising, Woodbridge is preparing to invest \$70-million in a deal that would give it a majority stake in **New Skeena Forest Products Inc.**, which now owns the shuttered operation.

If a deal is completed, it would set the stage for production to resume at an operation that is the economic bedrock of Prince Rupert, a port city hit hard by the slump in its resource industries.

It would also add to a roster of Woodbridge investments that include a joint venture with Montreal-based Abitibi-Consolidated Inc. in a newsprint plant in Augusta, Ga.

Officials of Woodbridge were not available for comment yesterday.

New Skeena president Daniel Veniez told The Globe and Mail yesterday that Woodbridge is the unnamed investor New Skeena has been in talks with for several months.



"This is so devious it will take them years to pass a law against it."

"We have been in discussions, and continue to be in discussions with Woodbridge," he said, adding, "We hope to be in a position to announce something definitive by Sunday."

Provided the deal goes through, Woodbridge intends to invest \$70-million in cash, of which \$15-million would be used for working capital and the balance to acquire straight equity. The cash-equity injection would give New Skeena a clean balance sheet and would get the forest company back in business, Mr. Veniez said.

Mr. Veniez along with Montreal entrepreneur George Petty, bought the company out of bankruptcy from the provincial government for \$6-million in 2002. The mill has not operated since June, 2001.

New Skeena is back in receivership after defaulting on municipal taxes, but Mr. Veniez reportedly said he is confident he will have a deal to present to the B.C. Supreme Court on July 5.

He would not say what percentage of the company Woodbridge would control.

In documents previously filed with the B.C. Supreme Court, Woodbridge was only identified as Investor A. In a letter filed June 14, Investor A identifies itself as a private investment vehicle with consolidated net worth in excess of \$20-billion.

"In accordance with our business strategy, we are focused on being a long-term investor in New Skeena and working with management, the employees and all of the other shareholders to develop the business and operations and build sustaining value," the letter states.

"We believe that our financial strength and our significant ownership experience in both Canada and abroad make us an excellent partner for all stakeholders in New Skeena."

The reports of a possible deal to revive the 385,000 tonne-per-year plant were greeted with both surprise and delight by community leaders in the Prince Rupert region.

We are happy to see an end in sight to the mill's financial difficulties and to have such a high-quality investor," Prince Rupert Mayor Herb Pond said.

If New Skeena succeeds in getting the plant up and running by November, it will immediately create up to 3,000 new jobs in the area. In addition to the pulp mill, it operates a sawmill in nearby Terrace, and has woodlands operations.

The prospect of so many jobs would help revitalize a region where the population has dropped by 22 per cent to 14,000 in the past 15 years, community leaders said.

"It has been a very difficult time," said Jim Rushton, a manager with North Coast Economic Development Corp. in Prince Rupert.

Renewed production means the city could eventually see the \$22-million in back taxes it is owed by Skeena, Mr. Pond said.

"But our primary objective is to get the mill going," he said.

By acquiring a majority stake in the mill, Woodbridge would benefit from future cash flow at a time when pulp prices are being buoyed by strong demand in China and India, analysts say.

In the past six months the price of Northern Bleached Softwood Kraft pulp jumped by about \$100 (U.S.) to \$680 per tonne.

Woodbridge owns 64 per cent of Thomson Corp. and 31.5 per cent of Bell Globemedia Inc., owners of The Globe and Mail and the CTV television network.

News from CEP

Update on Port Alice

From Dave Schaub, CEP National Representative

On May 11, 2004 employees of Western Pulp Limited Partnership, Port Alice Cellulose Division gained a reprieve and became Port Alice Specialties Cellulose Inc. (PASC). This is a venture of Lapointe Partnership which has taken over similar operations in the United States. Our discussions with PASC employees at their other operations have not gone well, but we will not cast judgement on them yet.

Everyone in the community, including the North Island, is hoping that this will be a turning point for the mill and secure employment is a reality for the workers. But with a commitment of fibre for three months, one has to wonder if this is simply prolonging the agony.

Once the court order was signed by Judge Tysoe, the employer announced that employees had to complete a letter indicating that they wanted to remain with the new company. Obviously, in California or in other US jurisdictions they don't have successorship provisions in the labour legislation.

Additional agreements provide PASC with a gain in operating life through a three month guaranteed fibre supply to the mill by Doman Industries Inc. at costs reported to be below what were available to the mill when it was part of the parent company. It really makes the employees wonder why something like this could not have been done in the past by Doman to maintain the viability of the mill.

It became obvious on May 12th that the Doman Industries Inc. group had every intention of making Port Alice the sacrificial lamb in this process through ridding themselves of the environmental and labour liabilities associated with the mill. With the filing of an operating plan for the new company, creditors were being offered 20% on the dollar for their claims. Taking place one day after the sale, this can hardly be a coincidence.

At the present time, the operations are down for boiler cleaning and maintenance prior to a start up next week. This follows a 37 day running period which saw productions records broken and production rates much higher than in the past. This clearly demonstrates the employees can, when given the opportunity, produce a high quality product with lower operating costs. Hopefully, following this short down employees will have more than 75 operating days this year.

BLOCKADE

May 28, 2004

Vancouver – CEP Local 1129 Member have set up a blockade preventing the employer from removing product from behind picket lines.

"I'm disgusted by this," says CEP Western Region Vice President, Dave Coles, "they should just get back to the bargaining table so we can resolve the issues."

"Our members are determined to reach a fair collective agreement with this employer, regardless of any dirty tricks that they might try to play," stated Local 1129 President, Dave Hart.

CEP Local 1129 represent approximately 100 members at Norampac's paperboard mill in Burnaby, BC and have been on strike since April 10, 2004.

The Communications, Energy and Paperworkers Union represent 150,000 members from coast to coast, including 40,000 members in Western Canada.

Striking workers arrested by RCMP

June 12, 2004

By Dan Hilborn, Burnaby Now reporter

(The following article was copied from the Local 1129's web site which had copied it from the Burnaby Now newspaper. Editor.)

Police handcuffed and arrested two strikers outside the Norampac paper mill in the Big Bend region of Burnaby on Wednesday, as an ongoing labour dispute dragged into its second month.

"Our members are getting very frustrated," Communications Energy and Paperworkers (CEP) Union Local 1129 president Dave Hart told the Burnaby Now after the arrests. "We'd like to sit down and negotiate with the company. We don't think that's too much to ask."

The union, which represents about 103 employees at the paper recycling plant, went on strike on April 10 as a result of the company's demand for concessions on their health and welfare package, contracting out and a job evaluation program.

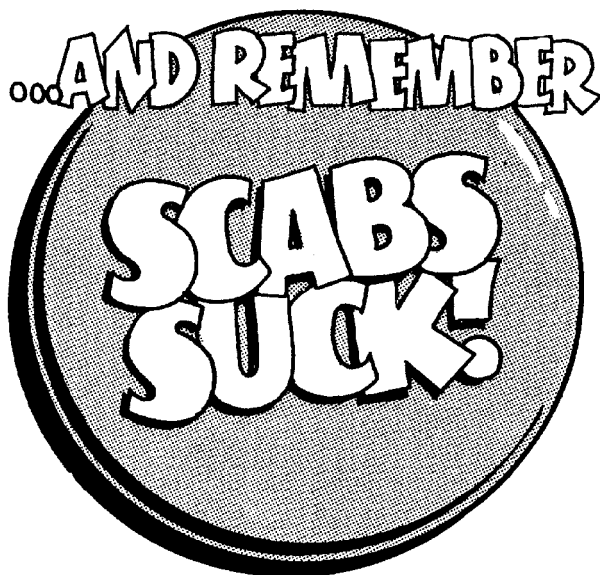
The arrests come one month after the Quebec-owned company received a court order demanding the workers allow trucks to enter and exit the site. When the union refused to comply with the original injunction, Norampac applied for an enforcement order, which resulted in the Wednesday afternoon arrests.

At around 11:15 a.m., a company representative read the court order to the picketers, and all but two of the strikers agreed to move away from the gates. After a police official read the court order for a second time, the two remaining picketers were handcuffed and arrested.

CEP members Gene McGuckin and Corie Burleigh volunteered to be arrested. They were charged with contempt of court and have been ordered to appear before a judge on July 19 and 22.

"It's a very civilized way of avoiding breaches of the law," said Sgt. Willy Laurie, police/labour communications officer for the RCMP in British Columbia. (Sgt. Laurie also visited us on our picket line and gave us some helpful advice. We can only hope that the police treated our brothers at 1129 with respect and dignity, something that NORampac isn't doing. Editor.)

But the president of the striking union is still hoping the company will agree to restart talks, especially in light of the fact that 22 other pulp and paper mills in B.C. have already reached agreement



on substantially the same framework. The Norampac contract expired in May 2003.

"It's unfortunate we have to use the courts on these. We believe we should be sitting face to face and resolving these issues," Hart said.

Hart noted that the Norampac mill is the only paper recycling mill in the Lower Mainland, and its prolonged closure is not good for the economy.

"We take all the recycled fibre and make value-added product out of it," he said. "For two months, that product has been going elsewhere."

In a press release issued Wednesday, Hart also wondered where the raw material is now heading.

"I sincerely hope that they are not just trucking it to a landfill somewhere," he said.

Norampac Burnaby Division has the capacity to handle 125,000 metric tonnes of recycled paper per year, turning the material into boxes, bags and gypsum products. The Burnaby paper mill is often considered one of the most environmentally friendly industries in the province. In addition to making recycled paper products, the mill gets some of its electrical power from the steam generated by the neighbouring GVRD garbage incinerator.

A spokesperson for the company referred all questions to Norampac's head office in Montreal. "We're not going to negotiate through the media," she said. When asked if that meant the company would return to the bargaining table, she replied: "I'm not going to say anything."

On The Line with 1129

SCABS Continue To Cross Picket Line!

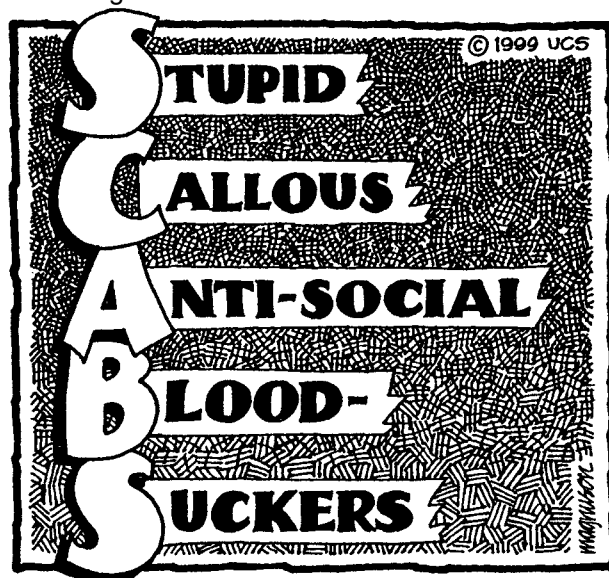
Week Ten (June 12 – June 18)

(This report was copied from the web page of CEP Local 1129. Editor.)

Week ten started with the opening of a letter. In this letter was another donation, this one from our brothers and sisters of CEP Local 76 in Powell River. The letter contained a cheque for \$1000 to help us sustain our fight against NORampac. Remember bros, this is over and above all their other donations. Thank you brothers and sisters, it is greatly appreciated. It's also special to receive yet another cheque for \$350 from the brothers and sisters of CEP Local 298 in Kitimat. Even after enduring a strike themselves last year they still send support. We are humbled by their showing of solidarity.

On the picket line it was, by all reports, a quiet week with frustration rising as we watch trucks going in and going out loaded with rolls. When we go back, we will not forget this!

We were able to determine that our rolls were going to two different places. The first was to the Norske Canada facility in Coquitlam. We notified Norske about this, pointing out that it was their company which negotiated the original pattern and strongly urged CEP to commit to winning that pattern from all BC employers. We received information back that they don't actually take ownership of the property until January next year. Since this is so, they cannot do anything unless current owner, Stuart Belkin, chooses to do it. I hope that our managers know what they are doing when they choose to rub both the CEP's and Norske's noses in this fashion. This is a blatant attack on both parties to show disdain for the Pattern agreement!



The second destination is the Fraser River Terminals which is a certification of the Teamsters.

On Monday we met with the B.C. Federation of Labour to discuss where we were at after two months on strike. We also started exploring any and all avenues we could use to put more pressure on NORampac to get them back to the bargaining table. As our new sign (thanks to Brother Mark Fiorito) out front of the picket line says, we have already wasted many "Days of Lost Opportunity". A meeting of the strike committee is being set up to discuss the ideas coming out of the Fed meeting and other issues.

Tuesday evening we were invited to give a feature presentation to the Vancouver and District Labour Council. We updated all these lower mainland Unions on our strike and in return received a unanimous declaration of support. We are trying to determine how best to use this.

Visitors to our line continue at an astounding rate and their support is so encouraging. We cannot begin to put in print how much this means to us. To all that read our web updates we thank you for your support!

The last item of interest was found on our web page of all places. In the guest book section was a communication, apparently from NO rampac Head office in Montreal. It announced the upcoming retirement of Gary Hodgins and was supposedly posted by Patrick Lemaire. Hodgins is one of the NO rampac honchos from back east with whom we were trying to negotiate before the strike. Lemaire is NO rampac's Vice-President and Chief Operating Officer, Containerboard.

We remind everyone that until we actually receive an official communication, this is to be treated with suspicion. We must be leery of it being a hoax. If it is not, then we can only hope that, whoever this Maurice Plante is, he will want to sit down with us and discuss ways to end this dispute. (Note: a brief surf of the web has found a November 2003 report from *Radio Canada* (French-language sister of *CBC Radio*), which identifies Maurice Plante as the manager of the non-union NO rampac medium paper mill in Cabano, Quebec.) In closing we would be remiss in not pointing out the article that appeared in the June 12th edition of the *Burnaby Now* newspaper. We've secured extra copies and put them in the picket HQ for you to read. Take the time bro, it's worth it! We also see a "letter to the editor" article supporting our position which someone has cut out and pasted on the HQ wall. Even better reading.

NO rampac – This is NO way to treat our families!

Labour Reps Attack BC Fed's Role in Strike

By Charlie Smith
Georgia Straight, May 20, 2004

The president of the BC Federation of Labour, Jim Sinclair, came under fire from several labour delegates, including two members of the Hospital Employees' Union, at a May 18 meeting of the Vancouver and District Labour Council.

It was Sinclair's first appearance before the council since he and other union leaders agreed to end the health workers' strike on May 2.

Sinclair began by telling delegates that at the outset, the B.C. Liberal government's "number one objective" was to break the HEU by contracting out members' jobs. He explained that by marshalling the support of private-sector unions, the labour movement was able to exert enough pressure on the

B.C. Liberal government to cap privatization and preserve job security.

"I'm really proud of the labour unity that was built in the province during this period of time because the private sector and the public sector were united to fight this government," he said.

Sinclair said when business leaders realized this, they started phoning government officials and demanding something be done. "The IWA was prepared to shut down the coastal forest industry on Monday [May 3]," he said.

The unions cancelled their escalating job action after the Gordon Campbell government agreed to contract out no more than 600 health workers' jobs in the first year, and 200 jobs in the second year.

There was no change to the 15-percent cut in wages and benefits for HEU members, though a retroactivity clause to April 1 was eliminated. In addition, there were no penalties for employees who returned to work on May 3.

Sinclair said health workers whose jobs are contracted out in the future will get \$8,000 to \$10,000 in addition to regular severance. "No one ever imagined at the beginning that this was about overthrowing the government and ripping up legislation," he said.

Not everyone was impressed with the agreement. Will Offley, a delegate with the British Columbia Nurses' Union, described it as a "sellout" because workers were never given a chance to vote on ending the strike.

"For me, that was a violation of their rights," Offley said.

Dave Pritchett, a delegate with Local 500 of the International Longshore and Warehouse Union, stated that leaders in his union "can kiss their careers goodbye" if they ever decide to end a strike without putting it to the membership for ratification.

Gretchen Dulmage, a delegate from the HEU Children's and Women's Local, said the agreement means that her wage has been cut by about \$3 per hour, or \$500 per month. She said as a result of the wage rollback, some members face the difficult choice of either moving or selling their cars.

Dulmage also questioned the claims about job security in the deal. She said that increasing the work week to 37.5 hours could result in an additional four percent of workers losing their jobs through restructuring.

She also said there is a clause in the agreement that exempts contracting out under Bill 94. "They've expanded the definition of privatization so that it becomes any contractor that is willing to invest money, do renovations, or provide equipment now falls under Bill 94," Dulmage said. "They're outside the cap so our jobs are not secured."

Doreen Plouffe, an HEU delegate from Vancouver General Hospital, claimed that her colleagues were "sold out".

"We're going to fight back," Plouffe said. "We're not going to take this crap any longer. I am going to tell you, leaders are going to be accountable for it because they're voted in."

Sinclair and HEU president Fred Muzin were sitting within a few feet of Plouffe as she spoke.

Other speakers defended the labour leaders who negotiated the deal. Darryl Walker, a delegate with BCGEU Local 303, said the labour movement must focus on the real issue--the Gordon Campbell government, which introduced Bill 37 and other bills undermining workers' rights.

"I don't believe my leadership, the leadership of the BCGEU, sold anybody out," Walker said. "I think they make decisions based on what they thought was best for our membership and the membership of the labour movement of this province."

Jackie Larkin, a delegate from the Communications, Energy and Paperworkers Union Local 444, prefaced her remarks by saying she wasn't speaking on behalf of the union. "I am extremely disturbed by the tenor of this discussion," she said.

Larkin emphasized that she had the "greatest regard for the fighting spirit of all the HEU members" and the solidarity on picket lines. However, she said, only a "very small minority" of people in B.C. supported job action that would lead to a general strike.

She claimed that a slightly larger number, though still a minority, thought the goal should be to get rid of Bill 37, which legislated employees back to work. And she said a slightly larger number believed there should be a complete rollback of the 15 percent wage and benefits cut.

Larkin said the largest percentage of the strike's supporters, perhaps 55 to 60 percent of the population, thought the retroactivity clause was disgusting. She added that if teachers carried out their threat to walk off the job, public support probably would have shifted within a couple of days.

"Is that worth risking?" she asked. "Yes, it's worth risking if we're really clear what we're going after, but there was not that clarity.... There was not that clarity among our own membership."

The VDLC executive tabled until the next meeting a resolution from the HEU Children's and Women's Local "condemning the lack of Federation support for continued defiance of the Back to Work legislation and the right of HEU to freely bargain a contract".

In addition, the VDLC executive tabled a resolution from the same local criticizing an article on the provincial New Democratic Party Web site

(www.bc.ndp.ca/) welcoming the "resolution" of the crisis. The resolution urged the VDLC to write a letter to the NDP condemning the "self-congratulatory tone of the posted article" and stated that "if the NDP was involved in brokering the hated deal, such involvement is inappropriate in the extreme."

Work Law

Glove doesn't fit? You must acquit

by Tim Gleason/CALM

The matter used to be simple: if you got fired and there wasn't just cause, you got reinstated.

However, what happens when the employer cannot show just cause, but does convince the arbitrator that reinstatement is a bad idea? In recent years, a few arbitrators have suggested that a more appropriate remedy than reinstatement might be awarded, even where just cause for discharge is not shown. Sometimes this is the best result, particularly when the grievor does not want to return. The grievor may have found a better job or may be too angry to go back to the old job. In those cases, damages have been awarded in lieu of reinstatement.

It is less clear when the grievor wants to go back. In these cases it can be argued that the arbitrator cannot award a different remedy. Either there was just cause for discharge, or there was not.

The Supreme Court of Canada has considered such a case and found that reinstatement is not always assured, even after a finding that there was not just cause. The Court appears to have emphasized the importance of deference to the jurisdiction of the arbitrator. It might, however, stand for something very different: a lowering of the standard for judicial review of an arbitrator's award.

A woman worked for Lethbridge Community College in Alberta until she was fired in 1997 for poor work performance. Her union, AUPE, took her case to arbitration and the board found that although her performance was poor, the employer had failed to warn her properly and her conduct was not culpable. The board found that the college did not have just cause to fire her. However, in considering remedy, the board concluded that reinstatement would cause more problems than it would solve. Instead, it awarded four months' salary as damages.

AUPE applied for judicial review, but the award was upheld. AUPE then appealed to the Alberta Court of Appeal and the court ordered the reinstatement of the grievor. The college appealed to the Supreme Court of Canada, and on April 29, 2004, that Court allowed the appeal and re-fired the grievor.

The Court recognized that this would only be justified in exceptional circumstances, but refused to second guess the arbitrator on what that meant.

This means that we will probably see an onslaught of employer submissions that fired employees should not be reinstated even if the union wins its case. And it means that it is unlikely, for the time being, that an award will be quashed for doing that. Hopefully, however, most arbitrators will recognize the limited application of such an approach, and "exceptional circumstances" will remain just that-exceptional.

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

(The following article was copied from the July 28, 2003 issue of the Victoria **The Times Colonist**. Editor.)

B.C.'s budget 'prudence' often written in red ink

A look at the best – and worst – from provincial governments in the past 20 years

BY CRISTOBAL YOUNG

Scrolling through Finance Minister Gary Collins's press releases, the talk of "fiscal prudence" is endless. The Liberal government, one learns, "has made significant progress in restoring sound fiscal management." They have a "prudent approach to managing taxpayers' dollars [that] is beginning to pay immediate dividends." Budget year 2002/03 was "our first full year of sound fiscal management."

The final numbers - the audited public accounts - are in for 2002/03 and it was one of the worst years in B.C. budgetary history. The deficit, at \$3.169 billion, is the largest ever recorded, and as a share of government spending it is the worst performance since the Socred years.

For Collins, fiscal prudence means talking about it a lot.

But budget chaos is hardly a new thing in B.C. On the occasion of the largest budget shortfall in B.C. history, a dusting off of the back issues of the government accounts seems fitting. Call it a 20-year retrospective on that tormented creature called the B.C. budget.

The first thing budgetary history has to say is that deficits are an ingrained part of the B.C. government finances. Only five out of the past 24 years have seen a balanced or surplus budget B.C.

The second story is that the economy plays a considerable part in fiscal management. It is no easy task to balance the budget during a recession. Tax revenues naturally fall during recessions, and social safety net spending automatically kicks in. And slashing spending or raising taxes only makes the recession worse.

A simple correlation analysis suggests that real GDP growth explains about 60 per cent of the annual budget deficits in B.C. (during 1982-2002). This, however, leaves a sizable 40 percent that's politics.

The third story from budgetary history performs the finger-pointing task – who were the (relatively) good fiscal managers, and who were the bad.

It turns out that the Socreds, during the 1980s, were actually the worst fiscal managers in B.C. history. Between 1981 and 1991, B.C. had a deficit in eight out of 11 years. On average, the deficit represented 4.3 per cent of total government spending. Indeed, between 1983 and 1987, the Socreds brought in five massive back-to-back deficits, the largest accounting for more than 14 per cent of spending.

In the 1990s – the decade of the NDP – there were deficits in seven out of nine years. The average deficit, however, was considerably lower - 2.3 per cent of government spending. The average NDP deficit was roughly half that of the Socreds.

Being better fiscal managers than the Socreds is not, in itself, very impressive. But to be fair, the NDP's unique notoriety for fiscal recklessness is not deserved. Indeed, the last NDP budget showed the largest surplus in B.C. history (\$1.5 billion).

The Liberals acted swiftly to undo that progress. For all the chatter to the contrary, their performance to date has been a complete disaster. For the two budgets the Liberals have tabled so far, the deficit has averaged 8.9 per cent of government spending.

This is twice the average Socred deficit (4.3 per cent) and almost four times the size of the average NDP deficit (2.3 per cent). Such is an ominous beginning to a supposedly New Era.

And the Liberals cannot blame their fiscal blundering on dismal economic weather. Two-thirds of the current budget deficit is a consequence of the massive corporate and personal income tax cuts.

Personal income tax revenues in 2002/03 dropped 23 per cent. Corporate income tax revenues plummeted 60 per cent. This is the

largest corporate tax cut in B.C. history, and probably in Canadian history as well.

The corporate and personal income tax cuts, taken together, represent \$2.1 billion in lost revenues - 66 per cent of the provincial deficit.

The deficit would have actually been considerably higher. However, the government clawed back a full one-third of the personal tax cut by raising the Medical Services Plan premiums. MSP revenues have nearly doubled in one year - up 42 per cent. The MSP is now one of the largest tax instruments in B.C.

Perhaps the most alarming of all this is that the Liberals have no real plan for balancing the budget. The Liberal's fiscal strategy is simple: bludgeon the B.C. balance sheet and hope (pray) that the budget finally balances by election time. This does not add up to fiscal prudence.

Earlier this year, Collins proclaimed "We began the difficult task of getting the government's fiscal house in order - and we are getting the job done."

Rarely has a budget speech been more at odds with budgetary reality. The New Era rhetoric - the constant prattle about "fiscal prudence" - is jarringly out of line with the New Era practice.

Indeed, the so-called New Era looks far too much like the old Sacred era to deserve a new name. If B.C. voters were hoping for a dose of sensible budgetary management, they have been sadly disappointed.

Cristobal Young is a graduate fellow in the Department of Economics, University of Victoria.

(The following letter to the editor was copied from the May 25, 2004 issue of The Langley Advance News. Editor.)

- Labour relations

Union influence vital

Things have really come full circle when business people like Mr. Manos point to unions as the source of the province's economic woes [**Unions B.C.'s bane**, May 14 Letters to the Editor, *Langley Advance News*].

In fact, it may surprise him and many of your readers to know that, in 2003, fully 40 per cent of B.C.'s most profitable 25 private companies were unionized, representing 12,774 B.C. workers.

The only real difference between union and non-union companies is that, in a unionized environment, the benefits of good productivity flow to greater numbers of people. Contrary to popular opinion, union leaders and their members have a

vested interest in ensuring profitability and productivity.

Let's consider where Canada would be today without the influence of unions. Decent working hours? Forget it. Safety standards? Out the door. Equal pay for equal work? Not likely. National health care? Look south of the border. A living wage, good education and decent standards simply wouldn't exist.

It's true that some employers are good corporate citizens. In exchange for an excellent business climate, they invest in their communities and workers.

That kind of attitude is good for the long-term needs of industry, but the realities of the boardroom in many companies don't usually favour workers or their communities. Many employers - and the governments their corporate dollars support - instead support conditions that maximize shareholder gains at the expense of the people, taxpayers, and communities around them. As a result, we see the B.C. Liberals dishing out tax breaks for the wealthy, while systematically taking workers' rights and public services away from the rest of us.

The erosion of democracy, increasing inequality, and decline in voter participation that we see in B.C. and Canada today are directly related to the growing influence of corporations on our elected leaders. As long as these conditions exist, unions will play a necessary and vital role in providing balance for workers and our communities.

Jim Sinclair
B.C. Federation of Labour

Governments asked to rethink globalization

Organize/COPE/CALM

A United Nations' study warns that globalization is polarizing the world between rich and poor, corporations and workers, and developed and developing countries.

The report, calling on governments to "rethink globalization" finds that opening borders to trade has not helped the global economy to grow nor has it fostered social equality.

Instead, countries representing 14 per cent of the world's population are dominating half the world's trade. Worldwide unemployment totalling 188 million people is threatening the future of developing countries.

Globalization is not only widening the gap between rich and poor within developed countries like Canada, Britain and the U.S., it also has taken a toll on workers who badly need international labour

protection to defend them from exploitation by profit-making multi-nationals.

The report concludes that actions must be taken to end forced labour, child labour and discrimination in the workplace, and to protect the right to organize. But the struggle against globalization has not been easy, especially under the constant assault from trade deals like NAFTA and the GATS, which give corporations special rights and tie the hands of governments.

In our communities where public and private partnerships are taking root, trade deals open up public services to multinationals, putting our jobs at risk and locking in P3 contracts.

For more on the study, visit www.ilo.org/public/english/wcsdg/index.htm

Retirement Celebrations

On May 7, 2004 retirement celebrations were held at Eurocan for some longtime employees. Leon Belanger, Bruce Campbell, Lou Haselmeyer, Elaine Roik, Walter Sanwald and Ray Burgess (1127) were on hand to receive gifts and recognition for reaching this important milestone. Bob Russell was unable to attend as he had already relocated to the other end of the province. Fred Malawka was also honour but unable to attend.

After so many years of working at Eurocan there were some good stories to recount by and about our retiring bothers and sister. All had a good time and we wish all the best to them in the future.

Scholarship and Bursary Awards

On June 17, 2004 the Kitimat Scholarship Association held its annual presentations. Each year Local 298 proudly awards both a \$500 scholarship and a \$500 bursary to selected children of members of our Local.

This year's recipient of the scholarship, for scholastic grad average achievement, was Andrea Mendoza. Andrea is the daughter of Dante, Rebuild Shop Millwright.

This year's recipient of the bursary was Angela Devries. Angela is the daughter of Tony, Pulpmill area Pipefitter.

Congratulations to both students and to their proud parents.

Employee and Family Assistance Program - EFAP

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

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

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

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

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By Anita Ward
"CLASSIC!"

“CLASSIC!” By Anita Ward — Edited By Timothy E. Parker

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- 6 Long-running Broadway musical
- 10 See a bet
- 14 Kind of situation
- 15 Department of France
- 16 Lago contents
- 17 Thing's keepers
- 20 Longest division of geological time
- 21 Exceedingly
- 22 Picks up a scent
- 23 Ocean movements
- 25 "The Simpsons" tavern
- 26 Auto shop compartments
- 28 Political confrontations
- 32 Elude the tag
- 34 Words after rat
- 35 Sit under a lamp
- 38 Ruff's master
- 42 Word used before now
- 43 "___ Las Vegas"
- 44 Al, the weatherman
- 45 Chevy model
- 48 Give a makeover
- 49 Atomic physicist Niels
- 51 Second president
- 53 Show a picture of
- 55 Put down
- 56 Galena, e.g.
- 59 Something decided by June
- 62 About, formally speaking
- 63 Alder or aspen
- 64 Masterful
- 65 Docs with many small patients
- 66 Some cereal ingredients
- 67 Kind of signals

DOWN

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- 2 Manhattan locale
- 3 Landmark age
- 4 Its mouth is its biggest part

- 5 Where many films may be found
- 6 Husky-voiced
- 7 Where you can be all you can be?
- 8 Re-election seekers
- 9 Grid zebras
- 10 Minor roles for big stars
- 11 Quick-thinking
- 12 Calm periods
- 13 Minstrels' songs
- 18 House paper
- 19 Current gauge
- 24 The doctor ___
- 26 Issued a command to
- 27 State point-blank
- 29 Faith founded in Persia
- 30 Had a little something
- 31 Cap with a pompom
- 33 Word Wynette spelled
- 35 Supplants
- 36 Gave great service?
- 37 Infamous Roman ruler
- 39 Title for Arthur Conan Doyle
- 40 Cable outlets?
- 41 Vera's TV husband
- 45 Onion relatives
- 46 Easily tipped crafts
- 47 Rub-___
- 49 Geoffrey of fashion
- 50 '60s style
- 52 Nautical position
- 53 Year in Vigilius' papacy
- 54 He backed Michael Jackson
- 55 Margin mark
- 57 Weightlifters' iterations
- 58 Harper's Bazaar illustrator
- 60 Start of a refrain
- 61 "Much ___ About Nothing"

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