



LOCAL 298 NEWSLETTER

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

Issue #4 Volume #9

cep298@monarch.net

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June 2005



***George Weatherly, died May 12, 2005 while working
at Eurocan for Prince George Hydro Mechanical.***

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Executive Officers For 2005

		<u>Tel #</u>	<u>Work Local</u>	<u>Job Title</u>
President	Don Klie	632-1352	2367	Pipefitter
1st Vice President	Ilona Kenny	632-4244	3451 or 2568	First Aid/Stores
2nd Vice President				
Financial Secretary	Mary Murphy	632-5201	3451 or 2568	First Aid/Stores
Recording Secretary	Gary Ewanski	632-2743	2213 or 3519	Powerlift Operator
Inside Guard	Andy Sanwald	632-4131	3510	Spareboard
Outside Guard	Pablito Mendoza	639-9187	3472	Instrument Mechanic
Trustees	Jonathan Gardiner 3yr	632-4461	3513	Steam Plant
Trustees	Gary Drake 2yr	632-2905		Lubrication Mechanic
Trustees	Dave Andrews 1yr	639-2932		Instrument Mechanic
Chief Shop Steward	Steve Dudra	632-3850		Lubrication Mechanic

Committees

Standing: Ilona Kenny, Dan Belleville,
Committee Steve Dudra, Jon Gardiner

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

Job Evaluation:Dave Burrows, Jack McCamy

Rehabilitation & Reintegration: Mary Murphy 2yr, Ilona Kenny 1yr
Steve Dudra 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,
Dino Stamatakis, Kevin Gentile

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

Apprenticeship:John Burget, Paul Wilson, Rick
Wittmann

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

Chief Shop Steward	Ilona Kenny
Yard & Stores	Mary Murphy
Janitorial	Dorothy Birkett
Raw Materials	Mike Holland
	Arnie Carrita
Steam Plant	Andy Sanwald
and	Richard Crockart
Pulp Mill	Lucky Bhullar
	Dave Burrows
	Kevin Read
	Jim Harrison
	Cary Manahan
	Arnie Lepisto
Shiploaders	Dino Stamatakis
	Kelly Ruff
Warehouse\Dock	Jason Smith
Maint. Pipefitter	Al Hummel
	Dan Belleville
Electrical	Rick Wittmann
	Wayne Villemere
	Elvis Resendes
Inst. Mech.	Pablito Mendoza
	Dave Andrews
Millwrights/Oilers	Steve Dudra
Millwrights	Derek Smith
	Paul Wilson

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

Newsletter Editor: Don Klie donklie@telus.net

WARNING!!!

THIS NEWSLETTER IS RATED:

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FOR UNION!

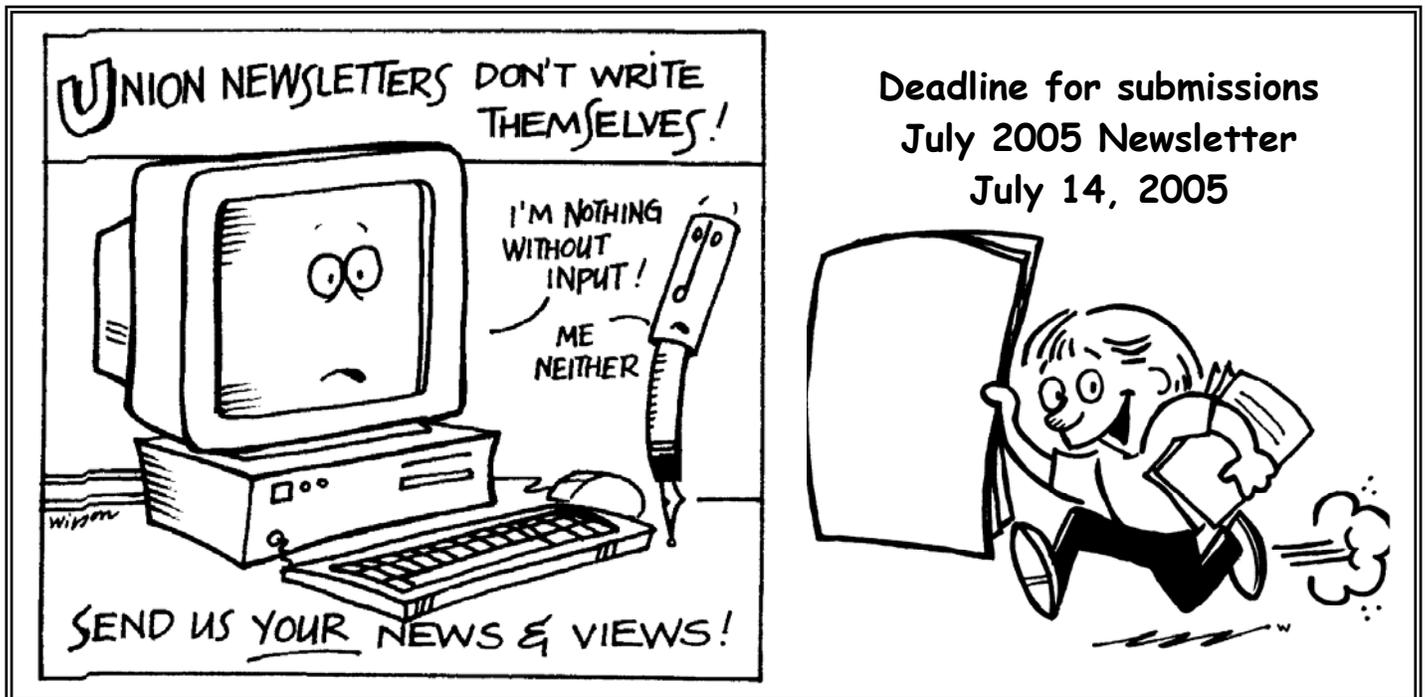
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Editor: Don Klie



Editorial

Tragedy At Eurocan

By Don Klie

Some of you might have noticed that the graphics being used on the cover of this edition of the **Local 298 Newsletter** was used for the April edition as well, which was used to recognize the Day Of Mourning for workers who have died in a workplace incident. Unfortunately, the reason for using this particular graphic this month is because of the recent death of a fellow worker at Eurocan in the early morning of May 12, 2005.

George Weatherly was at Eurocan working for Prince George Hydro Mechanical (PG Hydro). PG Hydro is one of the contractors that Eurocan employs to provide us with high pressure water cleaning and vacuuming services. During the annual maintenance shutdowns many pipelines, vessels, tanks and pieces of equipment are available to be cleaned of accumulated mud, scale and whatever.

Before companies like PG Hydro, CEDA, or Everyready, Eurocan didn't really have an effective way for cleaning this equipment. I remember there being lines in the Recaust area that would get so much scale on the insides that 6" lines would virtually be turned into 1" lines or completely plugged. Lines had to be twined just so that when one line got plugged badly with scale and mud they could simply switch to another line and then try some way to clear/clean the other line; sometimes with not much success.

With the power of high pressure water and the technical and practical expertise of companies like PG Hydro, there was another viable way to actually maintain the integrity of these types of equipment.

It's not easy work and usually when PG Hydro is on the mill site doing work, there are time constraints. George Weatherly was just the type of person that seems to have typified PG Hydro.

I had the privilege to represent our Local and accompany a contingent of representatives from Eurocan to attend the funeral for George, in Prince George. The eulogies given by family members and friends described a 52 year old family man who was a hard working individual who was always busy doing projects for his parents, siblings, children, nephews and nieces, and friends.

He liked motorcycles; it was quite evident by some of the close to 400 – 500 people who attended the services. Many of them were wearing blue jeans and black t-shirts, some which displayed the Harley Davidson logo. His oldest brother told us the reason that he and many others were dressed that way was because George had always said he didn't want people coming to his funeral wearing "monkey suits".

As noted before, George was described as a hard working, straight ahead type of person; what you saw was what you got.

The investigations are continuing and it will likely be sometime before we see anything official. The area Coroner has said that it is unlikely there will be an inquest held into this incident. The Coroner Service no longer holds inquests in this type of industrial incidents unless it affects the public at large. The WCB and RCMP investigate these issues and take whatever appropriate action is necessary. However, the Coroner will release a Judgment Inquiry report after the WCB has filed their report. Once the reports are written, the Union will try to obtain copies.

In the meantime, Eurocan has put out a notice implementing several safe work practice requirements for high pressure water contractors. Things like; written safe work procedures before the job starts; using and arranging equipment in such a way as to minimize the potential for the operator to be inadvertently struck by a blast of high-pressure water or equipment; the person using the equipment must have exclusive and immediate control of the "foot-dump" (pressure release valve); and the use of flexible lancing equipment to clean the first portions of pipes/lines is prohibited.

IN LOVING MEMORY



GEORGE THOMAS WEATHERLY

Born: April 21, 1953, Prince George, B.C.

Died: May 12, 2005, Kitimat, B.C.

Survived by: Loving wife – Brenda; Daughters – Carmen and Channan; Son – Cheyne; Parents – Viola and Norman; Sister – Carol; Brothers – Larry, Ray and Dan; and numerous other relatives and many friends.

George was predeceased by his son Clayton.

May you find the strength to raise
above the trials that come your
way, and may you find the courage
to carry you onward to a brighter,
better day.

President's Report

May You Live In Interesting Times

By Don Klie

The last six weeks at Eurocan have been very busy and interesting. And by writing that, I am using the word 'interesting' as used by the old Chinese curse, "May you live in interesting times".

In April we saw a number of our Union Executive resign from their positions on the Executive. The issue at the heart of all the resignations was how to implement the transfer of two journeyman plumbers into the maintenance department's pipe shop.

Most of the resignations came at a time when I was out of town attending the CEP Pulp and Paper Caucus meeting in Vancouver.

In May, during the major maintenance shutdown we had a lost time where one of our members received a severe electrical shock. That was followed by the death of a contractor employee who was using high pressure water cleaning equipment.

Executive and Committee Appointments

Regarding the resignations of a number of the Executive members, I would like to take this opportunity to thank them for their hard work and time that they have put in over the past few years. While I am disappointed that I will not have their counsel, skills and abilities to rely on as members of the Executive, I am not disappointed with them in the least.

Being a volunteer member of the Union Executive, or any Union position, has its rewards and costs. Each of these individuals has given a great deal of their time, energy and effort to representing all of us. I believe they have done an excellent job. I know that those who have taken up the task of replacing them will be able to count on their advice and assistance if needed in the future.

As you might have noticed from the Executive page, Ilona Kenny has been appointed 1st Vice President, replacing Frank Verde Sr. Steve Dudra has been appointed Chief Shop Steward, replacing Ilona Kenny. Pablito Mendoza has been appointed Outside Guard, replacing Dennis Urbanowski. The above mentioned appointees were approved by the membership at the May 2005 membership meeting. Recently, Dave Andrews has been appointed Trustee (1yr term), replacing Ed Da Costa.

Rick Wittmann has been appointed to the Apprenticeship Committee, replacing Dennis Urbanowski. Rick has also been appointed to the **Subject Matter Expert Committee** which is a group



that has been formed to try to develop a new Industrial Electrician Trade/Apprenticeship. The initiative for this new trade came from the Heavy Industry Training Advisory Committee – HITAC (which is an employer based group). Four groups are represented in the committee; union, heavy industry employers, education providers and government.

Kevin Gentile has been appointed to the Contracting Out Committee, replacing Dennis Urbanowski.

Apprenticeship Conundrum

When the Company informed the Union that they were transferring two journeymen plumbers out of their production positions into the pipe shop one of the main concerns for the Union was the level of training and experience of these two individuals. While the two trades are closely related, in that they deal with pipe and substances flowing through them, there is a great deal of difference between the two.

The Company's concern was that they were having difficulty finding "adequate" pipefitter candidates to hire from the street. At the special Standing Committee meeting called to discuss the issue the Company believed that they had to honour their offer to the two plumbers regarding transferring them to the pipe shop.

An agreement was reached between the two sides whereby the two plumbers would be given the necessary training to obtain an Interprovincial Pipefitting ticket; there would be two more apprenticeship positions created (added to the 10 that were negotiated in 2003); the two new apprenticeship positions would be pipefitter apprenticeships open to the whole mill; and another position in the pipe shop would be opened for the

sprinkler fitter to transfer in and have the same opportunity to obtain an Interprovincial Pipefitting ticket.

There are still a number of details to be worked out regarding this issue. At the same time there have been people appointed to the vacant Executive and Committee positions. Obviously, this issue has caused some problems for the Union. We will be having Committee meetings as well as Executive meetings to formulate how to proceed. We will also be continuing to seek the advice and direction from the membership.

CEP Pulp and Paper Caucus Meeting

I would like to thank the membership for sending me and Dennis Urbanowski to the most recent semiannual CEP Pulp and Paper Wage Caucus Meeting in Vancouver, April 14 & 15, 2005. Some of the issues discussed were:

Show Me The Money!!!

1. **Pension Plan Individual Mill Audits** – Our Pension Plan trustees have instituted mill audits of Pension Plan contributions. The audits are being done one mill at a time and only a few mills per year. To my knowledge this is the first time that these audits have occurred. Interestingly, I raised this issue back in 1998 when I attended a Pension Plan information seminar. At the time, Orla Cousineau of Mercer and Company, the Plan administrators, told me that no audits were being done and that they simply expected the companies were meeting their obligations. I assumed, perhaps naively, that she was relying on the audits each company have done for tax purposes, and that if there were irregularities, the company auditors would discover them. Importantly, the reason I asked the question had to do with the monies that were supposed to be collected as part of Code of Ethics payments. At that time no one had any idea of how to watch-dog the collection of that money. The issue has again been raised. We were told that the current Pension Plan audit that was occurring was not covering the Code of Ethics pay, as they were supposedly considered outside of the Pension Plan. However, that reasoning didn't go over very well with most of the delegates. Jim Dixon was front and centre saying that any monies that were supposed to be contributed to the Plan must be accounted for and audited; these monies are no different then the money that each of us contributes to the Plan. We were told the matter will be raised at the next Plan Trustees' meeting. In the interim, the Caucus members were given a list indicating just what each company had contributed to the Plan in Code of

Ethics payments and asked to verify/compare the numbers with each of their mills.

2. **Industrial Electrician Apprenticeship/Trade** – A report/update was given on the progress being made with developing a new Industrial Electrical Apprenticeship/Trade. As can be expected there have been a few bumps along the way; there are several interested parties, each with a different agenda of varying degrees. We were told there are three ways to achieve a journeymen's ticket: 1) doing an apprenticeship; 2) getting a diploma; and, 3) special industry studies program. The apprenticeship style program is the one our mill uses; apprenticeship candidates are selected and enrolled into the program by the employer (or union). The diploma course is one where the individual, on his/her own, goes to a school to receive technical training for varying periods of time intermixed with periods of time in the workforce getting hands-on experience. The special industry studies program is a modular based concept, which only trains an individual in certain aspects of the trade (e.g., door framer). Most of the unionized employers in this process are interested in having fully trained individuals who get their Interprovincial ticket and then go on and get some other type of courses or upgrading.

Applied Code of Ethics

3. **It's Our Work and Our Future** – We were also given a brief history of contracting firms in the pulp and paper industry. Our current situation in regards to the unionized workforce in the pulp and paper industry was compared with the situation in the United States. There is a larger percentage of non-union pulp and paper mills in the States as compared to Canada. And, those mills that have unions, the power of the unions have been severely eroded by a deliberate employer based attack. Years ago, one of the big employers in the States, International Paper, took on the unions by bringing in non-union contractors to do much of the maintenance work. And, if the union went on strike (many times forced on strike by concessionary demands) the employers simply replaced the production workers with SCABS. The same tactic has been tried in Canada. The employer first gets a non-union firm work and experience in the mill. In 1986 in Prince Albert, Saskatchewan, Weyerhaeuser chose BE&K, a non-union construction contractor from the States, to do a major mill overhaul, even though the unionized Building Trades firms' offer was lower. BE&K was the "preferred contractor". As the non-union firm gets more work and more expertise with providing services to the mill(s) they are able to develop a more stable workforce (although, with far fewer benefits and lower wages than the unionize workforce). Once

the non-union workforce becomes experienced and stable enough, the employers can start to demand concessions from its unionized workforce. If the union resists, the employer can replace it's unionize workforce either through layoffs or attrition. In Prince Albert, the unions struggled for two years against the fragmenting of work, mandatory drug testing, gate searches, anti-union animus, on-call workers, low wages, no benefits, and fatal injuries before BE&K finally gave up.

In B.C., in 1994 at Port Alberni, MacMillan Bloedel introduced TNL (whose workers were represented by The Christian Labour Association of Canada – CLAC). Even though the Building Trades contractor was the low bidder, TNL was the preferred contractor. Again, the unions had another two-year struggle and a 17-week strike. Eventually, the CEP was able to negotiate the Code of Ethics clause. The Code allowed us to keep out of our mill organizations that had a demonstrated history of crossing legal picket lines. Hence, we haven't seen TNL or CLAC construction crews on any other pulp or paper mill site until the situation at Canfor in 2004.

This time the preferred contractor is J.V. Driver out of Alberta, and the workers are represented by CLAC.

Also, for some time the employers have been experimenting with roving work crews. It is especially prevalent during maintenance shutdowns. The companies are using retired or vacationing maintenance tradesmen.

As these crews get more experience the employers are able to reduce their own maintenance crews. And then, when we have a maintenance crisis in the mill, the company is forced to go to the outfits that utilize these individuals. We have seen it several times with Nanaimo Foundry and the bearing and gear changes in the paper mill.

As a Local and a national union we have to continue to enforce our contract and work towards preserving our work.

Don't Sign Away your Rights!

4. Manulife Authorization Statements on Medical Forms – Manulife Financial, a large Canadian-based financial services company operating worldwide, purchased Maritime Life as of the New Year. So far, there hasn't been much difference between the two carriers, but that doesn't necessarily mean it's a good thing. For several years we have tried to get Maritime Life to change the authorization statement on their medical information forms, which were requesting unfettered access to just about everyone. When the privacy laws in Canada and B.C. changed, the carrier's authorization statement became even more onerous and inclusive.

Manulife did the same thing. However, the CEP is continuing to try to get Manulife to alter the statement so that it only asks for reasonably needed information and, that should any information be needed, that they have to go through the individual in order to access the information.

The advice we give to everyone who fills out these medical forms is to cross out any wording in the authorization statement that gives the insurance carrier any access to anyone and any information about you without going directly through you. Arbitrators support that insurance carriers have a legitimate need for this information when determining whether or not paying benefits are appropriate. But, the Arbitrators also note the rights of the individual to privacy is more significant, and thus, the carrier must make their request for more information directly through the individual.

Pulp & Paper Investment on Strike

5. Canadian Pulp and Paper Companies continue to strike against investment in Canada – It was reported to the Caucus, with supporting statistics, that for several years now the larger pulp and paper companies have been investing their money in mills outside of Canada. Many of the pulp and paper companies are divesting themselves of land and forest resources, and being replaced by interests other than pulp and paper. Also of concern are the bug-infested trees and the threat to future fiber supply. While the country is currently focused on the lumber tariffs, more kraft mills are being closed.

What We Desire For Ourselves, We Want For All

6. Pension Plan – Bruce Rollick, respected Pulp and Paper Pension Plan consultant, was on hand to explain a proposal about the sharing of our Plan's administrative operations with other pension plans of smaller CEP and PPWC bargaining units. No decision has been made on going forward with the proposal, but, the Trustees were instructed to move forward with drafting a new Trust Agreement that can then be brought back to the Caucus for discussion. The proposal seeks to bring the smaller CEP and PPWC bargaining units' pension plans in under the administrative organization of our, larger, pension plan. The goal of bringing in all of these smaller Plans is to save on administration and consultants' fees. We were advised that administration costs of our plan are very low respective of the size of the account; much less than what the smaller plans are able to achieve on a percentage basis. The financial

investment advice that has made our Plan a success will also be available at no extra charge to smaller plans. Also, financially, the larger the amount of money we have to invest the more we can influence the investment market (the Ontario teachers' pension plan at \$30 billion plus was given as an example). The Trust Agreement is supposed to be written in such a way that smaller plans could not negatively affect our Plan. The smaller plans will all have to be healthy and self sufficient. No money from our Plan will be used in any way to pay benefits to the smaller plans. The percentage of the money earned on investments will be applied equally to all of the plans based on the amount of money they have in the account. There will be another benefit to our Plan in that the smaller plans will be charged a small amount, over and above the administration fee for belonging to our Plan. Again, while the smaller plans have more to gain by joining in with our larger plan than we do by having them joining us, those plans will not negatively affect our Plan in any way. Philosophically, we are also able to live up to the principals of what unions are all about, members helping members.

Medical Horror Story!

7. **Privatizing Medicare** – Have you ever been off work because of illness or injury and been in receipt of wage replacement benefits? We call it Weekly Indemnity – WI, or Long Term Disability – LTD. And, while you were off, did you ever have to wait for a specialist's appointment, of say 2-3 months? Were you ever offered by the insurance carrier or the employer an opportunity to have the appointment moved ahead? What could be wrong with you receiving needed medical treatment sooner? Whether you know it or not, that is one face of **Medicare Privatization**. This issue was first brought to my attention a few years back when Maritime Life representatives explained that in certain circumstances they were able to get medical appointments expedited or moved ahead. Actually, it was the Company's Disability Management Coordinator who first brought it to my attention. I thought at the time it was a considerate thing to do, helping people receive medical treatment sooner.

Well, I am here to tell you that what I have just described is privatized medicine, and it has a very real and negative affect on our whole medical system. It allows for queue jumping; it redirects medical services away from the public system (and thus slowing it down); it forces up the cost of all medical procedures; etc.

I also have another horror story to tell about this that happened at our mill. One of our members had been off sick for an extended period of time, about 10

months. She had an appointment with a specialist moved ahead in time, by about two months, by the insurance carrier. When she called me to ask for advice on this issue all I could think was that she was getting medical treatment earlier than previously scheduled. I advised her to keep the moved-ahead appointment. To my shock when this member returned home she told me that the specialist on meeting her advised her he was no longer her advocate, that Maritime Life had employed him (co-opted him if you ask me) as an Independent Medical Examiner – IME, and that she was no longer his patient! We complained to the College of Physicians and Surgeons who would only say that there was indeed a misunderstanding and that the doctor was truly sorry and that he would accept her as a patient now if she was so inclined. Worse yet, when the insurance carrier received the report from the IME and the report suggested that he could not find what was causing her illness and that perhaps the employer could accommodate her at work, the carrier discontinued benefits. And, when this matter went to arbitration and the arbitrator was asked to rule out the IME report because of the co-opting that had occurred, the arbitrator disagreed noting that our member had been informed by the IME that he was no longer her advocate and that she could have refused to continue with the examination.

My advice today is that no one should allow or accept the employer or insurance carrier to bypass the public Medicare system. If you are ever offered such an opportunity, please be very careful about what you say and do and call your union representative before giving them your answer.

June Membership Meeting

When - Wednesday, June 8, 2005

Time - 1:00pm, 4:30pm, 7:00pm

(Note - 1:00 and 7:00 meetings are for voting on the Notice Of Motion)

A Notice of Motion, which was posted at least two weeks prior to the regular membership meeting, is asking that the Union make a one time assessment of its members in the amount of one hour card rate per member. The money collected would be paid to the surviving spouse and family of George Weatherly, the worker who was killed in a workplace incident at Eurocan in the early morning of May 12, 2005.

JOHS Committee Report

Behaviour Modification, It's Your Fault!

By Mary Murphy

April 21, 2005,

Eurocan provided all of the health and safety members with the opportunity to attend the Advanced OH&S course on Occupational Health and Safety, put on by B.C. Federation of Labour, held in Terrace. The session included review of the W.C.B. regulations and the changes to the regulations, including the first aid regulations, and what to look for in the future which will affect first aid within the industries, and some tools to address these issues when and if they surface.

Duties of the Health and Safety Committee, and elements around these duties:

Reviewing the workers rights, discrimination, hazards, and providing a violence-free work environment.

One of the important elements of looking out for employees' health and safety is recognizing hazards, and insuring that hazard and unsafe work environments are taken care of. WHICH MEANS THAT THERE IS NO ACCEPTABLE RISK WHEN COMING IN TO WORK EVERYDAY.

Several workshops were held throughout the day, with tools, resources and strategies necessary to solve OH&S problems. Our group used the work specific cases as a benefit to addressing some issues around concerns at our worksite. Some cases in which our committee members used for the workshops;

- The clamp truck issue (Lindes now) and RSI/MSI injuries relating to the use of the clamp truck and product handling. This issue will affect any workers in BC, using the clamp truck to move product, and I believe that we are the first mill to start addressing this problem;
- The rolls falling off the product truck, an ongoing discussion with much lip service and not too many recommendations to eliminate this hazard; and
- The newly created pinch point after installing the new threading system in the Papermill.

The group also discussed how the WCB responds to a worker's complaint, investigates it, writes orders for it, or not, and how you can dispute "no orders written". This discussion took place around the H2S exposure incident in the Echo Building, where we felt the company failed to provide a safe work environment.



The most effective method for avoiding workplace injuries and an illness is elimination or substitution of the hazard.

The next would be engineering controls (safeguards).

Third would be warnings followed by training and procedures, and lastly personal protective equipment.

The least effective is personal protective equipment, although behavior-based safety programs turn these controls upside down, directing attention to the workers themselves as the problem rather than hazardous job-conditions.

Most people who push safety behavior modification, answer in a loud voice, IT'S THE WORKER. They will quote all kinds of statistics to prove their case. Many studies headed by supervisors stated 88 % of the workplace accidents and injuries were caused by workers' "unsafe acts". These studies were still the basis for behavior-based safety programs, and written by supervisors. It is the worker, not working conditions, that causes accidents and injuries. Like - your supervisor gives you a task, and if in accepting that task you cause injury, then you are working unsafely....and working safely is a condition of employment. "YOU SHOULD HAVE NEVER ACCEPTED THAT TASK", "YOU SHOULD HAVE KNOWN BETTER".

When you were hired for a job, or transferred into another job, how often have you heard the safety hazards pointed out....be more careful around this machine because? Or go slowly to cause less jarring, BECAUSE....or be careful around these hot pipes, BECAUSE..... The ground is uneven...so take extra care BECAUSE... It was the worker's job to work in unsafe conditions and too bad if they got hurt.

So, if your job involves lifting, and you are taught the proper techniques of lifting, using you legs, and after doing this job periodically using your back, after several years your back or whatever is giving you problems.

The behavior modification approach would be to give more training on how to lift. Then discipline for lifting wrong, or doing the task unsafely.

Instead of discipline for doing a task "WRONG", provide the necessary tools: for example put in a hoist for lifting, use a mechanical advantage system, or re-engineer the job so the lifting isn't necessary. Teach the worker how to work safe, BUT fix the problem.

"WORKING SAFELY IS A CONDITION OF EMPLOYMENT", Blame the worker, or fix the safety hazard. Blaming the worker seems to be the easiest way around the issue.

We also discussed why Bosses don't want accidents reported. Incentives for safety records including "getting workers to punish other workers". Creating Programs that reward worker for safety, which skirts around blaming the worker instead of fixing safety hazards.

Several hazards have been identified at Eurocan and are in the process of being addressed.

1. The turpine, SOG, and Foul Condensate fumes which the control rooms/maintenance shops/stores and administrations offices are continually exposed to.



Several issues around this exposure, the vacuum breaker, which will be taken care of during the shutdown, and to extend the stack, which may/or may not be addressed because of the expense. If this is not reconciled during the shut down, recommendations to extend the stack will be sent in writing to senior management, at the next central safety meeting.

2. Trend for shoulder/back injuries in the steam plant; the spout man job involves exposure to repetitive, heavy work and, over a period of time, MSI/RSI are noted in the workers. This issue was brought to the attention of the safety co-ordinator several months ago and Central Safety. We were informed that the head of the Steam Plant recognizes this hazard and how it has affected many employees over the years, and he has taken on the tracking/trending and is looking for ways to eliminate this hazard.

3. Another tank for the echo building; Central Safety was informed at last month's meeting that instead of the modifications which were being investigated, they are going to put in a new tank.

One area which we need to focus on is the so-called acceptable risk, or acceptance of certain

hazards....We have heard from several supervisors that there is an acceptance when you come to work daily of certain hazards. This attitude really has to change to insure workers are not setting themselves up, or encouraged to do a task that could get them injured.

Our collective agreement states, "Employees and the company are to comply with established safety rules as amended by the joint safety committees from time to time. Employees will not be expected to operate with unsafe equipment or under unsafe working conditions. Employees are expected to report immediately any unsafe equipment. An employee who has reasonable cause to believe that an unsafe condition exists may refuse to work under such conditions without being subject to discipline."

Attending the advanced health and safety course were Jean-Guy Gaudet, Juha Lagland, Alfie Poellot, and I. Please feel free to come forward with question, or look through our material.

We thank Eurocan for providing the opportunity for us to attend this very informative training/education session.

In solidarity,
Mary Murphy

April 19, 2005 JOHS Committee Meeting Report
Paper Rolls Are Still Falling
By Dan Belleville

Reviewed Incidents Reports

Maintenance installed power end for 422-021 Dilution Pump, and the Field Assistant put the pump on line. Black liquor came out of mechanical seal because the plug was not installed in the seal. It was reviewed that maintenance must review procedures for installing pump and to make sure the seals are replaced properly and plugs are checked to see if they are in place.

Incident in rail yard where there were missing joint plates on a corner and broken weld. This could have caused a derailment of our equipment and CN's train. The track was inspected for further missing plates and a walk about is now done every week.

Incident at the Terminal where a stud falling off the ship's crane while the ship was being loaded. The crane was shut down and a report was made and a check was done at that time and then again at day light when the lighting was better. The ship had recently come out of dry dock and it was speculated that this bolt may have been left lying on top, because nothing else could be found (Poor House Keeping).

A worker was walking from the ship to the Lunch Room when an operator of a clamp truck noticed him at the last minute and stopped in time. The clamp truck driver was also going for Lunch. Because of this incident a posted area has been made for the workers to walk to and from the ship. This shows us how important these incident investigations are to have, so that solutions can be found and our safety is improved.

Lastly, rolls had fallen off the Ottawa trailer on the way to the Barge Ramp. The factor was that it was raining and turning to ice right away. So it was decided to stop loading until the weather improved, also, this will be the procedure for any time this type of weather happens – shut down!

Reviewed Incident from last Month

05-003 – employee injure while exiting powerlift ---Craig Sears to insure that all crews review the procedure for exiting all equipment (THREE POINT CONTACT,).

05-004--Lube Center Oil leak with hose blowing off has not returned with proper information yet and we don't know why the hold up.

05-005--Raw Material ,Two Day Warehouse door coming down on product truck has been completed and all recommendations have been done.

04-073 – electrical arcing/explosion in 401 switch room--As reported last month this will stay on the minutes until all recommendations are done during the shut down.

Minutes

Training regarding Alarms and lights—Wayne [Merkley] will give an up-date next month but don't hold your breath because it's going to take awhile as this has been here forever.

Lockouts----Wayne is to set up a meeting with lockout committee before the shutdown to solve some problems that have come up and to address other concerns.



Example; to do lockouts for lockout boards it takes two trained

people that know the system to do the lockout; this is to reduce errors. If someone needs to be trained, he would be the third person. The Paper mill supervisors or higher ups think as long as you know how to do lockout you can do the system lockouts but they are wrong. I believe WCB doesn't allow this because this could put our workers in great danger so they need to know the systems.

Rolls falling off the trucks---Craig said that consultants are on site today and are doing tests on our trucks as they travel back and forth from the warehouse to the dock. Still, the recommendation has not gone to upper management for the Gull Wing Doors. We are, as a committee, having to make a recommendation that this has to go up to upper management to deal with, as we can no longer deal with it. We did this a couple of months ago and they are to answer within 30 days, but we are willing to wait until the next meeting. But, we insist that we need an answer to this so we can act on it if need be.

NaSH or Acid Mixing Tank---Les said the Company has done a Hazop on this and included many other items in this whole area. Les also said that we will still be mixing Nash and Acid but there will be a separate tank for each as soon as possible. This is in line with the WCB recommendations.

Safety Improvement Fund---We had short listed last month but Peter [Cooch] has the list and he's flown the coop. Patricia will e-mail him to see if he still has it and if he can send it to us, or it will have to be redone.

Fire Watch and Fire Extinguisher Training---We were told to that the Hot Work Permits tells everyone what has to be followed while using equipment that can cause fires (IT'S WRITTEN RIGHT ON THE FORM). As for Fire Extinguisher training, it was in the works but the death of Bruce [Fisher] set the time lines back. It will go ahead as soon as we can get someone to take over the task.

Safety Rep's for Shutdown---Paul Jeffery for 1127 and Mary Murphy for 298. If you can't get them use safety captains and any other Rep to deal with safety right away don't wait.

Safety Captain/Supervisor Training--It has already been done but the concern was that we should be training people using our own forms. Wayne said that he would sit down in on any investigation that he was asked to help with to see if it was done correctly if asked.

Request for Lockout Audits during shutdown---IT is important to do them and find out if there are any deficiencies and have them corrected. The only problem is that we don't think that discipline should be used as a result of honest mistakes being done. We want errors corrected not hidden because of fear of getting into trouble.

CSSE Conference May 12-13---Company said it would be near impossible to release people during

the Shutdown. But, whoever is able to the Company would pay the fee to go.

Soap in Washroom & Showers---It was asked if we could get a less harmful soap to be used other than HEAD to TOE. This Head to Toe soap had gotten into a worker's eyes and he had to go for medical treatment. WCB said they wouldn't cover the medical expense because it was his choice to shower at work. I thought we showered at work so we wouldn't take contaminates home to our loved ones. The lame excuses the WCB comes up with to prevent workers from getting covered is unconscionable. It appears like the WCB is paying bonuses to their employees to deny claims so as to give back large sums of money to Employers. Anyhow, Craig said he would take this task on and find us something safer.

The next meeting will be late in May after the Shutdown and I will be on holidays until August so if we are nice to Mary and Ilona maybe they can do the next report for the news letter.

So while I'm away, I want all of you to stay safe and look out for one another. I want to see each and every one of you when I get back and in good health. Have a great summer because I know I plan to and see you when I get back.

Just a Country Boy
Dan Belleville

World Class Lube Training

On Tuesday, April 12th we were told that we were going to have some **World Class Lube Training** the next day. It was a very important Training Session because two members of our crew who had time off were asked to come in on Overtime so that they would get this training. So I was looking forward to tomorrow's training session that was to be held in the Reliability Building. Our supervisor told us that we were not allowed to sit in the Reliability's good chairs because we might get them dirty. So, Wednesday morning after our group hug we all went over to the Reliability Building. When we got there we found out that our World Class Training Session was held in the Mud Room. There weren't enough chairs for every one so a few people had to stand for about one and a half hours. The Instructors had to move mops and wash buckets so that they could project the lesson on the Cinder Block Wall. For some reason they could not get the focus adjusted properly so you got eyestrain very quickly. Luckily, one of our crewmembers had a pointer with



him so he gave it to the Instructor who could then point to different parts of the blurry picture and tell us how it functioned.

Then, after the classroom session we all went to the Paper Mill for hands on training. Our supervisor decided what piece of equipment we should have the demonstration on. It was in the Paper Mill basement, it was so noisy there you couldn't hear what the Instructor was saying unless he was a couple of inches away from your ear. After a short while the equipment was hooked up to an oil tank and we were about to see how it operated. An arrow was drawn on with a felt marker to show the rotation of the pump, this was determined by looking at our old unit. So now we were all ready to see how well this new computerized equipment really worked. However as soon as the Instructor pulled the ON switch, a red light came on and said there was an error. We were told in the classroom that this equipment was very easy to trouble shoot if we had any problems. So, our Supervisor and the Instructor and one or two of the class members started troubleshooting to find out what was wrong. About a half hour later after not finding out what the problem was an Electrician was called in. Now remember, the Instructor said this was an easy piece of equipment to trouble shoot and we should have no problems at all. This new computerized piece of equipment was far superior to our older model that we had been using for all these years.

By now a couple of our crewmembers were thoroughly discussed so they wandered off and went back to work in their areas. So the electrician set about testing for whatever he checks for. Well about 45 minutes later he found the problem. The motor was turning the pump in the wrong rotation. Who would have ever thought that? Oh ya, one of the crewmembers, who was disgusted and went back to work, did mention that the rotation of the new equipment did not have to be the same as the older equipment. But, I guess our Supervisor and Instructor didn't hear him.

Afterwards, one of the crewmembers mentioned that all he could retain from the **World Class Lube Training** lesson was that the equipment was painted yellow. I remembered the Instructor saying that Oil flows down and Air flows up, which is why this piece of equipment is so good. I can hardly wait until we get our next **World Class Lubrication Lesson**.

Fraternally,
Steve Dudra

Dioxins and Furans in Hog Fuel Boiler Grate and Fly Ash

Bulletin No. 65 05/04

FOREST INDUSTRY HEALTH RESEARCH PROGRAM

c/o Pulp and Paper E. R. Services
6035 – 237 A Place
Langley, BC
V2Z 1A7
Telephone: (604) 532-0642
Facsimile: (604) 532-0639
Web Site: www.paperforum.com

FIHRP FOREST INDUSTRY HEALTH RESEARCH PROGRAM has published a report titled "Dioxins and Furans in Hog Fuel Boiler Grate and Fly Ash". The report is available to FIHRP members on the Pulp and Paper Employee Relations Services website at www.paperforum.com or contact Scott MacLean by phone (604) 532-0642, by fax (604) 532-0639, or by e-mail at smaclan@paperforum.com. Non-members of FIHRP may be charged for the report.

Studies have demonstrated worker exposure to hog fuel boiler ash during maintenance activities and that chlorinated dibenzo-*p*-dioxins (dioxins) and chlorodibenzofurans (furans) are present in boiler ash. In addition, concerns regarding the potential health implications of exposures to dioxins and furans have been expressed in the literature.

This study evaluates the potential for worker exposure to dioxins and furans in hog fuel boiler ash. The overall objective of this project was to determine whether workers are potentially exposed to dioxins and furans when working with hog fuel boiler ash, and the factors that influence the concentration of these compounds in boiler ash.

As part of this study, grate ash and fly ash samples from four mills were collected and analyzed for select dioxins and furans. A literature review was also conducted to determine: 1) the health effects associated with dioxin and furan exposure, 2) normal background exposures to dioxins and furans through all routes of exposure, and 3) factors influencing the formation of dioxins and furans in boilers.

Based on the literature review, the boiler ash analysis results, and information on the type of boiler and fuel used at participating mills, the following conclusions were made: 1) Significant concentrations of dioxins and furans are not formed in the combustion zone of the hog fuel boiler as the temperatures are too hot. 2) The type of pollution prevention device utilized in conjunction with a hog fuel boiler can contribute to the formation of dioxins and furans. Pollution prevention devices that operate between 200°C and 400°C generate higher concentrations of dioxins and furans compared with pollution prevention devices that operate at lower temperatures. 3) The type of fuel used in the hog boiler can potentially influence the concentrations of dioxins and furans generated. The presence of chloride salts and the use of effluent sludge can influence the concentrations of dioxins and furans. 4) Exposure to dioxins and furans via inhalation during hog fuel boiler maintenance and routine cleaning activities are insignificant compared to other exposure routes and are highly unlikely to result in adverse effects through this pathway. 5) Dermal and incidental ingestive exposures may be important routes of exposure for workers, however, further evaluation is required to assess the significance of these routes. 6) Before undertaking further studies of worker exposures, biological monitoring of workers is advised to verify whether boiler maintenance workers have elevated body burdens of dioxins and furans compared to the background population.



Local 298 & 1127 Members:

Thank you all for your generosity. Pete always believed strongly in the donation and thought it was a nice idea for the widow or widower. Thank you also for the fruit basket & flowers in the hospital.

Heather Crockart

To the Union Brothers & Sisters Of Peter Crockart:

Thank you so much for the lovely donation to the Children's Hospital in Peter's name. It was very thoughtful.

**Love
Heather Crockart**

Local 298 & 1127 Members:

No wonder there's such warmth behind the thanks this brings your way. Your special kindness brought such joy, it really mad the day, and when any group of people does the thoughtful things you do, it's hard to find words warm enough to thank each one of you! I wish to thank all the Brothers & Sisters from the bottom of my heart for their kindness and thoughtfulness. I cannot find the words to really thank you all so I hope the card says it all. May all the love and joy you share with others return ten fold to you!!

**God Bless you All
Doreen Henderson & Family**

To CEP Local 298

I wish to thank the union for the lovely basket sent to me after my accident. Also a very large thank you to the first aiders for saving my life.

Lou Cabral

To CEP Local 298

Thank you for your donation to our graduation. Your support is greatly appreciated.

**Kitimat City High
Staff & Students**

To CEP Local 298

A big thank you, to the members of Local 298 for the lovely flower arrangement and fruit basket sent to me when I was in hospital. It was very thoughtful and much appreciated.

Phyl Foley

Half Way Hairy Still Singin' The Tunes



Tune of Mark Twain



A note from the "Cowboy"

Been working at Urincan since 72
Get a dollar a day & bad mouthed too –
Urincan
Look out Trucker, gonna spill em on the ground
Ole Sam's gonna chase ya with a big blood
hound
Urincan
Gonna work in Urincan untill I die,
They gonna bury me all but my Chip Screenin
Eye
Urincan
Theres more but you
Can make yer own – Eurocan!

Special thanks from me to the Union and all the membership for the cards, goodies & the money when I was buggered up

**Love ya all
"Cowboy"
W. Dale Harrison
Also known as ½ Way Hairy**

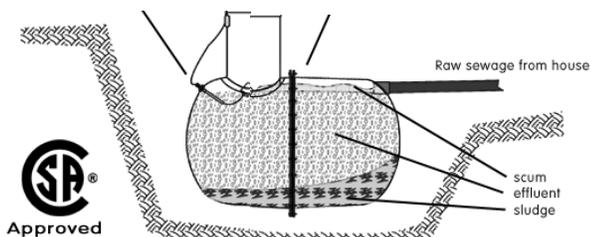
Change of duties of BC Health Officers

Dear Whistle Blower:

I was told yesterday, April 11/05, by a BC Public Health Officer in the Terrace Office, that as of May this year, the regulation and inspection of new domestic septic tank & drain field **system installations** will no longer be a duty of BC Public Health Officers. At the present time, they are the Regulatory Body for the design & installation of these systems. After the end of April, the **design and inspection** of the "construction of domestic septic tanks & drain fields" will be in the purview of the "Contractor doing the installation".

This smacks in the face of the current Provincial Government privatizing duties that should be done by a government Regulatory Body, to the Public Sector Contractors.

If a private individual were to purchase a piece of property and build a home on it himself without the aid of a contractor, does the homeowner himself now become "The Contractor" who then has the purview of designing and building his own septic tank system? Who is to over-see that the drain field plumbing is not tied into a City or Municipal Storm Sewer system that could then lead to polluting of a fish habitat downstream?



I am wondering if this is as wide-spread as I think it could be, affecting all BC Public Health Officers who are presently the Regulatory Body for these issues.

Additional information for you is that I live in The Regional District of Kitimat-Stikine; but Septic tank inspections are looked after by the Public Health Officers from the Terrace Office. The reason for my contacting the BC Public Health office was for information to assist me in locating my own septic tank. I bought this property last year and wanted to know where the septic tank was so that I could investigate as to how full it was. With their assistance and that of a professional septic tank cleaning company, I was able to locate and dig it up. It was full, and the Company, Pro-Vac Services pumped it out for me.

Wilf Butters

wbutters@monarch.net

Smile teams" won't help patients or workers

HEU/CALM

The Hospital Employees' Union says a plan by the Vancouver Island Health Authority to send "smile teams" into health care workplaces to distribute treats to demoralized workers is inappropriate.

The health authority announced it would be dispatching smile teams to hospitals and other health care facilities to drum up support for its staff recognition program.

According to a staff notice—available on VIHA's website—the smile teams will spend the next six weeks "travelling the islands with treats, bringing surprise smiles" to workplaces and promises that "If you're smiled on, you'll know it."

HEU's Zorica Bosancic says the initiative shows how out of touch the health authority is with the realities facing front-line health care workers.

HEU members have seen their wages slashed by 15 per cent and hundreds of their co-workers have been fired to make way for privatization.

"If health executives want to bring smiles to the faces of our members," says Bosancic, "give them the resources they need to provide patients and residents with the care they deserve. But don't insult health care workers with this stunt."

The Wal-Mart manager's handbook

BCTGM Report/CALM

"Staying union free is a full-time commitment.

"Unless union prevention is a goal equal to other objectives within an organization, the goal will usually not be attained. The commitment to stay union free must exist at all levels of management—from the Chairperson of the Board down to front-line manager.

"Therefore, no one in management is immune to carrying his or her 'own weight' in the union prevention effort. The entire management staff should fully comprehend and appreciate exactly what is expected of their individual efforts to meet the union free objective.... Unless each member of management is willing to spend the necessary time, effort, energy, and money, it will not be accomplished. The time involved is...365 days per year."

• from a handbook Wal-Mart distributes to managers

Why should you care about the code of ethics?

PPWC Local 9 members voted at a general meeting to accept a payment of \$250,000 in lieu of upholding the collective agreement's code of ethics provisions. We are wondering if you are you aware of the consequences of that decision and it's long term impact on our members, our union and other unions.

Should you care that another union has sold the code of ethics provision?

Did you know that the leadership of PPWC Local 9 has opened the door to a union with a known practice of crossing legal picket lines? This is the first time since the Port Alberni strike in 1994 that CLAC has performed construction work in any BC pulp mill.

Should you care about working with legitimate trade unions?

By making special deals with the boss Local 9 leaders have undermined legitimate trade unions. These unions have been forced to reduce their terms and conditions to prevent rat unions from taking away all of their work.

Should you care about opening the door to continuous negotiations with the boss?

We think that if you make an agreement with the employer to sell off a portion of your collective agreement, why would the employer not think that you might be willing to sell off other parts of the agreement?

Should you care about reducing the minimum wage?

We do, and so should you. If the employer can reduce wages for labourers and tradespersons on a project why would they not try to reduce the wages of your operators and tradespersons?

Should you care about having a healthy pension plan?

Our pension plan is a good one and both CEP and PPWC have worked hard to make it that way. If some local leadership allows the employer to change the contributions to the pension plan, again, why would they not try to continue to undermine their contributions? How do you stop them?

The actions of the PPWC Local 9 leadership will not help any of us negotiate better wages and working conditions. Employers will just contract out our work and let a rat union cross our picket lines. We cannot stand by and let this happen.

We are the members of CEP 1133 and we have been fighting Canfor over this issue for months. Selling off portions of a collective agreement is a dangerous practice that our union simply will not engage in. We urge you to talk to us about how to put a stop to this attack on our collective agreements.

THIS RESOLUTION WAS PASSED UNANIMOUSLY AT THE APRIL 27,2005 MEETING OF THE KITIMAT-TERRACE AND DISTRICT LABOUR COUNCIL.



TWU vs. TELUS RESOLUTION



WHEREAS the wages and working conditions of telecommunications workers around the world are being driven down by a coordinated corporate attack; and
WHEREAS Telus is pursuing this same strategy and is planning to lock out the TWU; and

WHEREAS Telus corporation is a global leader in the telecommunications sector with respect to revenue, earning and cash-flow growth rates, thanks to the hard work and dedication of its employees; and

WHEREAS the Company is demanding sweeping contract concessions that threaten its employees' job security and working conditions; and

WHEREAS the Canada Industrial Relations Board has allowed Telus to pursue a strategy that has dragged on for more than five years and makes a mockery of the bargaining process; and

WHEREAS in 2004 the Board finally found that Telus had interfered in the operation of the TWU and ordered the Company to offer the TWU binding arbitration as a way out of the situation; and

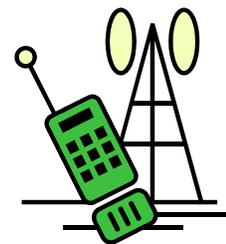
WHEREAS the Board subsequently let Telus off the hook by reversing the remedy portion of the ruling; now

THEREFORE BE IT RESOLVED that the Kitimat-Terrace and District Labour Council make effort to support the TWU's campaign for a revised, respectful collective agreement with Telus by communicating the Council's concerns to politicians capable of exerting pressure on the Canada Industrial Relations Board to do the right thing; and

BE IT FURTHER RESOLVED that the Kitimat-Terrace and District Labour Council promote TWU's Another Wrong Number campaign in its publications and on its web site.

M/S/C.

UNANIMOUSLY.



Would you like fries with that?

Union Farmer Weekly/NFU

Decades ago, North America began exporting its garment trade jobs. Today, it's nearly impossible to buy a shirt made on this continent.

Once corporations moved clothing jobs to low-wage countries, shoe assembly followed. The next wave saw North America move its entire machine tool production system to low-wage, low-benefit, low-worker-protection countries.

In the 80s and 90s, the computer-manufacturing sector waved goodbye, looking for more "liberal" economies. Home appliance factories were similarly relocated.

More and more of our automotive components are produced off continent.

India has become a software development centre and a leading call centre. Canadians are getting calls on behalf of their local bank or insurance company and these calls are not originating in the next city or province, but in call centres in India, the Philippines or elsewhere. George Bush used a call centre in India to solicit donations during the U.S. election campaign.

Now there's a new development in the U.S. that will make even the most devoted followers of globalization wonder.

A sharp entrepreneur named Steve Bigari has outsourced order taking at his McDonald's restaurants in Colorado.

When customers at one of Bigari's 12 McDonald's pull up to the menu and speaker at the drive-through and hear "Would you like fries with that?" they assume the disembodied voice belongs to someone in the building a few feet away. But they're wrong.

Bigari has set up a centralized call centre in Minnesota where minimum wage rates are lower than in Colorado.

A high-speed data link relays the Colorado customer's voice to the Minnesota call centre and the call centre employees type up the order and flash it, with a picture of the customer (so restaurant staff can match orders to faces) back to the remote restaurant where the order is placed, assembled and served.

Knowing that India and Russia have lower wage rates than Minnesota, is there any doubt that once the kinks are worked out, you'll be placing your fastfood order with someone on the other side of the world?

- *The National Farmers Union promotes policies that will revitalize agriculture by strengthening family farms. www.nfu.ca*

CEP TO FIGHT FOR COMMUNITIES

May 20, 2005

Thunder Bay -- "We are facing a crisis in our forest industry in Ontario and it is time for workers, companies, politicians and community leaders to stand up and fight for our future."

And, says Cec Makowski, the first people who should stand up and be counted are the Liberal Members of the provincial legislature and the federal House of Commons in the greater Thunder Bay area.

Mr. Makowski, Ontario Region Vice President of the 162,000 member Communications, Energy and Paperworkers Union of Canada, termed the Liberal members' silence on the issue of job losses and forest management "scandalous."

"They need to declare whose side they are on," Mr. Makowski said at a new conference here today (Friday). "Thousands of people and dozens of communities across Northern Ontario are facing devastation and we need people who will fight to ensure our forest resources are used to sustain communities and build a brighter future."

Mr. Makowski called the news conference to announce that the National Executive Board of the CEP, Canada's largest union of forest industry workers, has adopted a programme to help preserve resource based communities across the country.

"Of course we are fighting to keep mills open and to grow the sector," he said. "That means jobs and those jobs are the foundation upon which entire communities survive."



"Our teachers need those mill jobs preserved; small business people make their living off the wages those jobs produce; our infrastructure is built on the taxes paid on those wages. This is about saving the resource heartland of the nation and we intend to do just that."

Mr. Makowski said his Union intends to build community and regional coalitions across the country to lobby for increased government attention to forest management issues and sustainability.

"Sustainability of our forests is of prime concern of union members and environmentalists alike," he said. "Proper management of the woodlands means future job security for CEP members and long term stability for communities."

Who killed available hours legislation?

by Allen Warren/CALM

What troubles Saskatchewan Federation of Labour president Larry Hubich most about the smothering of the Saskatchewan NDP government's Most Available Hours (MAH) legislation for part time workers is that the plan died without a public debate.

"Why did the provincial government want its consultative process with business to be conducted behind closed doors? I'd like to see those briefs, I'd like to know why these businesses opposed the legislation, and I'd like to know what was said," says Hubich.

On February 18, 2005, after closed-door consultations, Saskatchewan Minister of Labour Deb Higgins announced the formation of a committee to study providing better opportunities to part-time workers. She also said the government would repeal the un-proclaimed MAH from the Labour Standards Act.

"During the course of our consultations, we have heard from business leaders and labour leaders, from mayors and students, from part-time workers and small-business operators and from community-based organizations. We have come to realize that we need a different approach to address the issues raised by these groups," Higgins said in a government press release.

Passed by the NDP in 1994 but never proclaimed, MAH would have required employers in Saskatchewan with 50 or more employees to offer any new hours to existing part-time employees before creating any new part time positions.

Offered in order of seniority, part time workers would have been free to accept the new hours or decline them, letting them go to the next in line.

Business interests led by the Canadian Federation of Independent Business, the right-wing opposition Saskatchewan Party and the Saskatoon and Regina broadcast and print media attacked MAH.

The public was persuaded to fight MAH legislation. It was going to wreck their lives, steal jobs from students and destroy the social and economic fabric of the province.

In this resistant climate, the legislation disappeared without greater public scrutiny or consideration.

"It was just terrible," says Hubich. "The media's coverage was just the most gross distortion of any piece of public legislation I had ever witnessed. It was completely dishonest and one-sided—it played right into the hands of the people who opposed it."

In an SFL release following the repeal of MAH, February 18, Hubich explained, "What various groups in the business crowd did was to engage in a campaign of misinformation, fear, and outright threats. The campaign was aided and abetted by one-sided media coverage of the issue. It shows that all special interest business groups need to do to get their way ... is to throw a public temper tantrum followed by a refusal to engage in meaningful debate and dialogue."

Today Hubich says he will wait and see what recommendations come from the three-person commission reviewing MAH. They are expected to report in December 2005.

He's dismayed there is no official presence from Saskatchewan labour on the committee, but hopes for the best.

"The issue is that there are people who are available for additional hours and who want them—how do we get those hours to them? Is it possible in the 21st century to have a thoughtful enough dialogue for that to occur?" he concludes.

- *Allen Warren is a journalism student at the University of Regina and a CALM intern.*

Work Law

Video surveillance

evidence: The latest word

by Alison Warrian/CALM

Videotapes are often used when an employer alleges an employee has exaggerated the extent of an injury or illness.

But often, such tapes show workers off-duty and are filmed without the worker's knowledge. Can the employer rely on those videotapes as evidence at arbitration? Don't employees have a right to privacy?

Traditionally, labour arbitrators have been split on the question of whether such videotapes are admissible at arbitration.

One line of cases holds that arbitrators have the power to admit evidence that is relevant. Therefore, if the videotape meets the test of relevance, it should be admissible.

The other line of cases holds that such videotapes should be admissible only where they meet a test of reasonableness.

In a recent decision, Arbitrator Michael Lynk considered the two lines and determined that the preferable approach is the "reasonableness" approach, which better respects the privacy rights of employees. This approach requires that the employer have reasonable grounds for initiating surveillance and that the surveillance be carried out in a reasonable manner.

In determining whether it is reasonable to engage in surveillance, Lynk stated that arbitrators must

engage in a balancing exercise that considers both the worker's right to privacy and the employer's legitimate business interests. This requires consideration of, among other factors, whether the employer used other, less intrusive means of obtaining information before resorting to surveillance.

Although Lynk's decision is not binding on other arbitrators, it is noteworthy and may be considered persuasive by other arbitrators, given its thorough review of the law and sound reasoning.

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

Wal-Mart woes

BCTGM Report/BCTGM/CALM

A coalition of union and community activists, small businesses and elected leaders in Queens, New York, successfully mobilized to stop what could have been Wal-Mart's first New York City store.

Media reports revealed that Vornado Reality Trust had hoped to win approval for the shopping centre before the public learned Wal-Mart was to be an anchor store. When that was revealed, opposition to the project soared.

City council member Helen Sears said to win approval to locate a store in the area, Wal-Mart would have to improve its wages, health benefits and pensions and end its vehement stance against unions.

The real estate developer dropped plans to build the city's first Wal-Mart.

We have a Charter of

Rights

CLC/CALM

The Supreme Court of Canada will not hear Wal-Mart's challenge questioning the power of the Saskatchewan Labour Relations Board, the province's labour law and the right of Saskatchewan workers to protection under the Canadian Charter of Rights and Freedoms.

"They should start reading our Charter of Rights and Freedoms at Wal-Mart head offices," says Ken Georgetti, president of the Canadian Labour Congress. "When Wal-Mart first contested the authority of the Saskatchewan Labour Relations Board last summer, I sent them a copy of the Canadian Charter of Rights and Freedoms. Today, I am telling them that they should read it."

Last summer, following an application by the United Food and Commercial Workers Canada to represent employees at a Wal-Mart store in Weyburn,

Saskatchewan, the SLRB requested that Wal-Mart Canada deliver its internal strategy materials as evidence in order to determine if the company had breached Saskatchewan labour laws during the union organizing campaign. Wal-Mart has now exhausted all its appeals.

As well as Wal-Mart's judicial maneuvering in Saskatchewan, the company is facing a number of similar complaints across the country, including for its announcement to close its store in Jonquière, Québec, after its employees there formed a union.

Seven reasons to boycott Coca-Cola

CCPA Monitor/CALM

1. To look after your health: One can of Coke contains the entire daily-recommended amount of calories from sugar (10 teaspoons). In India, tests showed that the level of toxins in Coke sold in that country were 30 times above the legal limit.
 2. To help the poor: Farmers in the Indian state of Kerala were given "fertilizer" from Coca-Cola factories, which turned out to contain neurotoxins and carcinogens. The same factories extracted up to 650,000 litres of local water for their syrup production. Following three years of total crop failure, farmers are still protesting the theft of their water supply.
 3. To uphold human rights: Coca-Cola's main Latin American bottler is on trial for allegedly hiring paramilitary squads to kill, kidnap and torture its workers. Eight union leaders have been assassinated at the company's plants in Colombia, and hundreds of workers have left their unions following incessant threats.
 4. To protect children: Coca-Cola is currently making deals to put its logo on baby bottles. One study found that parents are four times more likely to feed their children soft drinks when they use such bottles. A study in Rio de Janeiro identified over-consumption of Coca-Cola drinks (instead of food) as a cause of malnutrition and vitamin deficiency in children aged six to 14.
 5. To stand up for Africa: Africa's Coca-Cola factories are the largest private employers on the continent, employing more than 100,000 workers. Although AIDS is rife in Africa, Coca-Cola initially provided AIDS education and treatment for only 1,500 (15 per cent) of its employees, increasing the coverage later only after wide public protests.
 6. To oppose racism: In 2000, Coca-Cola was forced to pay \$190 million to black workers in the U.S. after it was found guilty of racial discrimination in its Atlanta factories.
 7. To reduce your chances of developing diabetes: A study conducted by the Harvard School of Public Health on 90,000 women found that those who drank one or more sugary soft drinks a day had an 83 per cent greater chance of developing Type 2 diabetes than those who drank fewer than one a month
- The Ecologist

This Just In

I Remember It Like It Was Yesterday - 28 Years Ago

By Mary Murphy

The shutdown is over thank goodness. Well it took me down memory lane and I didn't enjoy that one bit. I was only working as a first aid attendant for three months when I got my first "respond with the ambulance" call. After 28 years, I still remember every detail as if it was yesterday.

I had to deal with a young person trapped in a conveyor belt and, thank you Lou Cabral, for all of his help – the only one who would come to my aid when hearing my desperate calls for help. Lou, you know what I mean.

It's so helpful to actually have great help when you REALLY NEED IT – not when the ball is already rolling.

And to the respondents when I had my extremely stressful call to the Papermill, where an employee was involved with an incident which slit his throat. I remember getting to this very serious accident and everyone disappeared--I had to be very vocal to get the appropriate help because in this incident I was truly tied up in one spot. So many things went wrong that day; the elevator being down was one of them...but the people I depended on helped me pull through that incident, successfully. AND... many, many cases afterward. I became very vocal when help was needed.

We first aid attendants rely so much on all the resources around us when dealing with a serious accident to get the job that needs to be done, quickly and efficiently, and could not possibly be done without the help from all of you.....

So, Thank You, to all our co-workers for their help in our desperate time of need.....and then please allow the first aid attendants to be good to themselves, and treat them with the respect and kindness that they have well earned.

Are These Meetings Really That Important? Yaaa!

On another note, we had our monthly Central Safety meeting on Tuesday, and I was greatly disappointed in the attendance. After a shutdown, that, "in my eyes", was not the most successful, we had not one person from management show up. After 30 minutes of waiting, Patricia called to the missing departments and was successful in getting one management person to attend. Thanks Jim for coming to OUR JOINT HEALTH AND SAFETY MONTHLY MEETING. There must have been more

pressing matters to attend to.....downplaying the seriousness of incidents, being creative in incident investigations and recommendations for prevention, or disciplining workers resulting from reporting to first aid...perhaps we will have better luck next month.

[*What is the message that the Company is trying to send out when it says that, "Safety is a condition of employment", but then its representatives are too busy to attend the monthly Central Safety (JOHS) Meeting? The meeting had been rescheduled so as not to conflict with the maintenance shutdown or its after affects. But, the Company's reps didn't send an alternate or even word that they weren't able to attend. Editor.*]

Airport security screeners need more than machines

USWA/CALM

Auditor General Sheila Fraser's report on national security missed an important point about the needs of front-line security screeners in Canada's airports.

"The report cites the \$1-billion investment in technology to detect explosives in suitcases as positive but implies without much proof that banned items are slipping past security screeners," says United Steelworkers of America's national director Ken Neumann.

The United Steelworkers represents more than 25,000 security personnel across Canada, including about 1,500 airport security workers at several airports, among them Ottawa, Montreal, Quebec City, St. John's, Halifax, Regina and others.

"Our members do not require more monitoring by Transport Canada, as recommended by the Auditor General, or more machines," says Neumann. "What they need is what our union has been lobbying to achieve since before September 11, 2001. The federal government must support improved training, regulation and licensing in the security industry, along with working conditions that will create stability in the industry and encourage workers to consider security as a career, not just a low-wage stop-gap job until something better comes along."

Neumann added that Fraser's conclusions on airport security screening are based on narrow reporting of instances, which she admitted is incomplete because much of the information is classified.

"It raises the specter of lax security," says Neumann, "which is a total disservice to the men and women on the front line. More often than not, they are monitored by the Canadian Air Transport Security Authority for speed, not how well or how thoroughly they carry out their work."

NOTICE C.E.P. LOCAL 298

Dear Brothers & Sisters:

RE: Futura Term Deposits

All Futura account members who have a balance of \$1,000.00 or more in their Futura, can transfer it all to a higher interest term deposit. The Credit Union will set up all terms to mature at contract time in May 2008. If you wish to take advantage of this contact Envision Credit Union for more information.

**CEP
Local 298**

[The above notice was posted on the Union's bulletin boards at the end of April. I have personally transferred the amount of money I had in my "Futura 298" account into the LTNR (Long Term Negotiated Rate?) account at Envision Credit Union. The interest rate on the account before transferring was 1%; the new interest rate is 2.35% and is locked in until May 1, 2008. Editor.]

Finnish Strike

Can Nordic paper workers resist capitalist demands for rollbacks?

Dateline: Saturday, May 28, 2005

**by Mike Martin
<http://www.straightgoods.ca>**

A labour dispute in Finland has become very nasty, very quickly. Recently, negotiations broke off between the 50 000 members of the Finnish Paper Workers' Union and two of the worlds' largest paper companies, UPM-Kymmene Corp and Stora Enso Oyj. The union staged a two-day strike as a protest. In response the companies locked out the workers for four weeks.

The issues in dispute are not the usual suspects — money and benefits — but rather about the use of temporary workers and production breaks during national holidays. Management wants to compensate employees for extra work on holidays by paying them

more money. The union members want to continue to have their time off work.

The fact that the paper companies feel emboldened enough to launch an offensive against workers' rights suggests that labour peace may be jeopardized.

Finland is one of the world's premier paper producers and currently accounts for about 15 percent of the world's total paper production. Conversely, the paper industry accounts for 8 percent of the Finnish Gross Domestic Product.

Consequently, the shutdown of about 50 paper, pulp, and paper board mills and plants around the country is already having an economic impact, which is expected to quickly escalate in intensity, if the lockout continues. Thousands of other workers in the chemical and transportation sectors will face layoffs as early as next week.

This labour dispute has already spilled over the borders to other Nordic countries. In neighboring Sweden, the paper union Pappers has said it will support Finnish paper workers by imposing an overtime ban for 6300 workers at 16 mills throughout that country, a phenomenon that is likely to spread quickly to other countries.

The employers' lockout was originally planned to last two weeks, but was extended to four by the employers in an attempt to intimidate the workers. Jouko Ahonen, head of the Finnish Paper Workers' Union, described the employers' move as "militant", and vowed that once the union really goes on the offensive "then you will see a real war begin."

The fact the union is calling the employers "militant" is an indication of both the union's frustration and the unusual tactics in an economy and a society that values co-operation and compromise. The Finnish Trade Union Central, SAK, had to explain the term lockout to its members on their website since lockouts are highly unusual in Finnish industrial disputes. They generally occur only during partial strikes, when employers sometimes enforce a lockout at workplaces that are not on strike.

The Finnish paper dispute is simply the latest, although sharpest, attack on the social consensus now evident throughout Europe. In Germany, massive protests have slowed down attempts to reduce pension benefits. In France, every shot by employers and the Government is answered with waves of strikes and protests.

What is happening is that the American form of capitalism is being exported to Finland and throughout Europe through the Finnish and European multinational companies. In return for jobs and exports European workers are being told to change their lives and adapt to the multinational rules. Doesn't that sound a little like the Canadian experience? *[This article was copied from the **Straight Goods** web page and edited to fit. Editor.]*

Welcome to New Members

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

<u>Member</u>	<u>Department</u>	<u>Initiated</u>
Lance Armstrong	Steam Plant	----
Chris Gorden	Steam Plant	Yes
Coling Taylor	Steam Plant	----
Mika Vossi	Steam Plant	----
Pete Mottishaw	Pulpmill	Yes
Chad Fournier	Steam Plant	----
Stephen Stone	Electrical	----
Teresa L. Nyce	First Aid/Stores	----
Andrea Lee	Pulp mill	----
Jason Kulyk	Maintenance	----
Scott MacGregor		----
Summer Students		
Rosanna Christiansen	Raw Materials	----
Candice Day		----
Florence Maitland	Stores	Yes
Paul O'Regan	Raw Materials	----
Erica Venalainen	Raw Materials	Yes
Megan Webster	Raw Materials	Yes

The next General Membership Meeting is at 4:30 pm, Wednesday, June 8, 2005 at the Union Hall, 623 Enterprise Avenue. There will also be meetings at 1:00 pm and 7:00 pm to vote on the Notice of Motion. General Membership Meetings are held on the second Wednesday of every month unless otherwise notified.

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

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

The above benefits are explained in our bylaws booklet.

Employee and Family Assistance Program - EFAP

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

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

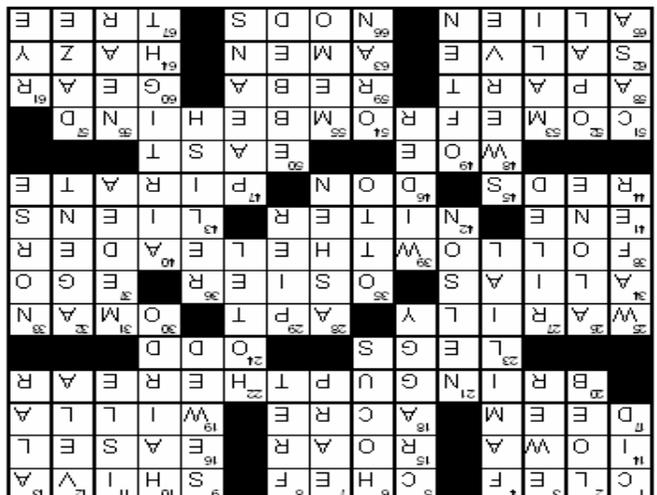
There is no charge for these services and all sessions are strictly confidential.

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

Notice

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

EDITED BY TIMOTHY F. PARKER
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By Gayle Dean
"SHADOWY"

"SHADOWY" By Gayle Dean — Edited By Timothy E. Parker

ACROSS

- 1 Staff member?
 5 Puck, e.g.
 9 "The Destroyer"
 14 The 29th state
 15 Blast furnace sound
 16 Exhibit supporter
 17 Form an opinion
 18 Something to grow on
 19 American novelist
 Cather
 20 Shadow
 23 They're supportive
 24 Kind of duck
 25 Cautiously
 28 Unusually intelligent
 30 Muscat's milieu
 34 Swindler's name,
 perhaps
 35 Basketmaker's willow
 37 Narcissist's problem
 38 Shadow
 41 Weather vane letters
 42 Explosives ingredient
 43 Encumbrances
 44 John Reed film bio
 46 Syndicate head
 47 William Kidd, for one
 48 Hand wringer's feeling
 50 Direction from Eden?
 51 Shadow
 58 Independently
 59 Musical McEntire
 60 Watch part
 62 Ointment
 63 "I second that!"
 64 Cloudy
 65 Completely unfamiliar
 66 Indicates yes, in a way
 67 Your family is part of
 one

DOWN

- 1 Massenet's "Le ____"
 2 Juilliard co-founder
 3 Large jug
 4 Hereditary
 5 Rock-strewn and steep
 6 First word in magic
 7 Dodge City lawman
 8 Ukulele feature
 9 Made a dress
 10 Bob, e.g.
 11 Presque ____, Maine
 12 The Sail (southern
 constellation)
 13 Wing-shaped
 21 Wrestling hold
 22 Hailey novel
 25 Symbol of thinness
 26 Mervyn Peake novel
 "Titus ____"
 27 Ruffled feathers
 28 Gray
 29 Marina feature
 31 She was jilted by
 Jason
 32 Secret one
 33 From Bergen
 35 Preminger or Graham
 36 Dog topper
 39 Dentist's request
 40 Like some alibis
 45 Deviate
 47 Praiseful songs
 49 Time and again
 50 Slackened
 51 What Castro calls
 home?
 52 1995 hurricane
 53 West African republic
 54 Mediterranean port
 55 Temp's pad
 56 Get closer to
 57 Knock for a loop
 61 Salinger's grain

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