



Local 298 Newsletter

Issue #3 Volume 8

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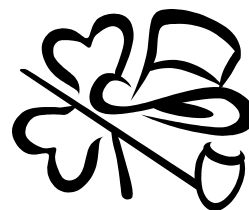
March 2004



Was
Winter
Supposed
To End
Like A
Lamb Or
Like A
Lion?



Whatever the case remember to tip your hat or
mug on ole St. Patrick's Day, March 17th.



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Editorial

The Placebo Affect

By Don Klie

placebo – [Latin, I shall please] **a** (1) : a medication prescribed more for the mental relief of the patient than for its actual effect on a disorder (2) : an inert or innocuous substance used especially in controlled experiments testing the efficacy of another substance (as a drug) **b** : something tending to soothe (*Merriam-Webster Dictionary*).

According to a report on the CBC Radio program, Quirks and Quarks, placebos have a very real affect on people. What the scientist have been able to observe is that in many cases where they run blind studies some people who receive the placebo actually have measurable physiological responses to the placebo.

Usually, the placebo is just a sugar pill or a shot of saline solution that should have no affect whatsoever. What scientist observed though was that some of the patients who were given the placebo, but also given the same warnings about side affects as the people receiving the real experimental drug, showed signs of the side affects. Even though the sugar pill shouldn't have caused itchy skin or rashes, diarrhea or stomachaches, or any of the other ailments/side affects, some people reported or were observed to have developed those conditions.

Interestingly, some people who were told only of the benefits of the experimental drug actually got better only taking the placebo. It is expected that some drugs won't be very effective; also, it is normal for some people to recover on their own without any medication, just the placebo. But, in some of the trials, what the scientist observed was that placebo affect was significantly better than the drug on producing positive results.

Ironically, doctors are not allowed to prescribe placebos as medicine; and, the patient must be fully informed of the medication they are taking. The placebo loses all effectiveness if the patient knows they're taking a placebo.

This illustrates, in some cases, how powerful the mind is. And, just thinking positive thoughts or controlling your thought processes in order to get a desired result can actually be beneficial.

How can we utilize this information?

A few years ago the Joint Union Management Program – JUMP at Eurocan put on a training session call the Phoenix Seminar, which attempted to teach people how to train their mind in order to achieve a desired result. The program was much like other self-help fads that came along in the late 1980's and early 1990's. There were claims of great

wealth and well-being. All you have to do is think it and you can do it.

Another program that we have all experienced is the SAFOR program. It is designed to improve safety in the mill. Who could be against improving safety?

Not me. It also focuses on making you think differently.

So what did we learn? The most important thing in most people's life is the family. If you wouldn't teach your teenage child how to speed when teaching them how to drive a car, why then do you speed when you're driving? You want your children and loved ones to follow the safety rules so they don't get hurt. And, what would happen if you got hurt and couldn't take care of your family any more?

So for goodness sake be safe. Be aware. Don't go off daydreaming – going away, or at least know that it will happen and learn how to better focus on present moment thinking.

We learned how to say "it's raining outside today" without any inflection in your tone of voice. We learnt how to say things in a matter of fact way so that those hearing them wouldn't automatically turn on their defence system and respond in a negative way.

We were instructed on how to be better listeners so that others would perceive that we had heard what had been said. Also, our minds can only hold so much information at one time so make lists to help relieve the mental stress.

Does SAFOR have any merit? Are you thinking any better about safety?

The more important question is "What is Eurocan doing that is making it a safer place to work?"

The SAFOR representatives used high-pressure salesmen tactics when trying to sell their product at Eurocan. It was a bit unnerving to see the management team so enthusiastically support the program; \$750,000 worth of enthusiasm. The concept was simple, the sales tactics a bit slimy, and yet this Company was willing to invest their money so quickly.

We were also told that most companies improved their labour relationships after going through the process as well as improved financial performance. Safety was just the starting point; a place where everyone is concerned about the person beside them; a place to start building.

A Funny Thing Happened On The Way to Better Safety

The Strike happened just as the SAFOR program was getting under way. While it didn't deter the Company from reinstating the program after the strike the Union has taken the position that we could see no benefit to our members in participating in the program. (Continued non page 7.)

Executive Officers For 2004

		<u>Tel #</u>	<u>Work Local</u>	<u>Job Title</u>
President	Don Klie	632-7571	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	Iлона Kenny	632-4244	3451 or 2568	First Aid/Stores

Committees

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

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

Job Evaluation:Dave Burrows, Jack McCamy

Rehabilitation & Reintegration: Mary Murphy 3yr
 Steve Welsh 2yr

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

Shop Stewards

Chief Shop Steward	Iлона 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	Steve Dudra

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
 donkie@telus.net

WARNING!!!

THIS NEWSLETTER IS RATED:

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FOR UNION!

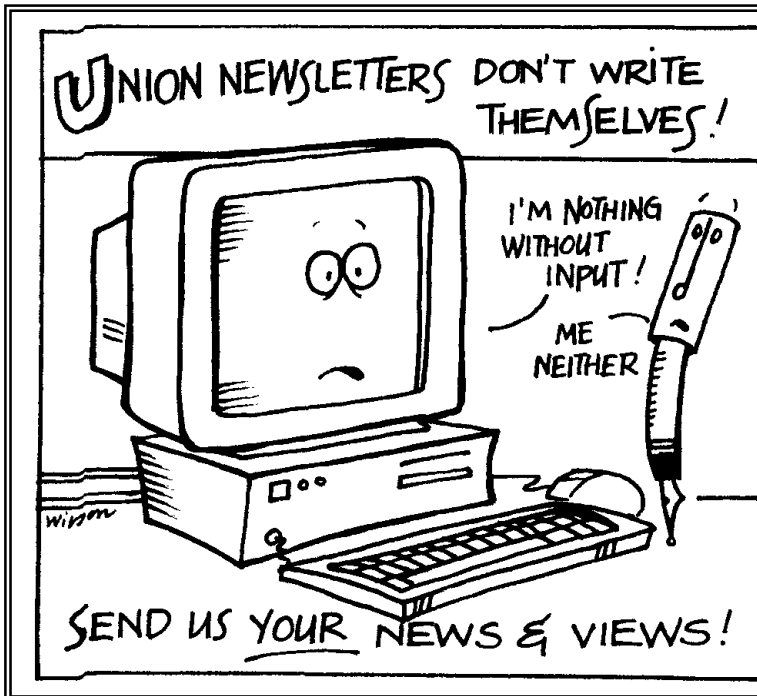
This newsletter is solely for the entertainment and information of the members of CEP Local 298.

Union Office Hours:

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Editor: Don Klie



**Deadline for submissions
April 2004 Newsletter
April 8, 2004**



President's Report

We Need More Apprenticeships

By Don Klie

As advertised, Dave Coles, CEP Western Region Vice President, was in town March 10 and 11, 2004. I had the pleasure of escorting Dave and Jim Dixon, CEP staff representative for Locals 298 and 1127 (among others), through the mill and talking to the members on the floor.

One of the main issues discussed was the level of contracting out at Eurocan. The machine shop has been one area devastated by the Company's use of contractors. And recently, when we needed to use the long bed lathe to machine the winder roll shaft, the Company had to bring contractors in to use our equipment because our shop didn't have sufficient manning to do this job on a 24-hour basis.

This was certainly a shameful example of the Company's policy to reduce to core trades. Poor decisions were made from the outset of the problems with the winder roll because we didn't have the manning to do the job. The thousands of dollars of lost production plus the customer orders that weren't filled on time are directly related to the decision to reduce the manning in the machine shop.

The Company argues that it can man-up for peak periods, but in the machine shop there are thousands of hours of work contracted out. The Company has been hiding these hours by slight of hand in the Stores department. At one time our machine shop was the prime supplier for many items but when it became obvious that our shop could no longer provide the equipment in a timely manner Stores management simply re-classified the prime supplier to an outside source and then said the part was now a purchase, not contracted out.

Grievances have been filed on the issue.

Another important issue discussed was the status of apprenticeship training and the future of the Red Seal Inter-provincial certification program. The British Columbia government has drastically changed the apprenticeship-training program and, as of yet, not set out what the future has in store for the trades.

The CEP is holding an Apprenticeship and Trades Conference this month and will be discussing where we are at, what is out there in the rest of the country and continent with regards to trades and apprenticeships and then try to map out a plan where we should be going.

There is a Letter of Understanding regarding Trades qualification in the contract that commits both the Company and Union to co-operatively work on the issues of workplace and trades training, establish a joint committee to develop a strategy of



maintaining the principles of certified trades training in B.C. and to approach other like-minded employers to extend an invitation to join efforts and make recommendations to the provincial government.

Dave referred to the expected shortage of qualified skills tradespersons in the very near future and what kinds of problems our country will face because of that shortage. In the past, the 1950's through to the late 1970's, Canada was able to import tradespersons from other countries, most notably European countries. However, the baby boom in Europe was about 5 years earlier than in North America. Because of that, those countries have already been experiencing the shortages that are predicted for Canada. They have responded to the shortage by importing tradespersons from wherever they could find them around the world. The result is that when Canada goes out looking for these extra tradespersons to fill our shortages there won't be any, or those that are there will not be of the quality or skill level needed.

While this could be a good thing for young people coming of working age now, because there will be a need for people to fill the void, there is a severe lack of ability and infrastructure to accommodate the necessary training of so many people. Plus, most companies are unwilling to spend the money needed to get the programs up and going.

Shortsighted governments like ours in B.C. are more interested in making the private industry take care of this type of training. The problem with that is that private companies are mainly concerned with maximizing their profits in the short term and maintaining a skilled and knowledgeable workforce requires vision, long-term planning and investment. While government best handles that type of program, our government today is not ideologically inclined to providing that kind of leadership.

Another issue discussed both on the floor and at the union membership meeting was the pension plan and retirement. Our pension plan is currently going through changes in funding and benefits. Obviously, everyone wants more money on retirement and early retirement dates. All we can say is that the pension plan is in good financial shape, with the ability to meet all of its promised payouts. The benefit level has already increased from 1.3% to 1.35% of annual income (based on your hourly rate and 2080 hours) and it is expected to increase by .05% each year. That means at the end of this contract in 2008 the payout benefit should be at 1.55%.

At the meeting the CEP policy position regarding retirement date was explained. Our union position is that there is mandatory retirement at the age of 65. In recent years there have been different court cases on this issue. Some rulings have stated that as long as the company had a consistent policy on the issue then mandatory retirement was not discriminatory or against the Charter of Rights. Currently, Eurocan's policy is for mandatory retirement at 65.

Most people on the floor want full pension and bridging benefits to start earlier, like age 55 or "30 and out" (meaning that after working 30 years an employee would be entitled to full pension benefits no matter what the age).

Dave was also in town to present to Local 298 the award for Overall Excellence for our newsletter. The award was first announced at the CEP conference on union communication in October 2003.

Facility Closed Means Just That

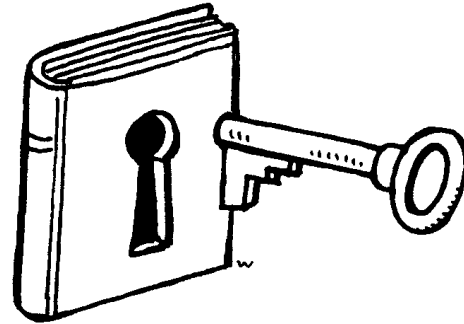
It has come to the Union's attention that some people are not observing the washroom/locker room closed signs when the janitors are cleaning those areas. The Union requests that in the future should a person want to enter the washroom or locker room where the janitor has put up their signs, please obtain the janitor's permission first or find another facility to use. Your cooperation would be greatly appreciated.

Student Scholarship and Bursary

Many years ago Local 298 established a scholarship and bursary for members' children that were graduating from the local high school – Mount Elizabeth Secondary School. Each is worth \$500. The scholarship is for the student with the best scholastic grade average while the bursary is for a student who not only has good grades but also a greater financial need.

The high school has a committee that meets each year prior to graduation to select the recipients.

Only children of Local 298 members in good standing are eligible for these two awards. The Union is very proud of the achievements of our members' children and these two awards are just a small token of that recognition. Each year around this time the prospective graduating students have an opportunity to apply for these awards at the high school. The awards ceremony is usually in mid-June.



Recovering Retirees

Recently, two retired members of Local 298 contacted me. Unfortunately, both retirees had experienced medical difficulties that required they be hospitalized.

Jack Rodrigues, retired weldor, suffered a heart attack earlier this year and was required to travel to and from Vancouver by ambulance. While Jack is recovering and doing well at home he informs me that our medical coverage paid only for his trip to Vancouver, not back to his home around Kelowna. Apparently, there are at least a couple of ambulances transporting patients to Vancouver daily and often return to Kelowna empty. Also, the nature of the treatment you receive in Vancouver determines whether or not Medical Services Plan – MSP, covers the cost of the return trip. Jack's medical treatment wasn't such that his return trip was paid for by MSP.

The standard in our province has usually been that if the medical treatment and facilities weren't available locally then MSP or our extended health benefits would pick up the cost of transportation. The Union is looking into this situation. It seems cruel that our government tries to recover the cost of the ambulance return trip from those most in need of help.

Jack wanted me to extend greetings to all his friends and members at Local 298 and express his hope that all are doing well.

Jim Walsh, retired air conditioning mechanic, suffered a stroke and is currently at home and is undergoing physiotherapy. He also extended greetings and best wishes to everyone.

Both wanted to know what their current health benefits covered. That information is included in this newsletter on page 19.

(...A Funny Thing...continued from page 2)

The Union filed the requisite grievance to show our displeasure and to point out to the Company that this was not a joint safety program. While we haven't prevented the Company from continuing on with the program we still don't see any improvement in the Company's performance, safety or otherwise.

Relationship Initiative

As was reported in the February newsletter the Company and Union have taken tentative steps towards trying to improve the management-union relationship in the mill. A mediator/facilitator and assistant have been agreed upon and they made their first visit to the mill March 1-3, 2003. A number of people were interviewed/surveyed from both sides of the relationship in order to get an understanding of the situation at the mill. The plan is for the facilitators to take the information gathered and go away and try to devise a plan to assist us in attaining our goal – an improved relationship.

At the wrap up meeting on Wednesday both sides were present and the facilitators asked us to extend their thanks to everyone who they interview and hoped that they hadn't bothered anyone with their discussions. A number of points were made and issues discussed; things like leadership, standards, credibility and safety among others.

At one point the facilitator, Pete Lawrie, said that the president of the union was saying the exact same things as the manager of the Company. Knowing what the problems are apparently isn't the problem; knowing how to or having the desire to solve or resolve the problems is.

This process of facilitation/consulting has been much different than what has happened in the past, at least at the outset. The Union has been involved from the beginning in selecting the facilitators and the facilitators didn't come in like snake-oil salesmen trying to sell a product. This doesn't mean that they didn't have their coined phrases and practiced pitches.

The Union did warn them that we didn't want another program that we would have to sell the membership. We don't see much hope of selling a program that would more than likely die like so many other initiatives. Our suggestion to them was to find ways to fine-tune some of the committees and processes that we already have and possibly give direction where it is needed.

We will have to wait and see how thing progress. The facilitators have suggested that they will be ready for a return visit in mid-April.

CORRECTION

In the February 2004 issue of the Newsletter there was an article entitled **Raw Materials Malaise...** It has been pointed out that there were errors of fact in the article and I would like to apologize for that and note the corrections.

Concerning Vince Bawa's job title and responsibilities, Mr. Bawa was in fact the Superintendent of the Terminal and Warehouse operations. Lowell Butler was the Superintendent of Raw Materials and later, after Mr. Bawa's retirement, was put in charge of Traffic that covered both the Terminal/Warehouse and Raw Materials. Actually, sometime around the mid to late 1990's the Company changed the designation of titles; superintendents were called Coordinators and managers were called Group Leaders. Mr. Butler was given the title of Traffic Coordinator.

Frank Parlee and Harry Murphy were only Assistant Superintendents/Coordinators of their areas, Terminal and Raw Materials respectively. Harry Murphy, for a time, after Mr. Butler's departure, was given responsibility for the whole area until Kevin Carter was hired.

The comments regarding the supervisory changes in Raw Materials referred to a time frame that started before Lowell Butler was put in charge over the whole area. Ivan Murphy's transfer to the Pulpmill had happened years before Mr. Bawa had retired. However, the intent of the comments was to indicate the wholesale changes that were going on in the department and the troubles the department was having trying to adjust to them.

The article also noted that this area was not alone in going through these types of problems. Every area of the mill for some years has been suffering the same type of behaviour. The behaviour can best be described as change without standards. There is very little consistency of direction, learning, training, and the list can probably go on.

For your interest (FYI) CEM stood for Competitive Edge Management. They were the consultants hired by Eurocan to try to solve their bottleneck problems in Raw Materials.

Another point of interest, the author of that article, **Raw Materials Malaise...**, was myself, Don Klie. I apologize to anyone who may have been mistakenly accused as the writer.

The point of the article was to highlight the problems that area is currently experiencing. This is not to suggest that things were great and rosy in the past. Far from it, it is just that there is ample evidence that things are much worse now. The point of the article was, it must all be corrected, and corrected now before we have another catastrophic incident, injury or fatality.

We must not let the situation continue as it has for the past few years. The train accident that occurred last March and the near miss that occurred in February when the brakes on the locomotive failed are significant indicators that much more are wrong in that area.

Many of us still remember when we had a member killed at the purchase chip unloading area in the late 1970's when a chip car door unexpectedly fell from its rigging hitting the operator. Over the next few months there were at least two similar incidents where the door closed unexpectedly while an operator was in harm's way. Fortunately, no one was hurt in either of those two subsequent incidents.

In the 1970's there were several deaths at Eurocan because of workplace accidents (I can remember at least 6 of them). Our last fatality was in the late 1980's. The possibility of these types of accidents is with us at all times. We cannot let safety slide for any reason.

Safety was sliding in Raw Materials. The Company has now taken some serious measures to address this situation. An individual has been given responsibility for maintaining the proper standards in the rail yard. He will be the Company's resident expert so to speak.

In December 2003 there was a rail yard audit done and it was a damning indictment of the conditions in that area.

The Union is not going to focus on who is to blame for the terrible conditions in the rail yard, but we will focus on those who refuse to learn from this. There will be improvements made; they will be done in a timely fashion and they will be made according to safe industry standards.

Chronic Under Performers

Going back to what has been happening over the years at Eurocan, there have obviously been dramatic changes. It is a fact of nature that change happens. How you deal with it usually determines how successful you will be.

From my point of view on the floor and as a Union officer in various positions over a number of years, a pattern of what has been happening at Eurocan can be seen. Admittedly, it is only my opinion of the things that I have seen from my perspective, but I'm going to put it out there for others to look at, examine and criticize. Hopefully, we can all learn more.

I also made some of these comments at the meetings we had with the relationship facilitators.

I am very critical of what the Company did with its supervisory structure years ago. The Company took supervisors who, by and large had been in charge of areas where they had several years

training and experience, and they were put in charge of areas where they had little or no training or knowledge.

Examples: pipefitter supervisor given responsibility over millwrights, welders and pipefitters. Carpenter supervisor given responsibility over millwrights, machinist and welders. Pulpmill assistant superintendent given responsibility over Raw Materials and Steam Plant. Raw materials supervisor moved to supervision in the Pulpmill.

In some cases some of the supervisors were able to adapt. But, I haven't seen anyone of them that have been able to master their new areas as well as they did in their previous areas. This is not to say that all of those supervisors had good performance records in their pervious areas.

We need to have experts leading us. We need to have people who have by training and experience learned their job, proven themselves and have the ability to continue learning. They also have to have the ability to lead, which is a very difficult quality to describe. It is one of those things that you know it when you see it, but how do you explain it or teach it.

An example of that leadership quality I have seen: one of the newer supervisors, when he doesn't know a certain procedure that is contained in the contract, like asking people to work overtime, will go to the area shop steward and ask for his advice. This may seem like a small and simple issue but what it shows is that the supervisor has respect and trust in the shop steward to do the right thing.



Conversely, the poor leaders/supervisor I have seen: near the end of the day there is a need to have employees work overtime on a job. With less than an hour left in the day the supervisor will go out into the

shop, see the first available employee and assign the employee to the job. The supervisor knows that the individual usually agrees to work overtime and so once the employee is assigned the job the supervisor then asks him if he will work the overtime, regardless of where the employee is on the overtime list. The supervisor then justifies his position by saying that he followed the correct procedure because of job continuation.

Such tactics are obvious to the other employees. It doesn't take long for respect and trust to be lost. People won't focus on the job at hand then, they will focus on getting even or being upset/pissed off.

In another area when there is a supervisor with poor skills, leadership and otherwise, union officials begin to hear the complaints. When it is just one employee that is making the complaint about a supervisor, then you have to investigate more by asking others what they think. Sometimes it is just the issue at hand and the supervisor and employee have to resolve the issue; it isn't necessarily a problem supervisor. But, when you hear a number of complaints, and when you investigate there is general agreement among the employees that the supervisor is the problem, then you know you've got a problem supervisor.

Often, the problem supervisors will take a position and then refuse to change the position even when you offer a reasonable solution. By reasonable I mean, you make the offer that if you can't find a "no-cost solution" to the problem then the status quo remains, that is, the supervisor gets their way. If the supervisor refuses that offer, then you know have a problem supervisor/superintendent/manager.

Just being able to recognize these types of situations is the start of working on the solution. But, like the old saying, you can lead a horse to water but you can't make it drink. If the supervisor refuses to learn, to adjust or change their style, then the employee/supervisor (union/management) relationship deteriorates.

The supervisor must also have good leadership from above; one of the best ways of learning is by example. Upper management must set high standards, which are easy to understand, follow and accomplish. Setting a standard, such as productivity or manning levels, that can't reasonably be met, will only lead to disaster.

If we can see these things from the floor, why can't our highly educated management team see these things? What have they done that prevents them from seeing these things?

Several months ago one of our union members went to the Pulpmill management and showed them information, supplied by the Steam Plant management, that indicated we were losing thousands of dollars in condensate losses in the digester area. It was explained that because the

Pulpmill hadn't been cleaning the digester liquor heaters on a regular basis the heaters were leaking liquor into the condensate, thus requiring the condensate to be diverted to the sewer or used elsewhere in the mill at great expense to the Company.

The question was, "What was management doing that it couldn't see and correct something simple like this?" The standard of the cleaning the liquor tubes on a regular basis had been learnt many years ago but mysteriously was forgotten or ignored.

Obviously, I don't have all the answers. But, when you see something that works you go with it. When you see something that doesn't work you change it.

Supposedly, during the early 1990's this mill made money. Some would say we've made a lot more money than this Company will admit. But, remember when the Company started telling us we had to reduce manning in order to increase productivity. We weren't returning enough money on West Fraser's investment.

The Company offered buy-out retirement packages to several people and the management focused on cutting jobs (I don't believe that they were even able to accomplish that very well because of all the retirees they have brought back on staff and all the extra people they have had to hire).

The Company lost focus on how to run the mill. Running the mill efficiently didn't seem to be what was important to management. Getting the most money out of the system with the least investment was the goal. Hopefully, the Company has learnt that you can't run a successful mill the way they have tried over the past 10 or 12 years. Especially in light of the comments made in the news media the Eurocan is a chronic under performer.

(The comments in the news media are very interesting. I don't believe there has been any other pulp and paper mill in British Columbia that over the last twenty years has run as consistently as this mill has. We make a high quality product that customers want. By and large the management have been allowed to implement their programs with relative labour peace. Until this past summer there hadn't been a strike at Eurocan in eleven years. And yet, we all know we can do better. What is that thing, that quality, that standard that we are missing?)



Chief Shop Steward's Report

Hallelujah Vacations...

By Ilona Kenny

From the Chief Shop Steward's Corner...

I was finally allowed to go on vacation...which was spent mostly sicker than a dog. I'm not sure if the company gets this little point...the vacations are OURS and we are entitled to them and even though they'd like us to give 'em up and just work overtime...it's not going to happen. I am taking mine. You are taking yours. At one point (before canceling my time off for the umpteenth time), I was asked if I had made any plans. Like how can I make plans when they keep canceling them? My whining is not unique. So many of our brothers and sisters are exactly in the same boat. And April 30th is drawing nearer and nearer. The Raw Materials department was playing little games. We're NOT selling back vacations. Vacations are becoming more and more like necessary stress relief because of all the hassles and overtime at work. The fact that we fought for this time off seems almost secondary to our mental health.

I have a stack of grievances and to the credit of both sides of Standing Committee, they are moving along. I have a small number that need to be discussed with various department Superintendents and then some more that need to go to Fact Finding and a HUGE amount of Contracting Out grievances that are being scrutinized by members of the Contracting Out Committee before I get to do anything with them. The next two weeks will be spent getting everything up to date as much as I can.

It is clear the company is watching and jumping on the Shop Stewards and Executive members. My Supervisor watches me like a hawk. 15 seconds of talking to a union brother or sister about a problem and she's standing RIGHT THERE making sure that I'm moving on to do the counterperson duties. I wonder if it occurs to them that our Shop Stewards and Executive are busy trying to FIX the problems that Management, at some level, has created and we are not socializing. We are trying to keep things from getting worse. The Shop Stewards are to be commended for all their hard work and I personally, am very appreciative of all the effort they put in because A) according to the contract, that is what they are supposed to be doing and, B) I feel bad because of all the hassles they are getting from certain Management types. It is not an easy job. The egos are BIG with certain Management types when it comes to actually working out a grievance. They are not going to change their minds because they have the 'positional' power to do whatever they

like. It's too bad they rely on that inside of good leadership and common sense.

Like Recaust, it doesn't matter if their system isn't going to work; they're going to fight it out to the bitter and very costly end. In this case it means going to Arbitration. And talking about Arbitrations, I will personally handle the Jim Ventura 'unjust discipline' Arbitration if they don't come to their senses and drop the discipline because they are so very wrong. If it was just me that thought so, I would have to reconsider my own subjective feelings but their own Audit is damning. You would think they would just want to make that one 'go away' and move on with being proactive in all their identified system failures. Not so. It boggles the mind. Do they not know it's okay to admit a mistake was made and we're all learning from it?

We are still having Shop Steward Meetings the first Wednesday of the month. Right now we're working on having pre Standing Committee Meetings and Standing Committee on the second Monday of the month, which will coincide with our Executive Meeting and then the General Meeting. It's a lot of meetings but they are close enough together to plan for fact finding and reporting to the members at the General Meeting. Communication up and down is so very important for us.

In closing, I'd like to mention that I'm trying out the 'dayshift' counterperson position, so I'm there on days. Your Shop Steward is the first person who will help you and then if things don't have a satisfactory solution, then I'll get the Grievance and information from the Shop Steward and yourself. Please feel free to call me at home and leave voicemail if I'm not home. I will get back to you within 24 hours.

A HUMAN-RESOURCES director found herself at the pearly gates. "We've never had a human-resources director here before," said Saint Peter. "So we're going to let you spend one day in heaven and one in hell and you can choose where to spend eternity."

"I'll go to hell first and get it over with," said the HR director. To her surprise, she spent a wonderful day with her former fellow executives, playing golf on a beautiful course. The game was followed by a sumptuous meal at the clubhouse.

When she returned to heaven, she spent her day sitting in a cloud playing the harp. "Have you decided where you'd like to spend eternity?" asked Saint Peter.

"Yes," she said. "heaven was great, but too boring. I choose hell."

"Okay," said Saint Peter, "off you go."

This time when she arrived in hell, she found everything barren and desolate. Confused, she confronted Satan.

"Where's the golf course?" she asked. "And where are my friends?"

Satan smiled. "Yesterday we were recruiting you; today you're staff!"

In Solidarity, Ilona

Joint Health and Safety Report

Even Learn On Holidays

By Dan Belleville

Well, I'm back to work after a month off on holidays. I had a lot of good weather... well, I was off, and I became a grandfather again. My daughter, Debbie, and her husband, Davinder Olak, had another boy weighing in at 9 pounds 3 ounces, on February 22, 2004. They named him Brandan Daniel Olak. So, if I hear the Daniel name being used I'll know they're upset with the lad.

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I also went to Harrison Hot Springs for a Health and Safety course. We spent a week going over the WCB regulations and the instructors made it quite interesting.

We had people from all different walks of life that were union members. People from hospitals, home support workers, schoolteachers, janitors, railway workers and even one from the Yukon. It was very interesting to hear how everyone had a different story to tell about how their company picked the members for the Health and Safety Committee. How shocked they were when they were told that the union was to pick the members and that there had to be an equal number from each side. This is in the regulations.

I learned that these regulations were the minimum required and if the company wants to do more that was okay. But, to try and do less by trying to do something different was wrong.

Sometimes, I thought the company was good for doing some things on their own. But, at looking closer at the regulations, I found out some of these things are required because it said the company must do it.

It was noted that the government wants to change some of the regulations that may benefit the companies. A lot of these regulations were made because someone was killed or severely injured. As

union members we have to keep the pressure on the governments in power and make them accountable for the changes they make.

Another thing I learned is that the school district of Surrey, B.C. is the leader in getting toxins out of our schools. Did you know that a lot of the cleaners used in the schools contain carcinogens and other toxins?

We, as parents, or grandparents, should be concerned with this because the children are left unprotected, and they bring these toxins back home on their clothes.

We, at work, are protected by WHMIS and MSDS that the companies provide to us because they have to. I was very surprised that soap like Sunlight and Ajax contain toxins. I don't know if these companies have cleaned up their act, but the companies and schools have to, by law, provide a safer substitute if it exists. We, as consumers, should be asking the stores where we buy our cleaners for the WHMIS or MSDS information for these products.

If you see any of these ingredients at work or home replace them with the safer product.

Acetone, ammonia, amyl acetate, cyclohexanol, diethanolamine (sp?), diethylene glycol monomethylether, hydrochloric acid, morpholine, monoethanolamine, sodium dichloro isocyanurate, sodium hypochlorite, turpentine and xylene. These types of ingredients have been entering our lakes and rivers for years and its about time we stopped it. Let's use Surrey as an example because if it can be done there, it can be done everywhere.

I would like to thank the members of Local 298 for sending me to this course and will be using some of this knowledge at our Health and Safety Meeting.

Remember, stop and think before you do a job, and do it safely. It is also unlawful to do something unsafe or operate unsafe equipment.

What The Hell Is Diethanolamine?

Diethanolamine and Cosmetic Products

The National Toxicology Program (NTP) completed a study in 1998 that found an association between the topical application of diethanolamine (DEA) and certain DEA-related ingredients and cancer in laboratory animals. For the DEA-related ingredients, the NTP study suggests that the carcinogenic response is linked to possible residual levels of DEA. The NTP study did not establish a link between DEA and the risk of cancer in humans.

Although DEA itself is used in very few cosmetics, DEA-related ingredients are widely used in a variety of cosmetic products. These ingredients function as



emulsifiers or foaming agents and generally are used at levels of 1 to 5% of a product's formulation.

FDA takes the results of the NTP study very seriously and has made the assessment of public health risk one of the highest priorities for the cosmetics program. To determine whether or not the NTP findings suggest a risk to human health, FDA is in the process of carefully evaluating the studies and test data to determine the real risk, if any, to consumers. This evaluation includes laboratory studies to measure the degree to which DEA penetrates human skin and the amount of DEA found in commercial products.

The Agency believes that at the present time there is no reason for consumers to be alarmed based on the use of these substances in cosmetics. However, consumers wishing to avoid cosmetics containing DEA or DEA-related ingredients may do so by reviewing the ingredient statement that is required to appear on the outer container label of cosmetics offered for retail sale to consumers.

With the exception of color additives and a few prohibited ingredients, a cosmetic manufacturer may use almost any raw material as a cosmetic ingredient. The following are some of the most commonly used ingredients that may contain DEA:

– Cocamide DEA, Cocamide MEA, DEA-Cetyl, Phosphate, DEA Oleth-3 Phosphate, Lauramide DEA, Linoleamide MEA, Myristamide DEA, Oleamide DEA, Stearamide MEA, TEA-Lauryl Sulfate, Triethanolamine

If FDA's evaluation of the NTP data indicates that a health hazard exists, FDA will advise the industry and the public and will consider its legal options under the authority of the Food, Drug and

Cosmetic Act in protecting the health and welfare of consumers.

(I found the above information by going to Goole.com. It was provided by the U. S. Food and Drug Administration, Center for Food Safety and Applied Nutrition, Office of Cosmetics and Colors Fact Sheet, December 9, 1999. I just wanted to find out if I had spelled the word correctly and my interest was piqued when I read the information page. You can imagine the kind of information that exists for each of the chemicals that Dan wrote about in his article? Editor.)

Rail Yard Audit

A Damning Report

By Don Klie

As noted elsewhere in this newsletter Eurocan had an audit of its rail yard operations done in December 2003. This audit was done indirectly because of the train collision that occurred in March 2003. In the Incident Investigation report that was done on that collision the report noted that the recommendation to prevent a future occurrence would be contained in an independent audit.

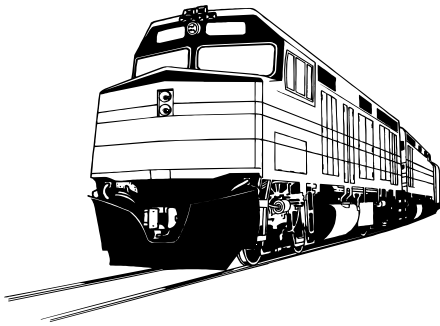
At the November 2003 Joint Occupational Health and Safety meeting where this incident investigation was finally released to the committee members the audit, which should have been done by then, was not available. The committee was informed that the Company's lawyers, for legal reasons, had confiscated the first independent audit.

Obviously, that didn't do the Union or employees in the rail yard any good. At the November meeting we were also informed that another audit was being done. Jim Drake and Don Irwin of Drake Dynamics carried that out December 14-18, 2003.

While some employees in the Raw Materials department saw the audit, it wasn't released to the JOHS members until the February 2004 meeting. While this report was long overdue the Union appreciates the fact that the Company has shared it with us.

The audit is a damning testament to the conditions that had developed in our rail yard. In its conclusions it states, "Many unsafe and bad habits have evolved from an inconsistent training program, years of bad practices, lack of knowledge of good operating practices, complacency and non adherence to rules in place."

While it is understandable that the Company might not have wanted to release this document, the focus of the Union should be on ensuring that the rail yard conditions are improved. This document will serve us better if we use it as a guide to correcting



the problems and shortfalls in the rail yard than it will in using it as evidence that management was incompetent and the employees poorly trained.

The observations noted that some of the tracks showed signs of tie deterioration and they need for new ballast.

On locomotive conditions, four out of eight of the items noted could have had a direct bearing on the recent incident where the brakes failed on the locomotive. This report, done approximately a month before the incident, noted that the brake application was slow (and that valves were supposed to be changed every 3-5 years, of which there were no records of the last time the valves were changed), that the brake cylinder re-pack dates had not been marked (so when was it last done?), the maximum piston travel (for the brakes) must be posted in the cab (so that the loci engineer would know if the pistons were actuating properly), and the air flow meters had not been calibrated (the brakes are air operated).

In the incident that happened January 29, 2004 the operators noted that the brakes had given them trouble earlier in the shift and that the air pressure reading on the application gauge was low. The mechanic who worked on the loci brakes later noted that he adjusted the brake cylinder piston and changed one pair (out of 8) of the brake shoes (which were in fairly good condition). The operators noted that when they next operated the loci, it was in very good working condition and the brakes operated the way they should have.

The audit also noted that the locomotive engineers did not understand air brake components or their usage. Since this incident, Jim Drake has been in the mill giving our rail and maintenance crews training on the braking systems.

The fact that this audit specifically identified conditions that in a short time lead to a very serious near-miss incident gives the report added importance. There were several other items listed that need to be corrected. There was a list of recommendations written that the Union and rail yard operators will have to ensure that the Company and fellow workers follow.

“Many unsafe and bad habits have evolved from an inconsistent training program, years of bad practices, lack of knowledge of good operating practices, complacency and non adherence to rules in place.”

It is worth repeating this statement from the audit because, while it was written to specifically comment on the conditions in the rail yard, it is also very applicable to every other area of the mill.

Basically, what it says is the same thing the WCB wrote Eurocan up for two years ago, that is, the Company wasn't providing adequate training or supervision.

My comments in another article in this newsletter referred to the Company's practice of putting supervisors in positions where they were not expert in. I believe the Company was following or copying some program that a business consultant had sold them or that some business study had recommended. The intent was to get their supervisors to think outside the box. It also went well with the *area concept* that the Company instituted at Eurocan in the early to mid 1990's, that being, that the workers would develop ownership of the equipment they worked on if they focused their time in specific areas instead of the

whole mill. It would have been inefficient to have a supervisor for each trade in each area, considering that some areas have very few representatives from a specific trade (1-3 weldors or 3-5

We won't blame them for the past, however we will ensure, by encouragement or force, to raise the standards in this mill.

pipefitters in each area).

In regards to what the Company did with the supervisors, the Company forgot that they had to either adequately train them in their new areas or at least make sure they knew whom to get that information from. The responsibility for that shortfall is the upper management of this Company.

For a time, management was able to get by on the seats on their pants because of the natural momentum of the programs and processes that existed before we went with supervisory *musical chairs*; the old ways and knowledge didn't just disappear overnight. But, over time the new supervisors that were being hired didn't have that old base of knowledge and experience and upper management hadn't set any standards that they could follow, other than, we must get our productivity up.

The negative effects of *area concept*, that being, the diluting of knowledge and experience of the individual trades, only made matters worse. The trades people weren't being given enough experience in the others areas of the mill to maintain safe and knowledgeable skills for those areas, thus the Company limited the number of well trained individuals that they could rely on when the mill got into trouble.

In the *Chris Levesque* incident, the investigation determined that there were people on shift that night that actually had experience with unplugging the dust collector chute. They weren't called on. Also, there were the problems with the retractable screw that the Steam Plant management team was having problems with. Maintenance in the whole area had been deteriorating in the Recaust area because the Steam Plant management team was spending their efforts trying to accomplish the unrealistic goal of reducing manning, amalgamating two jobs into one, and learning how to operate and maintain an area they had absolutely no expertise in (the Pulpmill management team was glad to have rid themselves of the Recaust area so they could better focus on the problems of the Pulpmill; remember the bottleneck study?).

I can hear the criticism already; "Why are you focusing on the past?"

I'm not; I'm pointing out that we must acknowledge the conclusions of the Rail Yard audit, not only in the Rail Yard but also in the rest of the mill. Also, we must follow the recommendations of the audit in an urgent and timely manner. We can see how we got here and we know how to correct it.

The Union is going to push hard on these issues, and, as noted earlier, we are not looking to place blame on any individual in management for the sorry state of the rail yard or any other area of the mill. But, we are going make sure that the Company addresses these issues. And, if they refuse to improve their performance we are going to do the only thing we can (we can't fire them like Rick or Hank can); we will get in their face and on their back until they comply or until they no longer work at Eurocan.



EDMONTON TV STRIKE ENDS

Striking employees at A-Channel Television in Edmonton have ratified a first collective agreement with their employer and will be going back to work on March 1st.

The strike began on September 17th, when members of Local 1900 of the Communications, Energy and Paperworkers Union walked out to back demands for a fair wage system and job security provisions.

The new contract contains a five year wage scale and jurisdiction provisions that prohibit contracting out of bargaining unit work. At a membership ratification meeting on February 14th, Unit Chair Adrian Pearce called the settlement, "a victory for the union in almost every aspect."

Pearce said, "the back to work protocol hammered out at the final bargaining session guarantees that every striker who intends to go back to work will return to their job without any fear of retribution. This is in spite of many threats by A-Channel management that the union would be decertified and certain strikers would be targeted".

For five months, strikers carried out a relentless campaign to convince viewers to switch off A-Channel and advertisers to pull their commercials. Ratings data released in early January showed that AChannel's weekday newscasts and breakfast show had lost 50 to 60 percent of their audience. Many local and national advertisers either suspended their scheduled commercials or declined to purchase ads when their contracts ran out. The end result was to drive the six year old tv station back to their position in the Edmonton market that they occupied when they first went on the air.

CEP Western Region Vice President Dave Coles told the ratification meeting, "this settlement sends a message to media companies right across Canada that CEP is not only capable of organizing within the industry, but also will fight with everything we've got to ensure a fair first contract." Coles referred to the A-Channel strikers as, "true modern day working class heroes" and congratulated them on the victory, "which was only possible because of their hard work and dedication to trade union principles".

A-Channel Edmonton is owned by Craig Media Inc., which also operates A-Channel stations in Calgary and Winnipeg plus Toronto 1, a new television station which went on the air in September. The company has acknowledged that their Edmonton and Toronto stations are losing money and recent reports indicate all of Craig Media operations is now on the selling block.



Thank You to the Editor of our Newsletter

Kudos to Don Klie (& others) for promptly putting my name on the mailing list to receive the monthly LOCAL 298 NEWSLETTER. I've only been away on vacation (& heading into retirement) for three weeks and already they have my name on the monthly mail-out list to receive this valuable information resource.

I was recently wondering about this, and now I do not have to worry about how to stay up to date on the affairs of our Local.

Thanks Don and keep up the good work.

In Solidarity
Wilf Butters

P.S. I'm moving to Terrace, so see my thank you note in the next issue for details.

Dear Brothers & Sisters of CEP, & Staff

I wish to thank all of you for the warm wishes I received from all of you during the last few days of my employment in January. I also want to thank everyone who contributed to the very generous cash donation I received from my fellow workers who joined me for a farewell drink (or several) at the Golf Course on January 30. I especially wish to Thank John Roberts for the SILVER PLATED DOG he presented me with at the Golf Course.

I have really enjoyed the 30+ years I've worked with all of you.

I will be using some of this cash to get a new fishing rod & reel and to replace all the tackle my sons lost over the years when they were growing up.

As some of you may have heard, I am in the process of buying a house in Thornhill so keep an eye out for me at Zellers & Wal-Mart.

Wilf Butters

To Pat & Local 298 Members:

Thank you so much for the lovely fruit basket Leonard received while he was in St. Paul's in Vancouver. The thoughtfulness you've shown will always be remembered.

Thank you Again
Leonard & Gloria Bruce

To My Fellow Brothers & Sisters of Local 298:

I just wanted to pass on a thank you for the flowers & card on the birth of our daughter. Baby & Mom are doing great and we all thank you for your thoughtfulness and kind words.

In Solidarity
Steve, Kelly & our baby Alexandra (Allie) Richdale

(The following article was sent to the editor from a CEP union representative who monitors labour issues throughout the province. Editor.)

Action Must Be Taken By Or Against The IWA

Please keep this ball rolling. Take it to your locals, labour councils, etc.

This past week on successive evenings the Vancouver and Victoria Labour Councils passed motions calling on the Canadian Labour Congress to suspend the Industrial, Wood and Allied Workers from the CLC.

On Tuesday, February 17, the Vancouver and District Labour Council passed it nearly unanimously. On Wednesday, February 18, the Victoria Labour Council recorded a unanimous vote in favour.

The original motion was forwarded to the VDLC by the Hospital Employees Union local at Children's and Women's Hospital in Vancouver. The VDLC Executive amended it slightly.

WHEREAS the raid on HEU by Local 1-3567 shows its leadership are consciously and actively collaborating with Gordon Campbell's campaign to privatize health care,

NOW THEREFORE BE IT RESOLVED that the Vancouver and District Labour Council (Victoria Labour Council) urge the CLC executive to suspend the IWA until such time as Local 1-3567 has withdrawn from these yellow-dog contracts or has been expelled from the IWA.

Following is a report of the VDLC meeting and a fact sheet that should help you get the word out and the votes in:

Many delegates speaking to the motion expressed frustration that little had been done to sanction the IWA during the 14 months since its raid on HEU began. One visitor, a member of IWA local 1-3567, expressed his disgust at the conduct being carried out by his own union in implementing standard contracts, both for health care workers and for mill workers such as at the G&H Noble mill in Surrey. It was notable that delegates of both public and private sector unions were united in condemning the actions of the IWA leadership, in pointing out that large sections of the IWA were publicly opposing the actions of their own union, and in demanding that the leadership of the CLC refuse to tolerate this situation any longer.

The fact sheet below was circulated to the VDLC delegates and observers from the public (nearly 100 in all) who attended the meeting:

Did you know that for over a year the leadership of IWA Local 1-3567 (including its president, Satnam "Sonny" Ghag) has been consciously cooperating with the Liberal/multinational campaign to destroy the Hospital Employees Union? Starting in December 2002 IWA 1-3567 met behind closed doors with the Compass Group and negotiated a sweetheart deal with them in secret, one that cut wages in half to approach minimum-wage levels, that eliminated pay equity, that eliminated pensions, and that slashed benefits to the bone. Seven months later a similar deal was signed with Aramark. These agreements give the IWA voluntary recognition as the union for any work the company may be awarded in that health region, whether at the time of signing or any point in the future.

Did you know that on September 17, 2003 the CLC neutral umpire found IWA 1-3567 to be in violation of the Canadian Labour Congress constitution? Or that one week after this decision was handed down, new charges were laid against it for yet another violation?

Did you know that all HEU members whose jobs are privatized have to reapply as new hires? Or that there is a blacklist, and very few HEU members actually do get hired? Or that those few who do are instructed by their new boss to sign IWA cards at the time they are hired?

Did you know that in 2001 local 1-3567 signed a similar agreement with G.H. Noble (a custom-cut sawmill in Surrey), cutting their members' wages by 35% and allowing for weekend work with no overtime, no sick pay until four months off the job,

and no restrictions on the employer's right to contract out? Or that G.H. Noble is owned by Gurdial Ghag, Satnam Ghag's brother?

Did you know that members of the Vancouver IWA local 1217 have filed documents in Vancouver Supreme Court alleging that on December 16, 2003, Satnam Ghag participated in a violent assault on the crew at Mainland Sawmills, an assault in which baseball bats, peavey poles and a knife were brandished and/or used. Did you know that several of these affidavits state that Satnam Ghag was a direct participant in this violence?

Did you know that a month before the 2001 provincial election an individual named Satnam Ghag made a substantial campaign contribution to the B.C. Liberals, along with two other individuals named Gurdial Ghag and Swarn Ghag? Did you know that Satnam "Sonny" Ghag's brother's name is Gurdial? Or that his father's name is Swarn?

Did you know that on January 24, 2004 nearly 100 members of IWA local 1-3567 who oppose the raid on HEU and the violence against fellow IWA members went to the local office and were prevented by Sonny Ghag from exercising their right to speak at a meeting of the local executive board?

Did you know that despite B.C. Federation of Labour and IWA policy against the export of raw logs, IWA local 1-3567 has a voluntary certification at Pacific Custom Log Sort on the Fraser, which containerizes top-grade logs and trucks them to the Surrey-Fraser docks, where they are loaded on ships and exported to Japan, China and Korea for remanufacture?

*John Ames, delegate, BCGEU local 503
Gretchen Dulmage, delegate, HEU Women's and Children's Hospital local
Claudio Eckdahl, delegate, BCGEU local 603
Louise Hutchinson, delegate, HEU Women's and Children's Hospital local
Roger Kishi, delegate, HEU St. Paul's local, Asian Canadian Labour Alliance (ACLA)
Raymond Koehler, delegate, BCGEU local 303
Andy Mathison, member, IWA 1-3567
Gene McGuckin, delegate, CEP 1129
Jazmin Miranda, delegate, CUPE local 15
Will Offley, delegate, BCNU Central Vancouver Region
Jeff Pazik, member, IWA 1-3567
Susan Stout, retired member, CAW local 2002*

(Signed in individual capacity; organizations listed for identification purposes only.)

Grievance Report

Petrocan Grievance Moved To Arbitration

by Don Klie

The last Standing Committee meeting was on Monday, March 8, 2004. Some of the issues discussed are as follows:

1. The Union moved the Petrocan/Northwest Fuels grievance to arbitration. This issue is regarding the fact that Northwest fuels crossed our legal picket line during the strike. In the Union's opinion this violated the Code Of Ethics clause in the contract which states non union contractors that have a recent practice of crossing legal picket lines will be barred from the work site. The decision whether or not to send this grievance to arbitration will be voted on at the next membership meeting, Wednesday, April 14th.
2. A meeting is being arranged to deal with the specific issue of when overtime is to be paid in regards to when an employee's shift has been changed and the amount of hours in a week that have to be worked before overtime is due.
3. Hearing tests – In the fall the Company claimed it was necessary for them to contract out the backlog of hearing test as the mill was out of compliance with the regulations in regards to a large number of people not having had their annual hearing test. The Union complained loud and hard at the time and the Company assured us that it was a one-time deal. The Union has made the Company aware that the mill is again beginning to fall behind in doing the hearing test. Now, as in the past, the Union has offered cost efficient solutions to get around this issue without contracting it out. The Company stated they would look into the issue.
4. Janitor work load survey – The Union raised concerns about the survey and the Company representative involved. The Company representative has no experience or expertise in this area and the Union was concerned that the wrong decisions would be made regarding workloads and work assignments. In the past a similar survey was done and the resulting changes caused severe disruptions in this department (which sent morale tumbling and numerous complaints from both inside the department and the departments served). The Union requests that a union representative from the department be part of the survey.

5. Shiploading Rates and Conditions – The Union informed the Company that when it ships paper by water Shiploading rates and conditions must be enforced. Recently, the Company has been using warehouse drivers to load paper onto trucks that then went to the Rivtow dock and loaded the paper onto the barge. As per the Company position at Standing Committee in 1994 the Company only pays Shiploading rates and conditions when paper leaves Kitimat by water.

6. Vacations – A special meeting is being arranged to discuss the severe backlog of vacations and time off.

7. "Nooners" – The Company is still trying to modify the agreement on how to handle the working of a day shift employee's lunch break. Unless the Company offers an improvement to the current arrangement the Union will not agree the change.

8. Overtime/Call list in Pulpmill – Apparently, the Pulpmill is still having difficulty complying with the contract and their stated intentions with regard to posting the overtime/call list in the Pulpmill. The Company noted that they would look into the matter and make sure the list was posted.

9. Skidder – The Union gave their opinion that the skidder and the plans to use it at the Two-day Warehouse should be scrapped. Currently it isn't being used and the report is nothing is happening with it.

Listed below are the grievances currently being discussed and their status. If anyone has a grievance that is not listed or wishes more information please contact one of the representatives on Standing Committee or myself. Please note that several grievances are currently at fact finding but have not yet been listed here.

Grievances at Arbitration

CEP Local 298 – filed Nov. 14/01 – case #01-53 – unjust discipline, "Do-not-rehire" put on employees' file after employee laid-off. Arbitration date Oct. 20 & 21, 2003. In a preliminary ruling the arbitrator has determined that she does not have jurisdiction to hear the case of J. Contumelias. The arbitrator noted that Ms. Contumelias was not disciplined during her term of employment in 2000 and that there was no DNR on her file, merely that Ms. Contumelias was placed farther down the hiring list. However, the arbitrator ruled that J. Begin had the right to representation and has directed the parties to exchange particulars and any relevant documents and if they are unable to reach a resolve then the matter can go back to

arbitration. **The Union has appealed this decision to the LRB and are currently waiting for a ruling which is expected by the end of the month.**

Joe Rego, Gus Stamatakis, Ernesto Carreiro – filed Oct. 15/02 – case #02-62 – violation of wage rates.

CEP Local 298 – filed Jan. 4/02 – case #02-05 – Seniority and Job Transfer violation, Steam Plant/Pulpmill Joint Utility Pool.

CEP Local 298 – filed Oct. 16/03 – case #03-26 – violation of the Code of Ethics; Northwest Fuels (Petrocan) crossing picket line during strike.

Grievances at Standing Committee

Dennis Urbanowski – filed June 27/02 – case #02-55 – C/O violation, “stick in the eye” – flexibility.

Jack McCamy – filed Mar 7/03 – case #03-09 – Steam Plant/Pulp Mill utility position violation.

CEP Local 298 – filed Apr. 30/03 – case #03-16 – unjust discipline – J. Ventura re: train collision.

CEP Local 298 – filed Nov. 10/03 – case #03-22 – C/O violation; contracting out the hauling of domestic garbage without notice.

CEP Local 298 – filed Nov. 10/03 – case #03-23 – C/O violation; contracting out to Rain Coast Cranes without notice.

CEP Local 298 – filed Nov. 10/03 – case #03-24 – employer wrongfully seizing the Union’s and employees’ possessions without permission or notice.

CEP Local 298 – filed Nov. 10/03 – case #03-25 – C/O violation; contracting out boom-lift truck without notice.

CEP Local 298 – filed Nov. 12/03 – case #02-21 – C/O violation; the Company giving annual notice of contracting certain jobs instead of each time there is a requirement for the work to be contracted out, i.e.: radio repair, cranes, hydro mechanical, etc.

G. Mitchell – filed Dec. 4/03 – case #03-19 – flexibility violation.

CEP Local 298 – filed Dec. 31/04 – case #03-27 – qualifications for entry position into Stores.

C.E.P. Local 298 – filed Jan. 21/04 – case #04-01 – seniority violation for Production Tech Job Posting.

Grievances at Fact Finding

John Miller – filed Dec 17/02 – case #02-79 – Failure to Notify; slaker scaffold.

John Miller – filed Dec. 17/02 – case #02-80 – C/O violation – fabrication of sewer grizzly for main breezeway; failure to notify.

L. N. Foulds – filed Jan. 22/03 – case #03-02 – violation of Light Duty provisions.

Elaine Roik – filed Feb. 28/03 – case #03-08 – Seniority rights violation and excessive shift changes.

Arnie Postman – filed Mar. 17/03 – case #03-10 – Safety and training violation.

Shari Thomas – filed Apr. 17/03 – case #03-11 – staff doing hourly work.

Tony Grant – filed May 12/03 – case #03-14 – unjust discipline.

Elvis Resendes – filed Oct. 23/03 – O/T distribution violation; failure to follow call-list.

Completed Grievances

Trina Martin – filed Nov. 1/01 – case #01-49 – unjust discipline; insubordination, indefinite suspension and two-day suspension. **Resolved before arbitration; the Company agreed to full redress for the grievor. COMPLETE.**

John Kenny – filed Nov. 22/01 – case #01-67 – - unjust discipline, violation of Safety agreement. The Company has offered to meet with three union representatives during the week of Jan. 12th to discuss the issues of this grievance. **The grievance was withdrawn without prejudice. COMPLETE.**

Ed O’Halligan – filed Nov. 22/01 – case #01-68 - unjust discipline, violation of Safety agreement. The Company has offered to meet with three union representatives during the week of Jan. 12th to discuss the issues of this grievance. **The grievance was withdrawn without prejudice. COMPLETE.**

CEP Local 298 – filed May 28/02 – case #02-48 – Safety and flexibility violation; supervisor assigning work to instrument mechanic who didn’t have the necessary training to do the work. The Company has offered to meet with three union representatives during the week of Jan. 12th to discuss the issues of this grievance. **The grievance was withdrawn without prejudice. COMPLETE.**

Carlos Equia – filed Nov. 18/02 – case #02-73 – O/T distribution violation. **The Union made the request for the Company to bring in Instrument Mechanics on overtime during shutdowns as there is always plenty of work for them to do. Withdrawn without precedence or prejudice. COMPLETE.**

Schikowski, Dudra and C. Gardner – filed Mar. 3/03 – case #03-17 – O/T and C/O violation. **The Company agreed to pay out the three grievors. COMPLETE.**

Mixed-up priorities

Heads up/OPSEU 420/CALM

There’s more money being spent on breast implants and Viagra than on Alzheimer’s research.

This means that by 2020, there should be a large elderly population of well-built women and virile men with absolutely no recollection of what their enhanced parts are for.

Extended Health Benefits

(The following information has been copied from Eurocan's Group Benefits booklet. It is not a complete copy of the booklet. If you want a copy of the booklet please contact Heather or Jodie in HR. Please note that retirees do not receive vision care or travel benefits under this coverage. Editor.)

In-Province Eligible Expenses

Your EHC plan covers reasonable and customary charges for the following services and supplies when medically necessary, and prescribed, ordered, or referred by a Physician. Unless otherwise indicated, the maximums included here are on a per person basis.

- 1) Hospital
The additional charge for semi-private or private room accommodation in a hospital or the extended care unit of a hospital and the coinsurance charge of the extended care unit of a hospital to a maximum of \$8.50 per day. Charges for rental of a telephone, television, or similar equipment are not covered.
- 2) Emergency ambulance services
 - a) charges for licensed ambulance service to and from the nearest Canadian hospital equipped to provide the type of care essential to the patient
 - b) air transport will be covered when time is critical and the patient's physical condition prevents the use of another means of transport
 - c) emergency transport from one hospital to another, only when the original hospital has inadequate facilities
 - d) charges for an attendant when medically necessary.
- 3) Drugs and medicines dispensed by a licensed pharmacist or a Physician, in a quantity we consider reasonable:
 - a) drugs and medicines which legally require a prescription from a Physician or Dentist
 - b) insulin preparations for diabetics
 - c) vitamin B12 for the treatment of pernicious anemia
 - d) allergy serums when administered by a Physician.
- 4) Professional services of the following Practitioners to the maximum amounts indicated per calendar year, but excluding x-rays (unless indicated below), appliances and tray fees. *The services of a massage practitioner and private duty nurse require referral by a Physician.*
 - a) acupuncture when rendered by a Physician \$150
 - b) chiropractor/naturopath combined\$200
 - c) physiotherapist/massage practitioner combined \$300
 - d) podiatrist.....\$100
 - e) psychologist.....\$350
 - f) speech language pathologist \$100
 - g) private duty care by a registered nurse for a person with an acute condition in a hospital in the patient's province of residence, based on the Schedule of Fees of the Registered Nurses' Association of that province. The maximum is 720 hours of such services per calendar year.
- 5) Dental treatment by a Dentist, which is required, performed, and completed within 52 weeks after an Accidental injury which occurred while covered under this EHC plan, for the repair or replacement of natural teeth. Payment will be based on our Fee schedule. No payment will be made for temporary, duplicate, or incomplete procedures or for correcting unsuccessful procedures.

Accidental injury

means caused by a direct external blow to the mouth or face resulting in immediate damage to the natural teeth and not by an object intentionally or unintentionally being placed in the mouth.

- 6) Medical aids and supplies -charges for the following services and supplies:
 - a) testing supplies, needles, and syringes for diabetics
 - b) oxygen, blood, and blood plasma
 - c) ostomy and ileostomy supplies
 - d) walkers, canes and cane tips, crutches, splints, casts, collars, and trusses, but not elastic or foam supports
 - e) rigid support braces and permanent prostheses (artificial eyes, limbs, larynxes, and mastectomy forms). Myoelectrical limbs are excluded, but we will pay the equivalent of a standard prostheses
 - f) stump socks to a maximum of \$200 per calendar year
 - g) mastectomy brassieres to a maximum of \$150 per calendar year
 - h) wigs and hairpieces required as a result of medical treatment or injury to a lifetime maximum of \$500
 - i) when prescribed by a Physician or podiatrist for the proper management of congenital or post-traumatic foot problems:

- i) custom fitted orthopedic shoes (including repairs) and modifications to stock item footwear to a maximum of \$400 in a Calendar year period for an adult and \$200 for a Dependent child in a Calendar year period
 - ii) orthotics to a maximum of \$250 in a calendar year
 - j) hearing aids per Dependent child only, to a maximum of \$600 in a 3 Calendar year period. Batteries, recharging devices, and other such accessories are covered. Replacement will be covered only when the hearing aid cannot be repaired satisfactorily.
- 7) Standard durable medical equipment
- a) Preauthorization is required from us for expenses in excess of \$5,000
 - b) Charges for standard durable medical equipment when rented from a medical supplier. If unavailable on a rental basis, or required for a long-term disability, purchase of these items from a provider may be considered.
 - c) Repairs to purchased items. We will replace the item when it can no longer be made functional. We may request trade-in or return of replaced equipment.
 - d) Reimbursement on rental equipment will be made monthly and will in no case exceed the total purchase price of similar equipment.
 - e) Standard durable equipment includes:
 - i) manual wheelchairs, manual type hospital beds, and necessary accessories - electric wheelchairs and hospital beds will be covered only when the patient is incapable of operating a manual wheelchair, otherwise we will pay the manual equivalent
 - ii) medical monitors including heart and blood glucose monitors, and cardiac screeners
 - iii) bi-osteogen systems (when recommended by an orthopedic surgeon) and growth guidance systems
 - iv) breathing machines and appliances including respirators, compressors, percussors, suction pumps, oxygen cylinders, masks, and regulators
 - v) insulin infusion pumps for diabetics - when basic methods are not feasible
 - vi) transcutaneous electric nerve stimulators (TENS) when prescribed for intractable pain
 - vii) transcutaneous electric muscle stimulators (TEMS) required when, due to an injury or illness, all muscle tone has been lost.
- 8) Vision Care charges for the purchase of eye wear when prescribed by a Physician or optometrist to a maximum of \$300 (effective

January 1, 2000: \$350) in a 24 month period. Charges for safety goggles and sunglasses (plain or prescription) are not covered.

In-Province Medical Travel

When ordered by the attending Physician because, in his or her opinion, adequate medical treatment is not available locally, the following are included as Eligible expenses:

- 1) Transportation for a patient (Member or Dependent) within the patient's province of residence
 - a) to and from the nearest locale equipped to provide the required treatment by ferry, bus, rail, or scheduled air, or
 - b) to the locations listed below by
 - i) scheduled air, and bus
 - for a return trip to Terrace airport from Kitimat
 - for a return trip to the medical facility from the Vancouver airport, or
 - ii) automobile
 - for a return trip to Prince George or Prince Rupert from Kitimat (equal to gasoline expenses), or
 - iii) automobile
 - for a return trip to Vancouver from Kitimat equal to the equivalent amount charged for return airport limousine fare to Terrace airport from Kitimat, and return bus fare to Vancouver from Terrace, provided the employee wishes to travel by automobile and an attendant for the patient is required.

Ground transportation costs in Vancouver (or Victoria) shall be limited to a maximum of \$30 for each trip to Vancouver (or Victoria) and must be supported with receipts.

Transportation for an attendant for the patient.

Preauthorization is required from your employer to determine the most economical means of transportation.

Transportation must take place within 2 months of the Physician's referral.

- 2) Where transportation has been provided under 1) above, accommodation in a commercial facility, Easter Seal House, Heather House, Vancouver Lodge, Ronald McDonald House, (or other similar institution approved by your employer), before and after medical treatment,

- a) to a maximum of \$80 per day for a total of 7 days for single and double occupancy, or
- b) when double occupancy is inappropriate for a patient and an attendant for the patient, to a combined maximum of \$160 per day for a total of 7 days, plus 1 additional day when the attendant is required to accompany the patient from the medical facility to Kitimat.

Benefit Amounts paid for Medical Travel will not be included in the EHC lifetime maximum. Eligible claims will be reimbursed at 100%.

Out-of-Province Non-Emergency Eligible Expenses

We will reimburse you (and your Dependents) for non-emergency Eligible expenses incurred while travelling outside your province of residence subject to the Deductible, in-province reimbursement percentage, and maximums. We will not reimburse any expenses payable or provided under a government plan.

Out-of-Province Emergency Eligible Expenses

While travelling outside your province of residence, benefits are payable for the following expenses incurred IN AN EMERGENCY ONLY and when ordered by the attending Physician. Non-emergency continuing care, testing, treatment, and surgery, and amounts covered by any government plan and/or any other provider of health coverage are not eligible.

- 1) Local ambulance services when immediate transportation is required to the nearest hospital equipped to provide the treatment essential to the patient.
- 2) The hospital room charge and charges for services and supplies when confined as a patient or treated in a hospital, to a maximum of 90 days. If reasonably possible, we should be notified within 5 days of the patient's admission to hospital. When the patient's condition has stabilized, we have the right, with the approval of the attending Physician, to move the patient by licensed ambulance service to the hospital nearest the patient's home which is equipped and has space available to provide further medical treatment. Where transportation would endanger the patient's health, the 90 day limit may be extended.
- 3) Services of a Physician and laboratory and x-ray services.
- 4) Prescription drugs in sufficient quantity to alleviate an acute medical condition.
- 5) Other emergency services and/or supplies, if we would have covered them inside your province of residence.

Exclusions

The following are not included as Eligible expenses under your EHC plan:

- 1) any other item not specifically included as a benefit
- 2) except as specifically included in this booklet: dentures or dental treatments, hearing aids, eyeglasses, contact lenses, surgical lens implants, or examinations for the prescription or fitting of any of these, x-rays, hospital coinsurance, vitamin preparations, contraceptives, fertility drugs, erectile dysfunction drugs, medications used to treat or replace an addiction or habituation, support stockings, arch supports, and professional services of Physicians or any person who renders a professional health service in the patient's province of residence
- 3) general anesthetic, medications used to prevent baldness or promote hair growth, food and mineral replacements or supplements, HCG injections, drugs not approved for sale and distribution in Canada, and medications available without a prescription
- 4) any drug, vaccine, item or service classified as preventive treatment or administered for preventive purposes, and which is not specifically required for treatment of an illness or injury
- 5) allergy testing or therapy unless rendered by a naturopath
- 6) personal comfort items, items purchased for athletic use, air humidifiers and purifiers, services of Victorian Order of Nurses or graduate or licensed practical nurses, services of religious or spiritual healers, occupational therapy, services and supplies for cosmetic purposes, public ward accommodation, rest cures
- 7) charges for completion of forms or written reports, communication costs, delivery and mailing or handling charges, interest or late payment charges, non-sharable or capital costs levied by local hospitals, or charges for translating documents into English
- 8) any payment to a pharmacy, a Practitioner, or a Physician (demanded or received by balanced billing, extra billing or extra charging) which represents an amount in excess of the schedule of costs prescribed by the government plan
- 9) that portion of a claim normally covered by the government plan which has been refused on the

- basis that the claim was not submitted within the government plan's time limits
- 10) expenses incurred, outside your province of residence, due to elective treatment and/or diagnostic procedures, or complications related to such treatment
 - 11) expenses incurred, outside your province of residence, due to therapeutic abortion, childbirth, or complications of pregnancy occurring within 2 months of the expected delivery date
 - 12) charges incurred outside your province of residence for continuous or routine medical care normally covered by the government plan in your province of residence
 - 13) except as indicated under In-Province Medical Travel, transportation charges incurred for elective treatment and/or diagnostic procedures or for health or health examinations of any kind
 - 14) expenses of a Dependent hospitalized at the time of enrolment
 - 15) services performed by a Physician who is related to or resident with you or your Spouse.
 - 16) fees for ambulance services when an ambulance is called but not used.
 - 17) ambulance charges for work related illness or injury assessed by the Workers' Compensation Board to be your employer's responsibility.

Claims

- 1) Because we do not return receipts after the claim is processed, we suggest that you keep a photocopy of the receipts that you submit to us. We will send you a remittance statement for your records each time you submit a claim.
- 2) If you have duplicate coverage, please review the Coordination of Benefits section under General Information. Two separate claim forms (one for the primary plan and one for the secondary plan) must be completed. The remittance statement from the first plan must be submitted to the second plan. Because claims information regarding the other plan is not retained on our files, be sure to provide information on the second plan on both claim forms. Incomplete claims will be returned for clarification.
- 3) Certain medical expenses are covered under the government plan. If you submit your claim to us before you submit your claim to the government plan, we will deduct what the government plan would normally pay (e.g. Pharmacare expenses) from your EHC claim. The balance of the EHC claim is then paid according to the plan design selected by your employer. Information for claiming Pharmacare expenses may be obtained from your pharmacist.
- 4) Accumulate receipts and when reasonable reimbursement is due, submit a claim as follows:
 - a) Obtain a claim form from your Plan Administrator.
 - b) Follow the instructions on the claim form. To avoid delay in claims payment, please include original receipts and all other requested information with your claim. (Photocopies of receipts are acceptable only when accompanied by a claims payment statement from another carrier).
 - c) We suggest you submit claims within 90 days from the date the expense was incurred. However, you must submit the claim form by December 31st of the year following the calendar year in which the expense being claimed was incurred. If not, your claim will not be paid under any circumstances.
Example: We must receive your 1998 receipts before December 31, 1999.

Where's my \$30 million bonus?

CUPE/CALM

Part of the deal that allowed Hong Kong-based tycoon Victor Li to buy a controlling share of Air Canada for \$650 million fell afoul of CUPE flight attendants who have their own deal-a collective agreement.

To beat out other bidders, Li offered Air Canada top management the equivalent of \$160 million in bonuses, including \$30 million each for executives Robert Milton and Calin Rovinescu.

But CUPE's Air Canada Component has a memorandum of agreement with the company that says no one in the company will have a bonus payment without CUPE members receiving an equivalent payment or benefit.

The union is grieving management's failure to give flight attendants bonuses equivalent to senior management.

April is the cruelest month

SUNSpots/SUN/CALM

Employable people in B.C. with children over the age of three will lose \$100 from their welfare cheque starting April 1.

People who don't have any children and have been on welfare for two years will be cut off entirely.

Help end the strike at the CLC!



A proud congress staff supporting Canadian Labour Congress principles.

A message from the Canadian Labour Congress staff, Communications, Energy and Paperworkers' Union, CULR-1 and Office and Professional Employees' International Union, Local 225

Union principles guide our work at the Canadian Labour Congress – each and every day as we support union leaders, union activists and union members in their campaigns for fairness. In this round of bargaining, these same union principles were our guide and are also why we are out on strike now, in spite of all our efforts to settle this dispute.

A pension plan managed jointly

Workers have a right to a say in their pension plans. We have a jointly funded pension plan. The employer is the sole administrator. The union is seeking joint management of our pension money. This is CLC policy. CLC Officers publicly say that workers should bargain jointly administered, jointly controlled pension funds – but when workers at the CLC asked for the same in bargaining, the CLC Officers said no.

You may hear CLC management say they have agreed to joint trusteeship of the pension plan. However, the employer has left out of its proposal the key ingredient of a joint trusteeship – shared decision-making in the management of the pension fund.

Equal treatment for all workers in the workplace

Workers have the right to equal protection within the Collective Agreement. At the bargaining table, the employer wants to single out members for special treatment or punitive measures. As a union, we have a duty to provide fair representation to each of our members – supporting them whether it's an issue of temporary work or early retirement. The

union must be able to protect its members from being singled out, exploited or divided.

Protecting our collective agreement from concessions

Workers have a right to maintain long-standing benefits. It is CLC policy to oppose concessionary bargaining. For this reason, the Sisters and Brothers of OPEIU 225 have advised the employer that there will be no divide-and-conquer strategy among workers at the CLC. If the Employer insists on forcing CEP to accept concessions, there will be no agreement with either Union. The employer has proposed concessions on self-funded leave staffing requirements and a cap on gas card usage for some of our workers. For some, the wage increase offered by the employer would barely cover the loss of money from a gas cap.

Attempting to get an agreement

The members of CEP CULR - 1 and OPEIU 225 do not want to be on strike. After the **employer declined the assistance of a new mediator assigned by the Ministry of Labour**, both unions approached the employer together and requested they reconsider this position. The employer refused. Without a mediator, bargaining reached an impasse.

A time for leadership

Our movement is a progressive voice for working people... Labour's agenda is too urgent to divert our attention to disagreements within.

- We should be working to make sure workers' issues have a high priority in the upcoming Federal election.
- We should be working to build the capacity of union activists and leadership around the country through education, organizing and other activities.
- We should be addressing pressing social and economic issues important to workers in Canada and around the world.
- We should be working with our partners in community organizations, supporting the important work they do to end poverty and inequality, protect the environment and promote peace.

Help end the strike

We are determined to hold firm for improvements that are reasonable, affordable and consistent with principles we work to promote every day. The Union's Bargaining Committee is prepared to meet with CLC management at any time to reach an agreement and end this strike.

You can help to end the strike at the Canadian Labour Congress.

- Contact the CLC Officers. Tell them they are jeopardizing the credibility of the entire labour movement, not only in Canada but with our partners around the world.
- Call your National Union President. Express your concern about the CLC management's forcing its workers to go on strike and your support for our issues. Ask them to pass on your concerns to the CLC Officers.
- Visit us on a picket line in your community. Expressions of solidarity mean so much to our members. It tells us we are not alone, and bolsters our strength and determination. It also shows the employer that their actions are not going unnoticed. Remember - the longer the line, the shorter the strike!
- If you cannot visit us, send us an email message of solidarity at clcstrikecommittee@canada.com

Here is how to reach the officers of the Canadian Labour Congress:

Ken Georgetti – President – (613) 719-9297
 Hassan Yussuff – Secretary-Treasurer – (613) 859-7881
 Barbara Byers – Vice-President – (613) 715-2522
 Marie Clarke Walker – Vice-President – (613) 299-1252

CEP-ABITIBI BARGAINING OPENS

March 3, 2004

Canada's largest forestry workers Union opened negotiations today for renewal of a collective agreement covering the Eastern Canadian operations of Abitibi Consolidated, the world's largest newsprint manufacturer.

The Communications, Energy and Paperworkers Union of Canada with a total membership of 150,000 nationally, represents some 4,200 Abitibi Consolidated workers in 14 different locations from Ontario to Newfoundland.

The Abitibi results will serve as a pattern for bargaining by some 21,000 other CEP members employed by various other companies in the industry in Eastern Canada.

Today's session was an exchange of proposals only with further bargaining tentatively scheduled for March 16, depending upon how bargaining at local mills progresses.

"We are going into this round of negotiations with a cautious optimism to conclude a collective agreement on behalf of our members," commented Brian Payne, national president of the CEP."

"IT'S RAINING OUTSIDE"

Soooo, as expected I was 'forced' to go to the Safor training session. It was scheduled on my working day to make sure I went. Apparently, my last 'face to face' one with the Instructor. There *is* a God.

I watched him intently during the entire session and wondered what it was about him that he could 'sell' this 'program' to the Mill. It still boggles my mind. There were no great overheads. They were not even lined up on the screen properly. The handouts were less than inspiring and certainly contained no new material....from this decade or for that matter, the last couple of decades. There was no 'meat' in this safety 'program'. I guess it must be one of those 'American' things we Canadians cannot and will not, ever, understand. It took me less than five minutes to figure out what this 'program' was all about from the website. It all pointed to 'not good for anyone'. In addition, it is scary, to me, that the new brothers (do we have any new 'sisters'?) will buy into the propaganda that we are to blame for the accidents that occur.

While it was 'raining outside', he was busy talking about how we manipulated others to do our bidding, I couldn't help but notice the minute everyone didn't put their hands up for this or that question of his, he started nodding his head 'yes' and motioning with his other hand to get those hands up in the air. Interesting. He was telling us to do one thing while clearly trying to manipulate the participants to do something in a completely different way. Also, keep in mind, this company did blatantly manipulate the survey so that the only answer could be.... hire us. And...Eurocan bought into this...hook, line and sinker.

That is my point, I think. He talks the talk but walks an entirely different walk when it comes to himself. Like when he was speeding up through the picket line. I'll bet it never even occurred to him, the message he was sending, or the fact that if he hit someone on 'public' property, he would be personally liable. I can't help but wonder if he would be picking up speed if his family were on that picket line.

Ilona Kenny

Liberals' Implosion Is All in the Family

By Bill Tieleman

I have no trouble with my enemies. I can take care of my enemies in a fight. But my friends, my goddamned friends, they're the ones who keep me walking the floor at nights!

-- U.S. President Warren G. Harding, 1921-23

As his B.C. Liberal government implodes in scandals, Premier Gordon Campbell should consider the wise words of Warren Harding. Harding, who became the first U.S. president to visit Canada when he arrived in Vancouver in 1923, was one of the most scandal-plagued American leaders ever. His troubles were caused not by enemies but by friends and insiders.

And unfortunately for Campbell, Harding's complaint accurately describes the enormous problems facing the B.C. Liberal government.

The Liberals' scandals of the past few weeks have common themes: abusing power by favouring politically connected people and companies; arrogantly disregarding government rules; shamelessly wasting taxpayer dollars; and denying wrongdoing in the face of obvious evidence.

You can find them all in this month's fish-farm fiasco, where the Liberals were caught writing off \$2.3 million in penalties and back rent to corporations that are prominent Liberal party contributors. B.C.'s auditor general is now investigating. (That we know anything about this at all is only due to a freedom-of-information request filed by the Sierra Legal Defence Fund.)

Who was the minister responsible for fish farms at the time of the payback? Stan Hagen. Who gave Hagen's 2001 election campaign more than \$5,000? Three fish farms. Who donated more than \$18,000 to the B.C. Liberals from 1996 to 2002? Stolt Sea Farm.

Another new scandal involves a prominent Liberal who alleges that in September 2000, Hagen promised to deliver long-term-care beds to a Comox Valley seniors' home in exchange for signing up lots of Liberal party members.

Michael Holland, a Courtenay city councillor, signed up 508 new Liberals but told media on February 11 that the Glacier View Lodge still has not received any new beds.

Initially, Hagen denied knowledge of Holland's party ties. "I have no idea," he told the *Vancouver Sun* after he was asked if Holland was a Liberal.

Who is Michael Holland? A member of Hagen's riding executive for eight years. Who received a plaque from Hagen for signing up so many Liberals? Why, Michael Holland!

Writing off debts owed to taxpayers, like in the fish-farm case, is nothing new for this government. Doug Walls, who resigned last month as acting CEO of a multimillion-dollar community-living agency funded by the Ministry of Children and Families, is connected to a \$400,000 debt racked up by CareNet, a nonprofit society he worked for. That debt was forgiven by the Liberals, against government policy. Walls is also under RCMP investigation over the 1998 bankruptcy of his Prince George auto dealership.

In early February, it was widely reported that Walls collected more than \$214,000 from the government over 14 months while claiming to investigators dealing with his personal bankruptcy that he was only making \$1,749 a month. On top of that, Walls apparently collected almost \$100,000 in 2002 and 2003 for other contracts, including \$65,000 in untendered work from government-funded organizations.

Who is Doug Walls? The former B.C. Liberal riding association president for Prince George-Omineca is related by marriage to none other than Premier Gordon Campbell. Who previously rented a Mercury Sable from Walls's dealership and bunked at Walls's house when he visited Prince George? Gordon Campbell.

Who was, amazingly, able to secure a meeting with Campbell's senior deputy minister, Ken Dobell, in June 2001, the government's first month in office, to discuss plans to radically alter community-living programs? Doug Walls.

Then last week, it was reported in Victoria that a controversial doctor who wrote a book unfavourably comparing Canadian medicare with East German communism and supporting privatized health care had been appointed by the B.C. Liberals to the new Health Council of Canada, a federal body intended to safeguard the public health-care system.

Les Vertesi's 2003 self-published book, *Broken Promises: Why Canadian Medicare Is in Trouble*, includes lines like: "We have brought the most destructive elements of Lenin's experiment home to bed with us." Perhaps he meant home to the broom closets where hapless patients have been swept during the Liberal administration, but I digress.

Who is Les Vertesi? Why, none other than Gordon Campbell's brother-in-law, married to Catherine Vertesi, the premier's sister.

Who nominated Vertesi to the Health Council? B.C. Health Minister Colin Hansen. Who contributed a cover blurb for Vertesi's book that reads: "A 'don't miss' for anyone who wants a refreshingly different look at health care in this country"? Another surprise: it was Colin Hansen!

Although one explanation for the government's troubles might be that the premier is preparing a television address modelled on the old TV show *All in the Family*, there are other new problems, surprisingly unrelated to Campbell's kin.

The Children and Families Ministry has cancelled untendered contracts worth about \$400,000 and its contracting procedures are under review. A top official in the apprenticeship program in the Advanced Education Ministry was fired over allegations of fudged exam marks. The legislature's health committee flew MLAs in from all over B.C. for a four-minute meeting. Then there's the legislature search warrants, raids, and much more.

In 1920, Warren Harding campaigned under the slogan "A Return to Normalcy" and received 61 percent of the votes cast. Today Harding is known as the worst-ever American president.

Premier Gordon Campbell campaigned in 2001 by saying: "After all the scandals of the last decade, it won't be easy to restore public trust in government. But it's time for stability." He received 58 percent of the votes cast. Where will Campbell rank among B.C.'s premiers? Let's just say I increasingly have a hunch.

West Star Communications president Bill Tieleman is a political commentator Thursdays on CBC TV's Canada Now and regularly on CBC Radio One's Early Edition. E-mail him at weststar@telus.net

Shell Refinery Workers join CEP

February 16, 2004

MONTREAL-- Some 340 workers at the Shell Refinery in the east end of this city have been officially welcomed into the Communications, Energy and Paperworkers Union of Canada, the country's largest union of energy workers.

CEP's Quebec administrative vice president Joseph Gargiso, who also serves as the Union's national bargaining co-ordinator in the oil and petrochemical industry, called the addition of the group "an important step" in the growth of the Union.

"The Montreal Shell refinery workers, now Local 121, are not only welcome in CEP but represent an important step in the growing strength our Union is building at the bargaining table in the industry across Canada," Mr. Gargiso said in a release today.

CEP is currently in the midst of national bargaining, having established a pattern settlement at Suncor Energy in Alberta.

"As with the 10,000 other oil and petrochemical workers who are members of the CEP, the Shell

Refinery group are part of our national bargaining," Mr. Gargiso said. The Shell group had been in an independent union which bargained on its own.

The CEP has negotiated a pattern agreement calling for wage increases of 3%, 3.5% and 3% over three years along with improvements in severance provisions. The wage increase percentages also apply to all shift and premium payments.

CEP members in the sector work for companies such as Shell, Imperial Oil, Petro Canada and most other major companies.

Work Law

Workplace harassment

by Tim Gleason/CALM

Workplace harassment allegations are a serious business for unions, not just because of the consequences of harassment itself, but because the union is forced to walk a thin line, on either side of which there might be significant liability.

Unfortunately, the law has not been entirely clear about how unions can safely and confidently navigate this territory. However, a recent award from arbitrator Pamela Picher does provide a road map that highlights some issues.

The first obligation of the union is to emphasize the employer's obligations to deal with harassment allegations properly. In *Canada Post Corporation and CUPW (Racky)*, Picher laid out some pretty good ground rules for unions and employers. Three areas are particularly important to unions: the investigation, duty to accommodate and reprisal.

One of the most instructive things about the *Canada Post* case is the way the arbitrator dealt with the employer's investigation. The employer investigated the allegations, interviewing a large number of witnesses, including the complainant and the accused supervisor. The employer concluded the harassment was not proven.

What the employer failed to do was to observe the requirements of "procedural fairness" in the investigation—rules normally observed by human rights commissions. Although the investigator acted "in good faith," she came to her conclusions without giving the complainant an opportunity to review and respond to the statements of witnesses, or to provide her own corroborating witnesses. Leaving the complainant out of the loop like this made the investigation unfair, illegal and contrary to the collective agreement.

The employer never believed the grievor's allegations, so it refused her requests for transfer. As a result, the grievor suffered health problems and a long absence from work. The employer's refusal to deal with the situation in the interim was found to be a

breach of both its duty to mitigate the effects of sexual harassment and its duty to accommodate the grievor.

Employers have an obligation to provide a safe and harassment free workplace. Sometimes they aren't aware that harassment is going on, and liability may be questionable. But once they are made aware, they have an obligation to act quickly to mitigate the effects of the alleged harassment. At a minimum, an employer must ensure that the complainant is not forced to work with the alleged harasser. Unions can play a role in this process, pressing the employer to accommodate a complainant.

In the Canada Post case, the employer was found to have made a number of reprisals against the grievor. Reprisals are all too common, and unions need to be on the lookout for unlawful responses to harassment allegations. A reprisal is illegal even if the original complaint is unfounded. For example, if an employee feels that he or she has been sexually harassed and makes a complaint, but the complaint is found to be baseless, an employer cannot fire or punish the employee for complaining.

One reason reprisals happen so often is that unfounded harassment complaints can generate bad feelings, and a vindicated supervisor may feel entitled to take some action against the complainant. Reprisals are illegal and contrary to a collective agreement, even if the complainant appears to have been in the wrong.

The Canada Post award provides some direction in dealing with harassment allegations, but the law is not yet entirely settled. So for now, caution, care and legal advice are probably the most important things to remember.

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

From CEP Local 1129

Mediation Adjourns, Will Resume March 22 Strike Vote on March 18

A glimmer of hope at the end of Local 1129's first day of bargaining mediation with Norampac was pretty much snuffed out early on the second day. A strike vote slated for Thursday, March 18, is the result.

Your Bargaining Committee reported to the Labour Relations Board offices in Vancouver on both March 10 and 11. Company negotiators were in another room down the hall. Mediator Grant MacArthur shuttled back and forth.

At management's request, the mediation was adjourned before noon on March 11. The parties agreed to resume the process on March 22.

In the meantime, however, your Bargaining Committee has decided to call on members for a strong strike vote.

We are doing this for two reasons. First, we want the company to get a clear message from the members that **WE WANT THE PATTERN!**

Second, we are concerned that the company may be dragging this process out in order to continue stockpiling gypsum rolls in preparation for a strike or lockout. Their negotiating style—or rather, their style of not negotiating—over several months makes it very difficult to avoid a suspicion of stalling.

Our Local should have the ability to cut short any further delaying tactics, if that is what we face when we meet management again on March 22. The official story from the company is that they will meet us that day with a proposed “package” for a contract settlement.

It is also possible, of course, that the company bargainers simply need time to go back to Montreal for further instructions, since we haven't rolled over as they expected. Yes, that's possible, but...

No 'Package' From Management

It is a bit out of the ordinary to be taking a strike vote when we have not been given a comprehensive offer or “package” by the company. However, when asked, MacArthur assured us that this is perfectly legal.

What we have before us—your committee and, by extension, you—is essentially the same company agenda that we started out with last May. Nothing has been changed. Nothing has been withdrawn.

On the flip-side of the coin we have Norampac's unwavering refusal to give us the pattern OR to deal with any of our most important local issues.

This is after eight days of bargaining face-to-face and two days of “sending signals” through the mediator.

The “glimmer of hope” referred to in the first paragraph of this report, came from a company “indication” through MacArthur that the pattern might be there, if your Bargaining Committee showed some willingness to move on some of the company's agenda items.

During the first day, we did just that on a few of their items and sent MacArthur back to “float” some possibilities past management. The company seemed to appreciate our efforts and worked later than us that evening to prepare something for the second morning.

What they prepared, however, fell significantly short of the pattern and ignored our local agenda entirely.

At our direction, MacArthur went back and told them that. An hour or so later, they sent word that they wanted to pause the process until March 22.

Corporate greed part of Stelco failure

USWA/CALM

Revelations about Stelco senior management's huge pensions is just part of the kind of corporate behaviour the United Steelworkers of America has criticized for years, says USWA Ontario/Atlantic director Wayne Fraser.

"The greed of Stelco's senior managers and board of directors, combined with Stelco's approach to labour relations, is right out of the nineteenth century," Fraser says. "Charles Dickens would have a field day writing about this place.

"They quietly protect senior bosses' pensions with a trust and guarantee that unnamed executives will get severance payments of up to three times their annual pay if Stelco gets bought out. Then they loudly announce that they need cuts in pay and benefits from workers.

"It is wrong, and it is just another reason that Stelco's credibility deficit with our members is bigger than its financial woes."

Fraser says Stelco is far from alone in this sort of corporate greed, "but Stelco stands out because of its insistence that the pay and pensions of our members are the problem. The real problem is Stelco management's bad decisions. It was Stelco that made the strategic and operational decisions that got it into trouble, not its employees, not the union, and not the retirees."

Stelco Incorporated of Hamilton filed for bankruptcy protection on January 29, 2004.

Individuals, not companies, to finance federal election

CALM

For the first time, individuals and the taxpayers, not big business, will be filling party election coffers.

Under the new federal election finance law, only individuals, not unions or corporations, can donate to Canada's national political parties. Individuals will be limited to \$5,000 per party per year. This limit includes the national party, its candidates, constituency associations and candidates for leadership or nomination.

The exception is that corporations and unions can give up to \$1,000 to a party's local candidates.

Before, there were no limits on the size of contributions, and the Liberals received almost 60 per cent of their donations from corporations. The New Democrats, who have supported limits on donations banning donations from companies or unions, received 60 per cent from individuals, mostly in \$50 and \$100 amounts.

Now, registered parties will receive \$1.75 for each vote. Based on the results of the previous election, the Liberals will be up about \$8 million. The Alliance/Conservatives will be up at least \$10 million. The New Democrats will come out a little less than even.

Dick Proctor (NDP MP, Palliser) criticized the bill for allowing union and corporate contributions at all, especially as the two groups are treated unfairly. The \$1,000 limit will be the total allowed for all sectors of the union. However, a franchise operation, like McDonald's for example, could have each franchise give \$1,000.

The NDP is asking union locals not to donate to any riding campaign, so that there is no chance of breaking the law. The new law also means that union members can only work on campaigns as volunteers. The riding campaigns will have to pick up the tab for any paid time.

Eric Hebert, assistant federal secretary of Canada's New Democrats, says the party is also asking locals to talk with their members about taking out membership in the NDP. Union affiliation to the NDP is now based on the number of NDP members in the union. More NDP union members gives the union a bigger voice in party affairs.

Hebert acknowledges the changes in the law will mean some changes in how the NDP operates. He says, "The role of volunteers is essential; the role of members is essential. It puts more pressure on all of us to be out there raising money from real people."

But that's as it should be. "We've got to get big money out of politics," Hebert says.

Despite its limitations, the NDP supported the new law, as it is a step toward more transparency and less influence from big donors. Dick Proctor says, "The focus in future, I believe, will be to encourage union members to become more directly involved in the party and, if they so choose, to make donations on an individual basis."

Muscle relaxants work for some low-back pain at work/IWH/CALM

Muscle relaxant drugs are effective in managing non-specific low-back pain. But because they can have troublesome side effects, they should be used with caution.

"Controversies surrounding muscle relaxants have resulted in some resistance to their use in patient care," says Dr. Maurits van Tulder of Amsterdam's Vrije University Medical Centre. "So we carried out a carefully designed systematic review of the literature looking at the existing evidence for or against muscle relaxants in the treatment of non-specific low-back pain."

Non-specific low-back pain (LBP) was defined as pain between the shoulder blades and buttocks that did or did not radiate down towards the knees and that was not caused by an infection, tumour, fracture or other underlying disorder.

For years, doctors have debated using muscle relaxants for LBP because these drugs are known to cause side effects, including drowsiness, headache, blurred vision, nausea and vomiting.

Even so, the use of muscle relaxants, including tranquilizers and certain anti-spasticity drugs, is widespread. One previous study found 91 per cent of physicians reported prescribing muscle relaxants for patients with LBP. Another found that 35 per cent of patients visiting a primary care physician for LBP had received a prescription for a muscle relaxant.

After carefully reviewing 30 double-blinded controlled trials, the researchers came to the following conclusions:

- Muscle relaxants are effective for short-term relief of back pain in patients with either acute and chronic LBP.
- There was no evidence when taking an adequate dose that any one muscle-relaxing drug was better than another.
- The incidence of drowsiness, dizziness and other side effects was the same for all the drugs reviewed. Combining muscle relaxants with pain killers or non-steroidal anti-inflammatory drugs speeded recovery, but increased the risk for drowsiness and dizziness.

Bottom line on bargaining

America@work/AFL-CIO/CALM

Retaining hard-fought-for benefits at the bargaining table takes lots of determination.

The job can be made easier if you've kept up with long-term member education, building support within the community and educating the public on the issues.

The first step is to build solidarity among your members and the community so you have support for your position well before contract talks begin.

- Communicate quickly with members, mobilizing them through e-mails, newsletters and web site.
- Involve members and built publicity through informational pickets and other mobilizations.

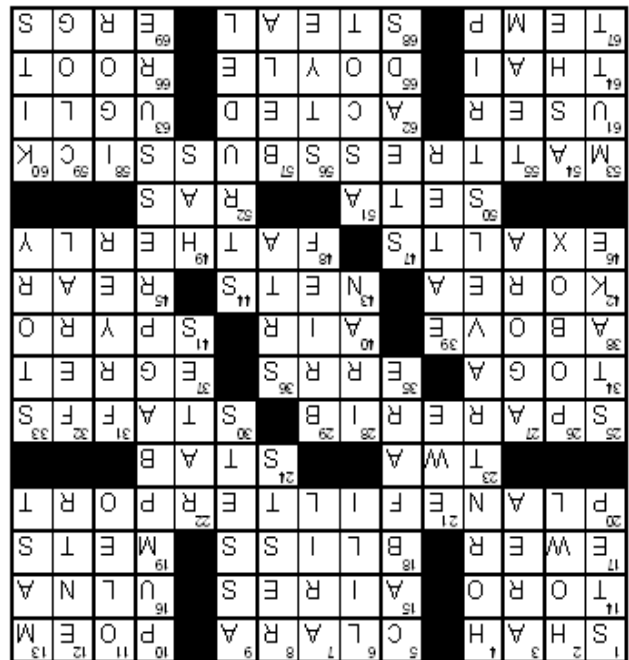
- Boost public support by visiting editorial boards and community meetings and placing public service announcements on local radio stations.
- Form coalitions with other unions that have contracts with the employer and hold joint actions with them.

Once at the table

- Maintain member mobilization throughout negotiations to ensure employers understand the depth of workers' support for the union's bargaining stands.
- Let the employer know early on the union will stand firm on the central issue of cost shifting to employees and remain true to that commitment.
- Identify areas where cost savings can be achieved while maintaining benefits and not placing the cost burden on the workers.



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BY BARRY C. SILK
"IN THE FREEZE"

“IN THE BREEZE” By Barry C. Silk — Edited By Timothy E. Parker

ACROSS

- 1 Certain overthrown leader
- 5 Santa ____, California
- 10 "The Raven," e.g.
- 14 Matador's opponent
- 15 Buenos ____
- 16 Human bone
- 17 Pitcher
- 18 Ignorance, they say
- 19 Queens players
- 20 Three words that follow 40-Across
- 23 One-time Howard Hughes airline
- 24 Wild guess
- 25 Barbecued treat
- 30 Provides workers
- 34 Senate attire
- 35 Flubs
- 37 Everglades bird
- 38 Beyond's partner
- 40 Word with force or mail
- 41 ____ Gyra of jazz
- 42 Where to get Seoul food
- 43 Fishing items
- 45 Do parenting
- 46 Places on a pedestal
- 48 Type of advice
- 50 Words with good example
- 52 ____ Dashan (Ethiopian mountain)
- 53 Three words that follow 40-Across
- 61 Friendly beginning
- 62 Made a scene?
- 63 Jamaican export
- 64 Restaurant choice
- 65 Sir Arthur Conan ____
- 66 Carrot, for one
- 67 Move from job to job
- 68 Excellent buy
- 69 Work units

DOWN

- 1 Procedure
- 2 Bay at the moon
- 3 Length x width, for a rectangle
- 4 Three words that follow 40-Across
- 5 Meter reading
- 6 1953 Leslie Caron film
- 7 Seed covering
- 8 Concludes one's case
- 9 Balance sheet items
- 10 Three words that follow 40-Across
- 11 Tater topper, maybe
- 12 ____'acte (intermission)
- 13 Schooner part
- 21 Ram's inamorata
- 22 Emulates Ebert
- 25 Vampire-slaying weapon
- 26 Part of many addresses

- 27 Greek marketplace
- 28 Neighbor of Azerbaijan
- 29 Succinct
- 31 Dinner bird
- 32 Wild
- 33 Building division
- 36 Mex. miss
- 39 Diner
- 44 German pastry
- 47 Bed and home attachment
- 49 Be ill with
- 51 Neckwear item
- 53 Jeff's buddy
- 54 "Off the Court" author
- 55 Pirates, e.g.
- 56 Eye problem
- 57 First name in horror
- 58 Composer Stravinsky
- 59 Plunger's target
- 60 Hobby shop inventory

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