



# LOCAL 298 NEWSLETTER

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

Issue #1 Volume #9

cep298@monarch.net

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21ST CENTURY  
\$TATUE OF  
LIBERTY



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## Executive Officers For 2005

		<u>Tel #</u>	<u>Work Local</u>	<u>Job Title</u>
<b>President</b>	Don Klie	632-1352	2367	Pipefitter
<b>1<sup>st</sup> Vice President</b>	Frank Verde Sr.	632-2924	2213	Shiploader/Labourer
<b>2<sup>nd</sup> Vice President</b>	Jack McCamy	632-5658	3513	Spare Board
<b>Financial Secretary</b>	Mary Murphy	632-5201	3451 or 2568	First Aid/Stores
<b>Recording Secretary</b>	Gary Ewanski	632-2743	2213 or 3519	Powerlift Operator
<b>Inside Guard</b>	Andy Sanwald	632-4131	3510	Spareboard
<b>Outside Guard</b>	Dennis Urbanowski	632-3230	2368	Pipefitter
<b>Trustees</b>	Jonathan Gardiner 3yr	632-4461	3513	Steam Plant
<b>Trustees</b>	Gary Drake 2yr	632-2905		Lubrication Mechanic
<b>Trustees</b>	Ed Da Costa 1yr	632-7796	2356	Raw Materials
<b>Chief Shop Steward</b>	Ilona Kenny	632-4244	3451 or 2568	First Aid/Stores

## Committees

**Standing:** Frank Verde Sr., Dan Belleville,  
**Committee** Ed Da Costa, Ilona Kenny, Jack McCamy

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

**Job Evaluation:** ....Dave Burrows, Jack McCamy

**Rehabilitation &:** Mary Murphy 2yr, Ilona Kenny 1yr  
**Reintegration** Steve Dudra 3yr

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

**Apprenticeship:** .....John Burget, Dennis Urbanowski,  
Paul Wilson

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

### **Chief Shop Steward**

### **Yard & Stores**

### **Janitorial**

### **Raw Materials**

### **Steam Plant**

### **and Pulp Mill**

### **Shiploaders**

### **Warehouse\Dock**

### **Maint. Pipefitter**

### **Electrical**

### **Inst. Mech.**

### **Millwrights/Oilers**

### **Millwrights**

Ilona Kenny  
Mary Murphy  
Dorothy Birkett  
Mike Holland  
Arnie Carrita  
Andy Sanwald  
Richard Crockart  
Lucky Bhullar  
Dave Burrows  
Kevin Read  
Jim Harrison  
Cary Manahan  
Arnie Lepisto  
Dino Stamatakis  
Wayne Fulljames  
Jason Smith  
Al Hummel  
Dan Belleville  
Rick Wittmann  
Wayne Villemere  
Elvis Resendes  
Pablito Mendoza  
Dave Andrews  
Steve Dudra  
Derek Smith  
Paul Wilson

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

**Newsletter Editor:** Don Klie donklie@telus.net

# WARNING!!!

THIS NEWSLETTER IS RATED:

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**FOR UNION!**

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

## Union Office Hours:

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Editor: Don Klie

UNION NEWSLETTERS DON'T WRITE THEMSELVES!



Deadline for submissions  
April 2005 Newsletter  
April 7, 2005



## President's Report

# *Contracting Out Hours Soar*

By Don Klie

In 1997 Eurocan informed the Union that the Company had to improve productivity in order to remain competitive. The Company's goal was to reduce staff and hourly positions by approximately 10%. At the end of 1998 several senior staff members were given golden handshakes and retired. In 1999, hourly employees were offered a package for those 61 years of age and over. Also, a number of positions were reduced, most notably in the Yard, General Equipment Operator, in the Pulpmill/Steam Plant and in the Papermill. Other departments such as Shiploading reduced from 52 to 38 by attrition, and the Maintenance department saw various crews also reduced by attrition.

The next 3 to 4 years saw our mill plummet in both production and safety statistics. One statistic that didn't plummet was Contracting Out hours.

The 1997-2003 Labour Agreement included the agreement on flexibility. The flexibility clause was a crowning moment for the Company and it rolled back decades of achievements made by trade unions in negotiations. The flexibility clause was recommended by the government appointed mediator which followed the basic thrust established by the previous government appointed mediator in the 1994 negotiations. That is, full flexibility would be achieved one step at a time, and unions had to realize that the world around us was changing and becoming more competitive.

However, mediation usually incorporates ideas from both sides in the negotiations and if the unions were going to be saddled with full flexibility then the employers were going to have to reciprocate. Both the limited flexibility and full flexibility clauses incorporated language that tied them to improvements (from the Union's perspective) in the Contracting Out clauses.

That is, "...efficiencies that result from flexible work practices are also intended to assist in fulfilling the intention of Article XXV [Contracting Out] of the Collective Agreement." From Article XXV, "It is not the intent of the Company to replace its regular work force through the use of contract firms." And, "the Company will notify the Union of their intention to have work performed by contractors in the mill and will, emergencies excepted, afford the Union the opportunity to review it with the Company prior to a final decision being made."

The maintenance department has probably been the hardest hit by the Company's failure to live up to



those intentions, because the majority of the work contracted out has traditionally been, and continues to be, mill maintenance.

Clear examples of this are the Painter/Mason, 4 down to 1 (and the one has been off ill recently for extended periods); Carpenter, 5 down to 1 but now at 3; Machinist, 5 down to 2 but now at 3; Tinsmith, 2 down to 1; Pipefitters 21 down to 16 (with one off on long term illness).

In 1999 the Company recorded the fewest hours contracted out in the last ten years. But since that time it has steadily increased to a point last year where it was the highest in the last ten years.

Last year saw a number of problems in the mill starting with the tank implosion in the Pulpmill and all of the bearing failures in the Papermill. But instead of having the resources in-house to respond to the problems, many jobs had to be contracted out. While it was expected that the new Accumulator Tank and the expanded Blow Heat Recovery project would require significant amounts of contractors, there were jobs like the Winder Roll bearing changing and machining that needed to be done. Prior to 1997 our crews had the expertise and strength to have easily handled that job, but in 2004 it had to be contracted out because we no longer had the expertise or crew strength.

It is easy to blame the leadership of Lon Schroeder for things like this. It was his management team that said we could improve through productivity increases paid for by manning decreases. And, our production records over those years were dismal.

But, the turn around for mill productivity started just after the shutdown of 2003. And, the productivity improvements were based on actual increases in tonnage, not decreases in manning; which means that the machines were running better and being operated better with more attention to quality performances. However, the strike caused a set

back. The 4 and half months after the strike saw one bearing failure after another and one catastrophe after another culminating with the tank implosion.

But, almost as if a gun was fired, once the mill was going we were off to the races. By February 2004 we saw the start of a string of 1300 plus tons per day records being set. 2004 was a record year for production and several other standards.

Safety also improved significantly just before the strike and continued through 2004.

But, can these improvements be credited to the management team of Rick Maksymetz, or are they just lucky to have survived to see the mill improve?

The membership of both Locals certainly deserves a great deal of the credit. Local 298 has, forcefully at times, pointed out the problems in the mill and driven hard to force the Company to address the standard of safety in the mill.

But, as noted earlier, the record production came with the highest contracting out figures in at least 10 years. So, we did need more bodies and more labour in order to achieve better production and better reliability.

The Union has been hammering the Company on this theme for many years but particularly so since 1998 after the Company implemented its plans for manning reductions.

## ***LET'S TALK***

During the strike Rick Maksymetz offered to bring in an outside facilitator to try to help improve the Union-Company relationship once the strike was over. Early last year an outside consultant was brought in to investigate ways to achieve an improved relationship. Eventually, the consultant's proposal would be rejected by the Company. But, Maksymetz did commit to working on the relationship initiative already started at the Standing Committee level.

Progress has been slow but improvements have been made. There has been an increase in manning by 4 (back to the pre-November 1999 levels) in Raw Materials, and in the Steam Plant an increase in manning by 4. The Pulpmill/Steam Plant are still down by 4 as compared to the 1999 levels (Spare Utility positions) but they have been carrying temporary positions since 1999 and hopefully we will be able to get them as permanent as well.

Also, in those two departments, Raw Materials and Pulpmill/Steam Plant, which both had Joint Utility Pools and a "Y" in the progression line, the Union and Company have agreed to do away with the "Y" while still maintaining the ability for the utilities to be shared between the two different progression lines in each of the areas.

The Union has worked with the Company to improve the working conditions, that is, safety, in the

rail yard, Raw Materials, Terminal Warehouse and Shiploading, and in the Reconst area. The Union has recognized that the top management in this area has contributed significantly to the success of this improvement.

There are still areas and issues that need to be addressed. Contracting Out, apprenticeships and duty to accommodate are the current hotspots. These issues are all at a "boil" and are threatening to throw the mill into turmoil.

Several grievances have been filed to specifically indicate to the Company what our complaints are. There have already been special meetings to deal with the Contracting Out grievances but the Company is going to have to put more effort and resources into resolving those issues. A special Standing Committee meeting is planned for Wednesday, March 16<sup>th</sup> to deal with the maintenance issues.

## ***Shit Flows Down Hill and Pay Day is On Thursday***

*(All I ever needed to know about working in the pipe shop)*

A special meeting was held recently at the union hall to discuss the issue of apprenticeships, trades qualifications and contracting out. The issues of trades' qualifications and apprenticeships swirled around the fact that the Company was considering to transfer two journeyman Plumbers from production positions in the mill to tradesmen positions in the Pipefitting crew.

The Company has informed the Union that it has had problems recently trying to hire journeymen Pipefitters who could meet their standards. So, in order for the Company to address the manning shortage in the Pipefitting crew they changed their qualifications necessary to do the work.

However, by changing the qualifications necessary to transfer or to be hired on as a pipefitter, it has allowed others with equal or similar qualifications to apply for the transfer/position.

The Union's preferred position on this issue is for the Company to post pipefitting apprenticeships. Then, all union members of the mill can apply for the position following the apprenticeship procedure. The benefit of this option would mean that at the end of the process you would have highly trained journeymen Pipefitters.

Should the Company proceed on its current path, there could be uncertainty and conflict regarding whose qualifications and seniority are sufficient to qualify them for the position.

At Standing Committee the Company has stated that they are manning up now with apprenticeships for the attrition they see coming due to retirements. I personally don't believe this to be true. The current strengths in the various crews aren't able to maintain

the level of work needed without high levels of contracting out. We will need several more apprenticeships to adequately fill the future demand for skill trades.

For the past several years the Steam Plant has been struggling to replace its retiring workforce. It has come to the realization that it takes more than a few years to adequately replace its highly trained workforce. The same will be true in every department.

The Company has been experiencing difficulty with finding adequately qualified tradesmen for some years now. We have seen examples where crews are running short for months and being told that the Company is hiring, only to be informed later that those who applied either turned down the offer or didn't meet the Eurocan/West Fraser standards.

If Eurocan wants to maintain its high level of production it is time to start an in-house program to hire and train those it will need for the future. An in-house workforce will be motivate.

The Union's Standing Committee will continue to press for increased manning with decreased Contracting Out (and morale will go up along with production records).

## ***Trouble At Stores***

Around the Christmas and New Years Holidays Stores was very busy. There was an extra load of material being processed because of the Blow Heat Recovery project plus the Lagoons' overhaul. On top of this, Stores has been short-manned like all of the other departments for the last half dozen years and they have lost some valuable "resources" due to retirements. This would have been bad enough but then you have to throw the management style of John Malo into the mix.

Needed safety items and other things were not being handled at Receiving because of the lack of communications and pressure to concentrate on other stock.

I would encourage everyone to understand the strain that Stores is going through and show the fellow brothers and sisters some respect when lining up at the counter or going over to Receiving. If the item you are looking for isn't in stock where it usually is, pay a visit to the people in Receiving and ask them for some assistance. It might be that they haven't had time to get to the item you need because they have been given direction to concentrate on other stock.

On a personal level, I remember once asking for a small obscure item that wasn't much used and having one of the stores people take time away from the job they were doing and going and finding the part I needed without me knowing the name or number of the item; I only had the old one to go by.

Just like everyone else in the mill these individuals take pride in doing their job and are doing the best they can under a stressful leadership style, and we need to show them the respect that they show us.

## ***Tales From The Lost Lagoons***

Talk about a horror show. The recent Lagoons' Overhaul Project was a near disaster. We have seen the recent picture trumpeting our "Best Management Practices" in this area but if the real "rest of the story" were to be known I'm sure the Ministries of Environment would not be happy.

This project had all the normal failings that we have come to expect (but, there were some bright spots). First, it was delayed about a year. It was a critical project that could shut our mill down so there was definite urgency in the project. Usually the line at Eurocan is, "We make paper here and that's all that's important; ignore or get rid of the rest".

We had seen some improvement on that type of mismanagement. Eurocan was recognizing that things like building maintenance and infrastructure were just as important as making paper and the environment was one of those things.

But, a week before Christmas the decision was made to overhaul the lagoons starting January 1<sup>st</sup>. The project had to be done before the eulachon run and the timetable for completion was set at 30 days.

Well, the list of things that could go wrong all crashed together. At the top of the list would be the beautiful sunny weather we had. Of course, sunny weather in January usually means teeth-chattering, frigidly cold temperatures. Add a dose of inexperienced contractors (and that is putting it mildly, incompetent and/or rag tag might be a better descriptor). And when the rains returned, with everything frozen, little of the water could be absorbed by the ground. So, flood conditions existed at the lagoons and the mill probably violated our pollution permits.

There were numerous safety infractions, with two contractor employees being lost to injury.

Coordination on the job site with different contractors and mill crews often saw heavy equipment vying for positions in a very space limited area. It takes a lot of time to move cranes and trucks around on a one lane berme.

The amount of work that had to be done would have nicely been accomplished in 3 months but was forced to be done in just 30 days. Planning and organization was crammed in at the last moment so there was little time to arrange for the proper and experience contractors, whose work schedules were most likely already full because, everyone else wants to use the best. So, it appears that some of the contractors we got were the only ones we could get

(what other possible explanation could there be, unless of course it was the cost).

There were some highlights on the job. I won't say that it was our members who saved the day because I wasn't there and my information comes from those members, but suffice it to say they did their best to get the job done. There were some good decisions made by the planners on this job and one of the people from management, even though new to the job, and stuck with some very poor contractors, did their best and held the respect of our members.

Another classic at Eurocan is ignoring the advice of the consultants that they hire. A lagoon expert was used to help plan the project and of the 4 recommendations that he made way back in October 2004, none were followed. So, when the proverbial shit hits the fan, the consultant you've paid good money for is at his wits end trying to save our bacon.

In the end, parts of the job had to be abandoned and left incomplete. And, when the new "turbo" aerators were fired up, they didn't do the job they were supposed to (the consultant had advised Eurocan not to use that type).

The best we can hope for after this affair (or near fiasco) is that those in the position of power and decision making saw what they did wrong and will learn from it. Our job will be to do the best we can to make sure that management gets the message that they must improve their "Best Management Practices". It would be small consolation for us to be able to say "we told you so" if our mill had to be shut down because of an environmental or economic deficiency.

## Work Law

### *Wal-Mart's cry for help*

by Tim Gleason/CALM

For a long time, most of us in labour law were pretty sure Wal-Mart was leading the charge to destroy Canada's labour laws.

Wal-Mart has been quite vocal in its criticism of laws that protect the rights of workers to organize and bargain collectively with their employer. But can their recent actions be anything but a clear demonstration of the necessity for such laws?

Is Wal-Mart trying to show us how bad they can be, and how much we need strong laws and stronger labour tribunals to keep them in line or is this simply hubris fueled by contempt for Canada's laws and our apparent inability to enforce them?

Rather than face the possibility of a bargained or arbitrated collective agreement, Wal-Mart is closing its Jonquiere, Quebec, store. None of the reasons for the closure offered by the company withstand even passing scrutiny. They claim that they cannot survive under the collective agreement when, in fact, there is

no collective agreement. It makes you wonder if they thought we wouldn't notice.

Wal-Mart has been frighteningly successful at getting their anti-union message out. Almost instantly, workers across North America learned an important lesson: don't exercise your right to organize. The day after the Jonquiere announcement, workers who had previously applied for union certification at a Pennsylvania store voted unanimously not to have a union. Message received—loud and clear.

Our labour laws in Canada are designed to protect the right of employees to organize a union and bargain collectively. In the past, employers have tried various methods to prevent workers from organizing with threats of reprisals or job loss. Many jurisdictions in Canada have developed ways to remedy such infractions, most notably through automatic certification.

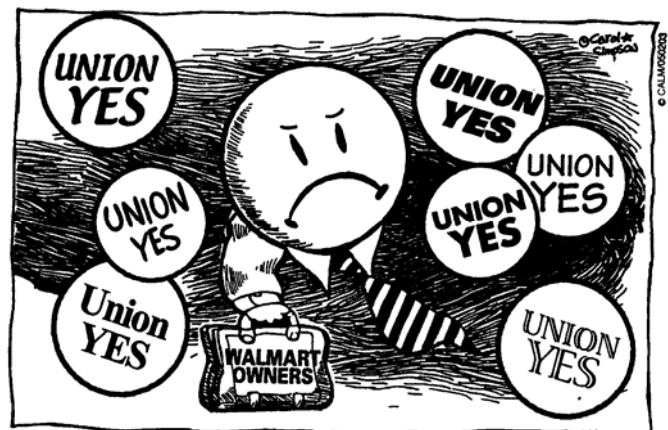
The "auto-cert" works in two ways. First, when a majority of workers indicate their support for the union by signing cards, the union can be certified without giving the employer a chance to scare workers into voting against it. Second, when an employer threatens enough workers to kill a vote, some labour boards are empowered to certify the union despite the results of the tainted vote.

Wal-Mart obviously believes employers have the right to frighten workers considering joining a union. They chill workers in Pennsylvania by crushing workers in Jonquiere.

But this time, they may have gone too far. Their dubious timing and unsatisfactory explanation for closing the Jonquiere store suggests Wal-Mart either thinks no one can stop them or they really want someone to try. Either way, they've put forth a challenge. And it's time Canada's labour boards step up to meet it.

Wouldn't it be interesting if labour tribunals in Canada determined that Wal-Mart's actions have had the effect of preventing Wal-Mart workers across the country from freely expressing themselves, and, therefore, should be certified as bargaining units without votes, as long as the application is made by a trade union? What would they do then? Would they close all the stores in Canada? Maybe. But really, if they can't live in our country without obeying our laws, how badly do we really need them?

• 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](http://www.sgmlaw.com)





## JOHS Report

# Safety Improving But Vigilance Still Required

By Dan Belleville

We had only five recorded incidents that came to the meeting this month. This looks good but I'm wondering if it's because that some haven't gone through the system yet. Or, are we watching out for one another more and its paying off? I would like to believe that but as everyone knows we are always fighting to get investigations done, so only time will tell and it will!

Reviewing last months minutes---- Les Condon said there is a procedure in place to check, test and repair our chain falls yearly. Each lifting device is tested at the tool crib and tagged each year. And, anyone that has their own in their tool boxes must take them yearly and have them tested and tagged to say they are OK to use.

**Incident 04-091**----Employee received burn to neck, eyes and nose. Defector plate for limekiln crusher was sent back to the engineering department to let them know their responsibility.

**Incident 04-082**----Line in the Pulpmill still under pressure after isolation valves closed and drain opened. The report was sent to the Lockout Committee to develop a rodding-out procedure for drain valves. Les Condon to check out with other mills their procedures.

**Incidents 04-088 & 089**----H2S Gassing incident in the Eco filter building. It says it's complete except for the follow up and recommendations. The Union feels this should stay in the minutes, as it is still in progress, until the items are completed because of the almost fatal incident.

**Incident 04-097 Paper Machine#1**----On reviewing an incident at the pulp reel it was noted that the new system that was installed for safety reasons had its own safety hazard that needed to be addressed right away. Workers needed to lock out the power before they could enter the area for cleaning out paper jammed in the rollers. Peter Cooch said he would correct the situation as some as the meeting ended and Les Condon said he could help with having a lockout device installed on the panel.

**Incidents 04-053 & 054**----Broken cores while loading paper into the ship. Check to see were Mary John did with the results so we can record them to see if there is a common factor and correct.

**Catwalk Audit**----It was agreed that this is old and when the painting is complete we will do another audit on the catwalks and landings.

**Training regarding Lights and Alarms**----This will be on the agenda until hell freezes over or we do get something in place.

**SOG warning light**----One has been installed above stores area and I know it works because I've seen it on a couple of times already. I sure hope that every time it comes on someone is recording it or it will just become another light without a purpose.



*"We're just going to have to postpone the emergency. I'm still working on the evacuation plan."*

**Missing Track Investigation**----I did an investigation for the rail yard and it hasn't showed up yet. Bob said he would look into it right away and get it to us.

**Committee OH&S Manual**----They want to redo the Manual so four people will be involved, two staff and one person from central safety for each union. The changes will hopefully be brought back to the Joint Safety Committee to see if all the changes are OK. Remember we do not want to lower our standards as the WCB may have or the Company may want to.

**Safety Improvement fund**----A list has been developed and we will be reviewing them.

**New Minutes**----Two Recommendations were brought forward:

First, was to have the Company install a mixing tank in the Echo filter building so the existing tank would not be used as a dual tank (WCB also noted this problem) Les Condon said there has been a lot of work put into this and feels at this time we should let the special committee that was formed work through the items. Local 298 members felt the Company may be dragging their feet because the little things that could have been fixed weren't until





*"Normally, I start with deep breathing to help relieve workplace stress, but in this case..."*

the two workers refused to do the job unless the items were fixed. Les Condon assured us that wasn't the case and said he would involve the operators that had the near fatal incident. WCB never wrote any orders on this but they did make Eurocan aware of the hazard and they can't say they didn't know should something else happen.

Second, was to have engineering design sides on the product trucks that would come down and prevent the roles from coming off the trucks. The Committee doesn't see any other way to deal with this. So now management has to give an answer to the Committee if they will do this or give an answer why they will not that can be moved to WCB.

**Sewer Handling And Hepatitis Shots-----**The company will let anyone that deals with Sewer waste of any kind get their shots and the Company will pay for them. It was a lot easier when we had our own doctor come on cite.

#### **The sewer lift station in the parking lot-----**

There was no written procedures or JSB's, and the shut off switches are inside the pump station. Peter Cooch said they are developing procedures and building a wash station near the lift station. Les Condon said there is a main shut off in the chip screening building so there is no need to have an emergency shut off out side of the lift station. I have no idea when this will be do We can't even get them to remove barrels and put back a lid to cover up a man hole even after a hazard report was put in and I asked three or four times.

Paul Jeffery noted that there were lights out at the railway crossing near the Hog tipper and also wanted to know what the company was doing about the floor in the Two Day Warehouse.

**Exposure Plan----**The union wanted to know what happened to all the workers that were exposed

to the caustic spill at the Water Treatment Plant and the Lagoons. There were no reports at First Aid and we know that people had received burns. Is this a case of hiding something that would add to our safety records not being so good?

Just another note that I want our members to know, if you put in a safety hazard the company must give you an answer within 24 hours or a reason why they could not. The Company is supposed to send a copy to the union hall but they don't seem to be coming. So, can you let me know when you put one in and make a copy for yourself and the union after you receive the answer?

Our safety Record seems to be getting better but a few things are happening that worries me. Remember, it's us that push safety because we are the ones out in the field and we must look

out for one another. We see the dangers because we work around them each day and don't sit in a safe office and tell others to do the jobs. We do want the Company to make profits but we want it to be safe productivity and be able to go home unhurt to our families.

At the start of the meeting Peter Cooch gave us a WCB report on our workers doing work in a confine space entry job that they had observed. This was when our worker we working to clear a plugged sewer line to the District lift station. They where written up for having proper ventilation, atmosphere testing, proper PPE, rescue team available and hole watch. Yes, Peter Cooch was beaming with pride and why shouldn't he? I bet this is the first time a positive report was given to the Company by the WCB. I could be wrong but I think not. Where there is a lot of sunshine a little rain must fall; way to go boys. The only negative thing that was noted and had nothing to do with safety was a grievance went in on staff doing hourly work. I feel a little bad about this but you can't ignore it when they put it in the Reel News.

**Dan Belleville**





**Dear CEP Local 298:**

Thank you for your donation again for Grad 2005 scholarship & bursary.

**Kitimat Scholarship Association**

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**Hello there Don**

I would like to use your union newsletter to thank the social club for the retirement gift that they recently sent to me, and also to thank the union for the monthly news letter, which is not only informative on local issues, but encompassing many interesting stories from other unions. I would like to take this opportunity in saying hi to all my friends at Eurocan, most of whom I did not have time to say goodbye to. One word of advice to future retirees; that would be to continue the dental plan monthly payments, otherwise there is a three month waiting period if you decide to join the dental plan at a later date. Hope that makes sense? So you all take care now.

**Best wishes,  
Bob Russell**

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**Dear Brothers & Sisters:**

On behalf of the executive and membership of local 514, please accept my sincere thanks for your donation.

**In Solidarity  
Don Vye, President  
CEP Local 514**

---

**Hello Don**

Jenny and I received a nice card, some money and tickets to go to the concert from some of my friends at work. I would like to put in a Thank you note into the monthly newsletter. Please put the following message into the newsletter:

We want to thank all of you who were so thoughtful to give us a lovely card, some money and

for the two tickets to the Mount Elizabeth Theatre. I know we will enjoy the Concert. Again, thank you from both of us.

**Steve & Jenny Dudra**

*(Steve recently returned from China with his wife Jenny. They had to patiently wait about a year before all of the paperwork could be completed so that Jenny could be allowed to immigrate to Canada. Congratulations and "Forget injuries, never forget kindnesses" – Confucius. Editor.)*

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**To CEP Local 1127:**

I would like to thank the local for the lovely plant and flower arrangement in sympathy for my Mom's passing. Your thoughtfulness at this difficult time is much appreciated.

**Michael Schuss**

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## *Who has the carrot?*

Well it has been a while since I have written for the newsletter and you have all heard me say, "I'm not the president any more." But I have been watching with keen interest.

January 2004 the report from the executive "We are talking with the company and they are starting to understand what we are talking about. And they are about to start living up to the collective agreement."

I see contracting out notification violations up, contracting out up, overtime violations up, production is up and we have to cut costs.

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I see contracting out notification violations up, contracting out up, overtime violations up, production is up and we have to cut costs.

March 2005 the report from the executive "We are talking with the company and they are starting to understand what we are talking about. And they are about to start living up to the collective agreement."

I see contracting out notification violations up, contracting out up, overtime violations up, production is up and we have to cut costs.

What I see is a bunch of slick sales people who are using all their sales knowledge to make the executive feel good while they are saying NO! And doing what ever they want.

I can hear the company now. "We can't buy the executive off with a steak dinner. We can't buy the executive off with a free shirt. We can't offer then a staff job, so what can we do? Let's stroke their egos

and see if we can string them along. Yes let's hold a carrot on a stick in front of them and they will just keep plodding along."

You may be saying, "Good, they can't be bought." Wrong! Every person has their price. (Or carrot) Just some people's price is higher than others. Stop your mumbling. EVERY person has their price. Yes even me, mine is easy \$250,000.00 a year, a months vacation and full benefits. My price is just higher than most.

But it is not just about money, egos remember the donkey is saying to it's self maybe if I walk faster, or maybe I can sneak up on the carrot, ask 3 questions, talk to the right person. And they will just keep plodding along.

It is sad to see some people take staff jobs for pay less than they are worth. It is also sad to see people take staff jobs for more than they are worth. But it is sickening to see others being lead around by a carrot on a stick with their egos pulling a cart. The executive is supposed to work for the membership, not the other way around.

In 1999 in talking to Hank Ketcham I told him "if he was not careful he was going to end up with a 3 month strike in 2003." He did not believe me. At this time I am not ready to make that prediction about 2008.

But what worries me is I will be writing: April 2008 the report from the executive "We are talking with the company and they are starting to understand what we are talking about. And they are about to start living up to the collective agreement."

And we will still see contracting out notification violations up, contracting out up, overtime violations up, production is up and we have to cut costs.

PS: if you want to know which group I think you are in, speak to me privately and I will be happy to tell you.

**Peter G. King**  
[peterking@peterking.com](mailto:peterking@peterking.com)  
<http://www.peterking.com>

## *Let's Play Ball*

A request was made at the March 2005 General Membership Meeting to make members aware that, as members, you are allowed to attend membership meetings and make a motion to request sponsorship money for various activities throughout the community. Our bylaws allow the Union to sponsor minor sports teams, of which we currently sponsor a soccer and hockey team.

At the meeting a motion was made to sponsor a curling team made up of members from CEP Local 298 in the upcoming Kitimat Anniversary Bonspiel which this year is recognizing Eurocan for being in

Kitimat for 35 years and West Fraser on their 50<sup>th</sup> Anniversary.

Should any member of Local 298 wish to make a similar request you merely have to attend a regular membership meeting, make a motion to stipulating the reason for the request and the amount, have the motion seconded, debate it, and then have the membership vote.

See you at the next meeting.

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### Editor



## George Henderson

It is with sadness and regret, that I inform you of the passing of Brother George Henderson on Saturday, February 19th, 2005 in Port Coquitlam, B.C.

George, a native of Aberdeen, Scotland came to Canada in 1973, when he commenced working for Eurocan in the Maintenance Department as a Millwright. He retired on March 31st, 1994 after 22 years of service.

George was the first friend I made in Kitimat, I met him on my first day in Eurocan, after work that day he picked me up at the Kitimat - Gordon Hotel and showed me around town and then took me to his home, where I met his family.

Everyone who knew George will remember his friendly nature and sense of fun. He was always active in our Union, in the Social Club and The Royal Canadian Legion, Branch 250, Kitimat. George was also involved in many sports; he coached and played soccer, for the Eurocan Soccer Club, and did both very well.

A Memorial Service for George was held at the Maple Ridge Lawn Bowling Club on Thursday, February 24th at 1:30 p.m. Donations in George's memory can be made to the Canadian Cancer Society.

We all send our condolences to George's family, especially to his wife Doreen, and his children Fiona, Heather, Ian and Lindsay.

Wee George, was a big man and will be missed. He was a friend and brother.

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**Submitted by Tom Foley**

## Standing Committee Report

# ***The Lack of Adequate Stock in Stores Could Lead to Murder in the Mill***

By Dan Belleville

The following is a report from the February 7, 2005 Standing Committee Meeting. The next meeting occurred on March 7<sup>th</sup> however there is no report available yet.

1. **Safety Stock in Stores**----There was a long talk on stocking of stores item or what isn't. The Union asked why H2S monitors were not in stock for repairs and why many times we run out of parts for repairs and safety items. The company said that all the safety alarms are stocked on site. They will investigate why the H2S parts were not on site yet. The Union was very upset over this subject and used pretty strong language to tell the Company that they almost murdered two employees because they had failed provide protection. The Company thought this was too strong of a language but we sure hope they got the message.

2. **Store Changes**----The Company said they want to streamline the process and is using one company to direct-deliver to stores (Westlund). The Union said that receiving employees would not be responsible for any shortage or damaged goods. The Union referred to an arbitration case saying by-passing receiving to cut down manning will not work.

3. **Safety Work Orders**----The Union was particularly concerned regarding safety work orders that arise from Medical Aid or Lost Time, not being done in a timely manner. The Union thinks the problem is the bottleneck in Engineering and asked if some things can be done by Tradesmen. The Company said where structural changes are made a certification is required.

4. **Apprenticeship Committee Issues**----The Union provided a handout from the Apprenticeship Union Committee regarding changes that happened without their input. The Committee would like to try and work this out and come to an agreement with the Companies reps.

5. **Leave of absence policy**----The Union asked if the Company had a set policy on how to grant leave of absence. We understand that an employee must use all his earned time first before he can get leave time. The Company said that they use that rule and said that they don't have a policy for Leave.

However, they do follow the contract and give more consideration to employees with greater length of service. The union asked specifically about how leave was decided when an employee is required to care for a terminally ill family member. The Company said they recently had a request like this so they did set a principle to guide them in making a decision. They granted the leave based on the employee's ability to be approved under the Federal Government's Compassionate E.I. Benefits. The Company said the E.I. program has measures in place for authorizing claims and this gives the Company a standard measure for approving those request for leave.

6. **Floater Eligibility**----Union stated they knew that new employees may get their floaters (four) just before the deadline of April 30<sup>th</sup>. If they have any day of work that they can take then we expect the company to give them. The Union said that they will practice what it preaches and if they can't use them they are lost.

7. **Raw Materials Line Of Progression**----The Union said Craig Sears had committed to provide a written statement on how the rules will be applied at the bottom of the progression line when the line is split. The Union said they are splitting the line as of today and want nothing to change at the bottom. The line has been split for the Job Postings purpose. Either you are posting for the Loci line or the Purchase Chip line.

8. **Domestic Sewer**----The Steam plant employees are very concerned with the risks of working in this area. There are no proper S.O.P.'s and lots of unanswered questions. The Company said this should be dealt with at Central Safety. We said we would take it to our next Joint Health & Safety Meeting.

9. **Pipefitters for the project crew**----We told the Company that we heard that none of the Fitters were coming now. The Company said that the one they did hire changed his mind and decided not to come and the other two failed the short list. How many times have the Company turned away good fitters because they didn't fit into their pattern? This may get very interesting as the company is looking to fast track or drastically lower their training and safety standards to bring in people they want.

10. **Raw Materials Manning on Statutory Holidays**----The Union wanted to talk on two grievances that happened in Raw Materials on the December 24, 25 & 26, 2004 and on January 10/05. The bare bones answer to the Christmas Stat is okay because that was the original intent on

Christmas. However, the January 10, 2005 grievance is a legitimate grievance. The Union was concerned how the grievances were answered. The Supervisor answered by saying that the position is not a replaceable position. The positions are clearly in the line of progression which makes them replaceable positions. The Union said the Company failed to replace a replaceable position on January 10/05 so this is a grievance.

**11. Transfer of West Fraser service for vacation purposes----** The Union is still waiting for legal advice.

**12. Disability Management Coordinator----**The Union is not opposed to eliminating the D.M.C. position being put forward. Before this can continue the Re&Re Committee needs to understand what is happening with the whole program.

**13. Hours of Work----**The Company said they have a draft copy of a proposal to resolve the Hours of Work grievance and have requested to meet Don Klie early next week regarding this.

**14. Annual Notification Grievance #03-21----**The Union said their Contracting Out Committee members are adamant that no annual notifications be accepted. So the Union will move to Arbitration.

**15. Rain Coast Cranes grievance #02-23----**This is also moved to Arbitration.

**16. Norco Septic grievance #04-18----**This is still being looked at fact finding.

**17. Hauling of Sludge grievance's #04-30 & #04-48----**These are two grievances that have been mixed up and need to be sorted out. They both involve Jose's equipment and drivers hauling the sludge instead of us using our truck. The Union said they would be prepared to look at the new S.O.P. the Company was writing up. We still are convinced that the Company should replace the equipment they got rid of over the years. In order to get flexibility in the contract the Company agreed not to replace the workforce with contract firms, and that is precisely what they have done in the General Equipment line.

**18. Terrace Rewind grievance #04-58----**To settle this, the Company offered \$500 and the Union accepted without prejudice or precedence.

**19. Blow Valve Contracting out grievance #04-71 (Tom Bare)----**The Company said this has not been fact found yet so we will wait until it is.

**20. Stores Non-Notification grievance #04-59----**The Union said this grievance is the same as the other change of practice grievance and will be moved to Arbitration.

**21. Stores Non-Notification grievance #04-57, 04-60 to 04-67----**These are also moved to Arbitration with the others.

Listed below are the grievances currently being processed and their status. If you would like to know more about a particular grievance or if your grievance isn't listed please contact the Chief Shop Steward, Ilona Kenny or one of the other Standing Committee members.

### At Arbitration

**CEP 298** – Oct 16/03 – case #03-26 – Petro Can crossing picket line.

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

**CEP 298 Contracting Out Committee** – Mar 1- 5/04 – #04-17 – Contracting out violation. Mill crews were able to do the job.

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

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

**CEP 298** – May 12/04 – case #04-25 – Company refused to collect Union dues as requested by the Union. Contract states they will deduct Union dues.

**Jack McCamy** – Spring/04 – case #04-40 – Seniority Violation. Hired external welder.

**John Miller/Contracting Out** – Sept 10/04 – case #04-59 – Letter from Company re: Contracting out notification.

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

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

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

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

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

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

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

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

**Kevin Gentile** – Oct 29/04 – case #04-70 – Worked a 'nooner' and did not receive 2 hours call time pay.

#### **At Standing Committee**

**Shari Thomas** – April 16,17/03 – case #03-17A – Staff doing hourly work. Slow transfers into the department creates a point of fatigue and Staff started covering O/T. Bob Matiowski said it would be addressed. It hasn't been to date 09-04.

**CEP 298** – Jan-04 – case #04-01 – Posting selection through creative new restrictions on JOL

**CEP 298 Contracting Out Committee** – case #04-18 – Failure to notify that Norco Septic was in to do work. Work was outside their normal contract description.

**Andy Sanwald** – Feb 19/04 – case #04-28 – Violation of Seniority rights.

**Contracting Out Committee** – May 27/04 – case #04-30 – Failure to notify. Jose's Trucking hauling out sludge.

**Contracting Out Committee** – Apr 13/04 – case #04-42 – Notified after the fact. Machine rotating element.

**Contracting Out Committee** – Mar 26/04 – case #04-43 – Notified after the fact. #2 Gantry Crane repairs.

**Contracting Out Committee** – April 5/04 – case #04-44 – Notified after the fact. Vacuum cups for head master.

**Contracting Out Committee** – April 19/04 – case #04-45 – Notified after the fact. Machine bolts for triple motor alignment.

**Contracting Out Committee** – April 7/04 – case #04-46 – Notified after the fact. Lowerator Reducer - sprocket replacement.

**Contracting Out Committee** – Aug 17/04 – #04-48 – No notification for hauling Slaker.

**Dorothy Birkett** – July 9/04 – case #04-52 – Failure to follow call list. Covered a 12 hour Floater with 8 hours.

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

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

**Contracting Out Committee** – Nov 9/04 – case #04-71 – Contracting Out violation. Proper notification not given.

**Gary Drake** – Nov 18/04 – case #04-73 – Overtime violation.

**Steve Dudra** – Nov 18/04 – case #04-74 – Call List violation.

**Contracting Out Committee** – Dec 6/04 – case #04-77 – Contracting Out violation. Our Hiab was able to do the job and it was contracted out to Rain Coast.

**Kulwant Aujla** – Nov-04 – case #04-80 – Attendance notice letter in file.

**Contracting Out Committee** – May 25/04 – case #04-81 – CN rail repair truck on site Tuesday May 25/04 Failure to Notify

**Contracting Out Committee** – Nov 4/04 – case #04-82 – Norco Septic - Failure to Notify

**A & D shifts Raw Materials** – Dec 24,25,26/04 – case #05-01 – Failure to cover a replaceable position.

**Arnie Carrita** – Jan 10/05 – case #05-02 – Failure to cover a replaceable position



**Contracting Out Committee** – Jan 11/05 – case #05-03 – Contracting Out violations

**Orlando Graziotto, Paul Wilson** – Jan 27/05 – case #05-04 – Past practice violation, seniority rights, etc.

**Trina Martin** – Jan 11/05 – case #05-05 – Violation of Light Duty Program, Re and Re Program.

**CEP Local 298** – Jan 26/05 – case #05-06 – Staff doing hourly work.

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

### **Completed Grievances**

**Brenda Tewnton** – April 29/04 – case #04-50 – Unjust discipline. **COMPLETE.**

**Contracting Out Committee** – Aug 17 or 18th /04 – case #04-58 – Failure to notify contract to Terrace Rewind; 4th Floor CMP.

January 11, 2005

## ***Report reveals complete breakdown in infection control practices at Surrey Memorial Hospital***

*(From the web site of the BC Nurses Union)*

***Patients were put at serious risk because of restructuring forced on the Fraser Health Authority by the tight fiscal mandate imposed on health care by the Campbell government***

The report into an infection outbreak at Surrey Memorial Hospital last year reveals an almost complete breakdown of infection control procedures in the hospital as a result of the restructuring that was forced on the Fraser Health Authority by the provincial government.

Despite the careful language used in the report by BC Patient Safety Task Force chair Dr. D.D. Cochrane, the document is actually a searing indictment of Campbell government health care policies. Those policies forced the health authority to centralize infection control practices in a bureaucratic exercise that removed these key patient safety activities from front-line medical personnel and hospital staff.

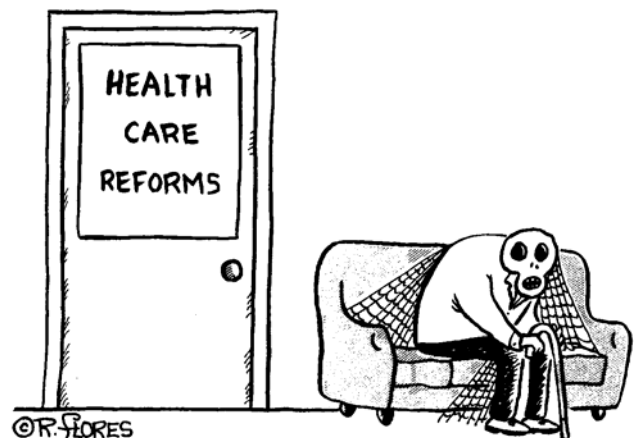
Overlooked thus far in media stories on the report – which was in the government's hands Dec. 20 but only released at a mid-afternoon news conference on Friday Jan. 7 – is what Dr. Cochrane said on Page 6:

*"Approximately two years ago, the infection control practitioners, previously institutionally based were centralized within the Fraser Health Authority..."*

*As a result, of this realignment and the Fraser Health Authority response to SARS, **the active infection surveillance process** that had been functional at Surrey Memorial Hospital through ward rounds, chart review, microbiology review, physician and nursing notes, Emergency record review and surgeons reporting **was not maintained at the same level as had been the case when the service was hospital based.***

*Without an infection control team being able to provide surveillance and quality monitoring, **the Medical Infection Control Officer was not able to maintain an active role in hospital infection control.** During this same period, the Infection Control Committee, a subcommittee of the Surrey Memorial Hospital Medical Advisory Committee, **did not report regularly to the Medical Advisory Committee.***

*The changes in infection control practice were not communicated to clinical teams including the surgical and birthing services, nor were they reported to the Surrey Memorial Hospital Medical Advisory Committee through the Infection Control Committee, **with the result that post-operative infection monitoring lapsed until concerns were expressed by the Family Birthing Unit care team late in the spring of 2004.**" (emphasis ours)*



BC Nurses' Union president Debra McPherson says the report confirms what nurses have been saying for months. "The report completely validates the concerns that have been expressed by our members continuously about the lack of staffing and the decline in nursing resources for patients, including infection control and cleanliness.

"The government and health authority should increase front line staffing levels immediately, bring more resources into infection control and be more responsive to the views of front line nurses." McPherson says.

HEU acting secretary-business manager Zorica Bosancic points out that at the same time that the infection control practices had lapsed, the health authority was busy privatizing its housekeeping staff who were a vital part of the hospital's infection control team.



"We have a prescription for a healthier medical environment."

"Infection control involves a broad range of hospital staff including housekeepers who clean the emergency rooms, maternity wards, operating rooms and other high and very high risk areas," says Bosancic. "Introducing privatized cleaning services when the internal infection control system was faltering was misguided and wasn't putting patients first."

The report also notes that because of hospital policies encouraging the discharge of patients as soon as possible after their operations, a community wound follow-up process should be developed involving community nurses, the BC Nurse Line or infection control practitioners to ensure "adequate recognition and tracking of surgical site infections."

The report also documents considerable disarray in Surrey Memorial's emergency ward revealed by the failure of staff to properly treat a patient suffering a head injury. Among the deficiencies, the report notes a serious and continuing shortage of hospital beds causing repeated backups in the emergency with 40 per cent of patients waiting more than six hours for a bed after a medical decision is made to admit them to the hospital.

"Despite the soothing assurances from the Health Minister last week that things are under control, this report gives no cause for comfort," McPherson says.

"The review leaves many questions unresolved," Bosancic says. "The patients who came forward and sparked this review need more and so does the public."

## ***Does NAFTA violate constitution?***

**Council of Canadians/CALM**

In January, the Council of Canadians and the Canadian Union of Postal Workers asked the Ontario Superior Court of Justice to rule NAFTA investment rules as unconstitutional.

This is the first time a court will consider the constitutionality of international trade rules that allow foreign corporations to sue governments.

The court challenge began in 2001 in response to the United Parcel Service's NAFTA complaint that threatens postal and other public services.

"UPS claims that simply by having a public postal system, Canada is allowing unfair competition," said Maude Barlow, national chairperson of the Council of Canadians. "By this logic, every public service from health care to education to the CBC could face similar lawsuits. We don't intend to let foreign corporations destroy our public services without a fight."

Trade lawyer Steven Shrybman said NAFTA tribunals have already been used to challenge environmental laws in Canada and the U.S, and land use powers of local governments in Mexico.

"Under NAFTA, the government has delegated the powers of Canada's courts to international tribunals that operate outside the boundaries of Canadian law," said Shrybman. "This is certainly undemocratic, and, we plan to argue, unconstitutional as well."

"NAFTA allows foreign corporations to put Canadian laws, policies and services like the post office on trial without giving the people affected the right to participate in the process," said CUPW president Deborah Bourque. "We are in court to object to an international trade agreement that undermines our democratic rights."



## BCGEU Behind Picket Lines

*(Late breaking news – The strike has ended.)  
(The following articles describe a very strange occurrence – union members on strike against the employer. The employer just happens to be one of the biggest unions in the province. CEP Local 467 represents the members who are employed by the BCGEU. Editor.)*

### A brief history of a long time in bargaining

Negotiations between the BCGEU and members of CEP 467 began in September, 2004, a couple of weeks before the expiry of the contract.

From the outset, the BCGEU asserted that the mandate was zero percent. The employer's bargainers made it very clear that any wage or benefit improvement would have to be paid for through concessions in other parts of our contract.

In the next five months, that position never changed.

The BCGEU has offered us several ways to buy a wage increase.

They have suggested a 25% cut in benefits to members who are sick, in return for a 1% increase in pay for the rest of us.

They have suggested cutting the pay of new temporary staff representatives by \$193.42 a week, to pay for a 0.75% increase for others.

After ten days of bargaining in September, October and November, a number of language issues had been agreed in principle, but monetary issues remained the stumbling block.

On Nov. 23, the employer's representatives reiterated that they are bound to a zero percent mandate over two years.

There was no recognition at the table that the BCGEU is in a very strong financial position, with a surplus of \$5.7 million.

The employer justifies the zero percent mandate by referring to the zero percent settlement on the extension of the Public Service Master Agreement.

The fact is, however, that since 1995 the wage increases for CEP members employed by the BCGEU have fallen behind the increases for government employees.

In every year, we have fallen behind. To help the BCGEU through what we recognized as difficult times, we have accepted a wage freeze in four of the last nine years, compared to three for the master. In the same period, our negotiated wage increases are 5 percent less than government employees.

The difference is even more dramatic if you look at total compensation.

From 1995 to 2003, the actual wage increases for government employees – including an allowance for reclassifications and grid adjustments provided by David Vipond, BCGEU director of negotiations – total 27.84 percent.

If you look at that number, CEP members have fallen behind the master by slightly more than 17 percent.

Negotiations reached an impasse on Thursday, Nov. 25. After consulting the BCGEU provincial executive, the employer negotiators returned to the table with the same two zeroes, and 2 percent in a third year.

On Dec. 7, CEP 467 members voted 98 percent in favour of strike action, if necessary, in support of a contract with no zeroes and no concessions.

For the next two months, there was no further word or proposal from the BCGEU.

Accordingly, on Feb. 7, 2005, we served strike notice.

At that point, the BCGEU suggested mediation. Hoping to avoid a strike, we agreed. However, three days of mediated talks at the Labour Relations Board ended in failure.

Talks on the first day succeeded only in identifying the issues that were still in dispute.

On the second day, the employer backtracked on some language previously agreed in principle, and tabled a new concession demand for an exclusion from the bargaining unit.



The employer also failed to make any move to meet CEP proposals for a third-party claims review committee, similar to the government master agreement, for members who are denied LTD, nor on improvements in benefits for hearing aids to at least match the government master.

On the third day, the BCGEU withdrew the demand for a new exclusion from the bargaining unit. They provided additional commentary, but no change in their position on any other proposals.

Faced with the lack of any movement on the principles that CEP members have identified as necessary to an agreement – no zeroes and no concessions – the bargaining committee unanimously agreed that nothing further could be achieved in mediation and asked mediator Brown to book out.

In response, the employer advised that six temporary representatives will be sent back to their worksites. As a final insult, they coldly advised that although all excluded staff have received advances on their pay, there will be no advances paid to three members who are very ill and on sick leave.

Strike action at BCGEU headquarters in Burnaby and 12 area offices around the province began at 2 pm, Friday, Feb. 18, the required 48 hours after the mediator booked out.

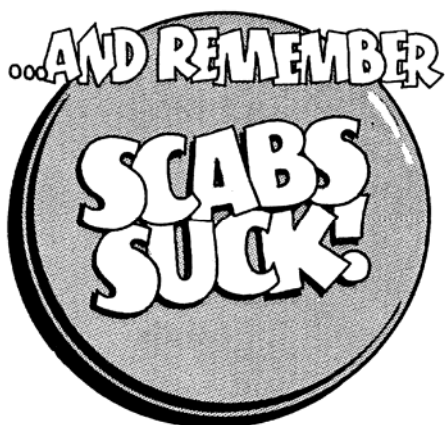
## ***Adding Insult To Injury***

### **BCGEU hires non-union security guards to cross picket lines** February 25, 2005

**Vancouver** – Striking employees of the B.C. Government and Service Employees' Union were shocked yesterday when non-union security guards pulled up to monitor their actions, cross their picket line and patrol the BCGEU headquarters in Burnaby (at 4911 Canada Way).

"I never thought I would see the day when the BCGEU hired non-union security guards and instructed them to cross a picket line," said Randy Pearson, President of Communications, Energy and Paperworkers Union, Local 467, which represents about 120 BCGEU employees.

"Employees of the union firm that normally handles security have rightly respected our picket lines," said Pearson. "I am shocked that the BCGEU, which normally defends trade union principles, would stoop to hiring non-union guards to scab their work."



The firm hired by the BCGEU is "Rapid Response – North Star Patrol". Pearson said the guards openly advised picketers that they were non-union, and that it was their job to cross picket lines.

(Note to editors: pictures of the security guards and other pictures of the strike are posted at [www.cep467.ca](http://www.cep467.ca))

After five months of unsuccessful negotiations, servicing staff employed by the BCGEU voted 98 percent in favour of strike action and set up picket lines last Friday.

"The BCGEU is refusing to budge from a zero percent wage mandate," says Pearson. "They've told us that if we want a wage increase, we'll have to make concessions in other parts of our contract. That's not going to happen."

"It is painfully ironic that the BCGEU is trying to impose on its own employees the same kind of wage mandate that the Campbell government is trying to impose on BCGEU members," said Pearson. "If zero is a 'reasonable offer' for the BCGEU as an employer, how can the BCGEU argue that zero is not acceptable when it's time to negotiate a new contract for its own members?"

The BCGEU employees who are on strike include area staff representatives; administrative representatives responsible for information technology, human resources, conventions, law library services, properties and facilities; negotiators, staff lawyers, organizers, researchers, communications officers and financial managers; as well as specialists in pensions, classifications, job evaluation, occupational health and safety, benefits and workers compensation, member education and aboriginal liaison.

The Communications, Energy and Paperworkers Union represents 150,000 members from coast to coast, including 12,000 members in British Columbia.

## ***On this picket line, it's not the feet that hurt – it's the heart***

### **A political wage freeze**

The provincial government has built up a huge budget surplus on the backs of workers. After years of imposing zeroes and concessions on BCGEU members, the Campbell Liberals can afford to give workers a reasonable wage increase.

But they won't.

The BCGEU also had a large surplus last year – \$5.7 million. The defense fund is at its highest level in history. After years of imposing zeroes and

concessions on its own employees, the BCGEU can afford to negotiate a reasonable wage increase.

But they won't.

In dealing with their own staff, the BCGEU has adopted the Campbell government's wage freeze.

Four zeroes.

From 1995 to the expiry of our last contract in 2004, CEP members who work for the BCGEU have taken zero percent wage increases in four of nine years, compared to three for BCGEU members who work for the government. In the same period, the negotiated wage increases for BCGEU employees are 5 percent less than those won by government employees.

We're not asking to make up lost ground. We are asking to keep up with future inflation. We believe that's reasonable. Given the BCGEU's very healthy financial position, two more zeroes are not.

BCGEU employees have never gone on strike before. We have always been able to negotiate settlements that were acceptable to both sides. This time, despite five months of negotiations, mediation and a 98% strike vote, the BCGEU has not budged from zero.

Collective bargaining is about more than meekly accepting the employer's last offer, even when the employer is one that we are proud to work for.

Sometimes workers have to be ready to strike to win a fair contract. We are. We're prepared to walk the picket line for a long time.

Should we follow the example set by Gordon Campbell?

We are proud to work for a union that has a tradition of standing up and fighting for better working conditions and wages for workers. It's hard for us to understand why we find ourselves in this position.

We hoped that the BCGEU, as an employer, would set an example of how workers should be treated. It is disappointing that it is instead following the example set by an uncaring government.

We expect this from Gordon Campbell. We do not expect it from the BCGEU.

We can live with sore feet. The irony and heartache are harder to bear.



## ***Solving the Skills Shortage Needs a Real Plan, Not a Numbers Game***

February 25, 2005

Opinion Editorial

By Jim Sinclair, President

B.C. Federation of Labour

### ***BC's Growing Skills Shortage Will Only Get Worse with BC Liberal Training Strategy***

If you believe spin from Advanced Education Minister Ida Chong, trades training in BC couldn't be better and those concerned about BC's growing skills shortage have nothing to worry about. What Chong won't tell you is that since dismantling the successful Industry Training and Apprenticeship Commission (ITAC), trades' training in BC is worse off and the Gordon Campbell government does not have a plan to make it any better.

In fact, the most recent numbers from Statistics Canada show that in 2002, while every other province in Canada enjoyed an all-time high in apprenticeship training program registration, under the Campbell Liberals, British Columbia experienced a 1.7 percent decrease overall and an 8.2 percent drop in the construction sector. But far from admitting their failure and putting together a comprehensive plan to train more workers, Chong and the Liberals decided to use a different method of counting to inflate their numbers.

Figures released recently by Chong and the BC Liberals' Industry Training Authority (ITA) are just a numbers game and are far from the reality of what's happened to trades training in our province. Chong has claimed that registered apprentices are up by 29 percent in BC. This whopper is more than political manipulation – it's a government that refuses to take the blinders off and actually prepare for the looming economic challenge our skills shortage creates.

In previous calculations, registered apprentices were removed from the list once they were inactive for six months. Now the ITA has extended that period by 200 percent – to eighteen months. In addition, many registrants are now counted multiple times because the ITA has no effective method of ensuring that the numbers they receive from post-secondary institutions do not reflect an individual being registered at multiple institutions. Multiple registration is a growing practice students use to ensure they can enter a training program.

When the BC Liberals introduced the Industry Training Authority Act, they demolished the ITAC and



replaced it with the ITA. This change cut over one hundred staff positions, effectively dismantling a structure of apprenticeship and trades training and eliminating proper monitoring of the apprentices in the system. Despite the BC Liberals' attempt to spin the numbers, leaked internal government documents reveal that the ITA "lacks the internal capacity to develop, implement or maintain programs." The documents go on to admit: "There is no coherent provincial picture of training demand and supply," a far cry from Minister Chong's claims.

The BC Liberal approach to training refuses to take advice from educators or those in the labour movement. Instead, they've handed over the reins to their pals in big business. The result – piece meal training that makes the prospect of completing a full apprenticeship in a timely manner difficult. Why? Because industry groups running the show aren't interested in building skilled workers, their only interest is in providing just-in-time skills to get their short term corporate needs met. The end result – cancelled training classes. Students face bleak prospect of ever completing a full apprenticeship and BC's commitment to maintain Canada's Red Seal standard is being eroded.

1. A roundtable that includes representatives from business, educators and labour, that reports directly to the minister responsible;
2. A 25 percent increase in fiscal year 2005-06 of the number of people participating in apprenticeship and trades training programs, including a budget increase from the current budget of \$75 million to \$95 million (this would be part of a long-term strategy to double, by 2009, the number of British Columbians in apprenticeships and industry training programs);
3. Better support for employers and apprentices, from on-the-job training as well as improved access to the workforce; including better matching initiatives, appropriate monitoring and career planning support for apprentices.

The B.C. Federation of Labour released a report in mid-November outlining the steps needed to make trades training more effective. The plan calls on the government to take decisive measures now to double the number of apprenticeships within four years.

In addition to several of the proposals outlined by James, the Federation has also called for better access to trades training by making it more affordable and more inclusive.

We need new measures to fund real improvements in trades training, with emphasis on incentives that reward employers who take their commitment to training seriously. We also need to move BC back into line with provinces like Alberta and Quebec where compulsory trades certification is well established and properly enforced. The Federation has also lobbied for building a stronger connection between training priorities and collective bargaining, and

strengthening our commitment to the principle of labour mobility by working with the federal and provincial governments to expand the Red Seal program.

When you hear Gordon Campbell and the Liberals talk of a golden decade, you can't help but ask, for whom? A skilled workforce of British Columbians, or those from other jurisdictions where real training is taking place. While the NDP has not fully adopted our proposal, it's safe to say with Carole James' plan for BC, trades training will be back on track.



The Red Seal program establishes national standards for designated trades and builds the labour mobility required for a thriving economy. While many employers are opposed to the BC Liberals' vision of trades training, some jump at the chance to limit labour mobility because in doing so they can also help drive down wages. That's not the economy we want for our children.

This week Carole James and the NDP unveiled their plan for solving BC's skills shortage. Their three-point plan calls for investment, co-operation and innovation:



## ***SOLIDARITY FOREVER***

*(sung to the tune of The Battle Hymn of the Republic)*

When the union's inspiration through worker's blood  
shall run, There can be no power greater anywhere  
beneath the sun; Yet what force on earth is weaker  
than the feeble strength of one, For the union makes  
us strong.

Solidarity forever, Solidarity forever, Solidarity  
forever, For the union makes us strong

Is there aught we hold in common with the greedy  
parasite; Who would lash us into serfdom and would  
crush us with his might? Is there anything left to us  
but to organize and fight? For the union makes us  
strong

Solidarity forever, Solidarity forever, Solidarity  
forever, For the union makes us strong

It is we who ploughed the prairies, built the cities  
where they trade, Dug the mines and built the  
workshops, endless miles of railroad laid; Now we  
stand outcast and starving 'mid the wonders we have  
made, But the union makes us strong

Solidarity forever, Solidarity forever, Solidarity  
forever, For the union makes us strong

All the world that's owned by idle drones is ours and  
ours alone We have laid the wide foundations, built it  
skyward stone by stone. It is ours, not to slave in, but  
to master and to own. While the union makes us  
strong.

Solidarity forever, Solidarity forever, Solidarity  
forever, For the union makes us strong

They have taken untold millions that they never toiled  
to earn, But without our brain and muscle not a single  
wheel will turn; But without our brain and muscle not  
a single wheel will turn; We can break their haughty  
power, gain our freedom when we learn; That the  
union makes us strong

Solidarity forever, Solidarity forever, Solidarity  
forever, For the union makes us strong

In our hands is placed a power greater than their  
hoarded gold, Greater than the might of armies  
magnified a thousand fold; We can bring to birth a  
new world from the ashes of the old, For the union  
makes us strong.

Solidarity forever, Solidarity forever, Solidarity  
forever, For the union makes us strong

### **"Solidarity," Words by Ralph Chaplin**

**Ralph Chaplin** was born in Ames, Kansas, 1887. He joined the Industrial Workers of the World (IWW) in 1913. He was one of the most popular writers in the organization. As well as editing *Solidarity* and the *Industrial Worker*, wrote poems, songs and pamphlets for the organization. He also produced a large number of illustrations for these journals. Along with Joe Hill, was the most popular songwriter in the IWW. This included *Solidarity Forever* and *The Commonwealth of Toil*.

During the First World War Chaplin opposed the anti-war campaign led by Frank Little. However, in September, 1918, Chaplin was one of the 165 IWW leaders charged with trying to "prevent, hinder and delay the execution" of eleven Acts of Congress and Presidential Proclamations covering the war program. Found guilty, Chaplin was sentenced to 20 years imprisonment and a fine of \$20,000.

Chaplin was released from prison in 1923 and returned to trade union work. His autobiography, *Wobbly*, was published in 1948. Ralph Chaplin, who was converted to Roman Catholicism in the 1950s, died in 1961.

### ***Industrial Workers of the World***

*(From Wikipedia, the free encyclopedia.)*

The Industrial Workers of the World (IWW or the Wobblies) is an international union headquartered in Philadelphia, Pennsylvania, USA, having much in common with anarcho-syndicalist unions, but also many differences. It contends that all workers should be united within a single union as a class and the profit system abolished. At its peak in 1923 the organization claimed some 100,000 members in good standing, and could marshal the support of perhaps 300,000 workers. Its membership declined dramatically after a 1924 split brought on by internal conflict and government repression. Today it numbers about 1,000 members world-wide, but with a recent renewal of organizing activity membership appears to be rising again.



## ***Saskatchewan Wal-Mart workers keep fighting***

by Allen Warren/CALM

United Food and Commercial Workers representatives in Saskatchewan say they'll make no changes to their campaign in the aftermath of the store's decision to pull out of labour negotiations and shut down the store in Jonquiere, Quebec.

Organizing drives at two Saskatchewan Wal-Mart locations will continue even though efforts by the UFCW to negotiate a contract with Wal-Mart in Jonquiere ended when the company announced it would fold operations.

Despite similar threats of lay-offs, a majority of workers at Wal-Mart stores in North Battleford and Weyburn signed union cards last spring, which under Saskatchewan labour law results in automatic certification. Ever since, the Bentonville, Arkansas, retail giant has been holding up the contract negotiations in Saskatchewan courts.

"The union will continue to assist workers who wished to be unionized," said Paul Meinema, Saskatoon-based president of UFCW Local 1400. "There are a number of people who are nervous and a number who are angry. Those who are angry are having their resolve strengthened by Wal-Mart's abuse," he said of the Saskatchewan workers who signed union cards.

"Wal-Mart says it's going to respect the workers' right to organize, but what they don't say is 'we'll give you repercussions afterwards.' The reality is, Wal-Mart says one thing when they mean something else."

Employees at the North Battleford and Weyburn Wal-Marts and Local 1400 are waiting for Wal-Mart to hand over internal labour relations documents the union says are part of the union certification process.

Although a Court of Queen's Bench ruling in favour of Wal-Mart originally snuffed out the subpoenas, the Saskatchewan Court of Appeal last November overturned that decision.

The company was originally given two months to produce the documents, and Meinema now believes Wal-Mart will fight the appeals court ruling at the Supreme Court of Canada, a move he says just looks suspicious.

Meinema says, "When an employer is fighting this hard to prevent the information from getting out, a person has to ask themselves what it might contain."

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

## ***Collective action means collective responsibility***

VestaNews/BCTF/CALM

Membership in a union involves, at its core, a number of trade-offs.

In return for gaining the financial and other advantages of collective bargaining, members agree to be bound by the collective decision-making of the union.

Instead of individual workers bargaining directly with their employer about the terms and conditions of their employment, their union is given the right, and the employer the obligation, to bargain with one another.

The member also gives up the right, with some exceptions, notably a complaint under the Human Rights Code, to take individual action against their employer about workplace issues. Instead the union gains the right to use the grievance procedure established under their collective agreement.

The member is, in turn, given the right to participate in the democratic decision-making of the union about the goals and objectives and workplace strategies that it will adopt. Members are expected to honour the call to action of their union, and unions are entitled, in accordance with their constitutions, to take actions to require them to do so. Modern labour legislation, and the labour relations boards set up to administer it, have been created to establish, maintain and oversee this complex system of interactive rights and responsibilities.

• *Excerpted from a December 9, 2004, decision by the B.C. Human Rights Tribunal in a case brought by a member against a BCTF local. The member alleged discrimination based on political beliefs. The Human Rights Tribunal dismissed the complaint in its entirety.*

## ***Big merger***

Labor Notes/CALM

The United Steelworkers of America and PACE—the Paperworker, Allied Industrial, Chemical and Energy Workers International Union—have announced plans to merge into what would be the largest manufacturing union in the U.S.

The new 850,000-member union will be called the United Steel, Paper & Forestry, Rubber, Manufacturing, Energy, Allied Industrial Service Workers International Union (USW).

PACE and USWA members will vote on the proposed merger at concurrent conventions to be held in April.

The Honourable Roger Harris  
Minister of State  
PO Box 9072, Stn Prov Gov't  
Victoria, BC  
V8W 9E2

Dear Honourable Roger Harris:

I am writing to you about the damage that you and your government are doing to the town of Kitimat and to the Pacific Northwest. With the upcoming provincial election in May, it's become obvious that the most pressing concerns for our region has been, and continues to be, the lingering Alcan Power Sales issue.

This unresolved problem has left an overall negative impact that has affected all economic and social structures of Kitimat and surrounding areas.

Stop ignoring the breach of contract that you and your government are permitting that is enabling Alcan to sell power that should be, under the terms of the contract, used for the production of aluminum.

Production of aluminum is the stated use of our Provincial resource. Clearly, the intent of the government of the day was for Alcan to use the water from the Nechako River for generating electricity to make aluminum, not to be sold to run air conditioners in California.

Why are you oblivious to the plight of Kitimat and the Pacific Northwest? Surely, when you define our area of British Columbia of being "the Heartland" of BC, you did not mean excluding Kitimat.

Mr. Harris, we are hurting! We are not in "the Heartland" we are in "the Hurtland" and you don't seem to be aware of this and/or care. Which is it?

If you are uninformed I ask that you become informed and together with your government immediately take the necessary corrective action to limit the damage that is being inflicted upon us due to your governments mismanagement of the Alcan contract.

Stop this unnecessary hemorrhaging and fix the cause of it.

I am a voter. On May 17th, your further action or inaction will influence my vote.

Yours truly,

\_\_\_\_\_  
**Signature**

\_\_\_\_\_  
**Name**

\_\_\_\_\_  
**Date**

**Address:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

cc: Mr. Gordon Campbell Premier

*(If you agree that the government should hold Alcan to the contract, sign and send the letter. Or better yet, write your own letter and send it. Editor.)*



Facts about

# trades training

in British Columbia

## On the wrong track for trades



Recognizing the importance of trades to a strong economy, the NDP in the mid-1990's brought in the **Industry Training and Apprenticeship Commission (ITAC) Act**, laying the groundwork for certification of the trades.

Soon after being elected, the Campbell government scrapped ITAC, cut staff and support for trades training from 130 employees to just 18, introduced a 'de-regulated' trades training model and eliminated compulsory certification in designated trades.

Over the next decade, the BC Business Council estimates that demographic changes alone will leave **100,000 to 200,000 trades jobs unfilled.**

The advancing pace of technological change, major project work and the expansion of new sectors in the economy will also contribute to the demand for skills.

A Statistics Canada Report released December 17 showed apprenticeship training program registration in 2002 reached an all-time high in every province except British Columbia.

### Compulsory certification is now gone

for eleven trades: automotive service technician, automotive collision technician, automotive painter, electrician, plumber, pipe fitter/steam fitter, sheet metal worker, power line technician, roofer, sprinkler system installer and refrigerator/air-conditioning mechanics.

The BC Liberals replaced ITAC with the Industry Training Authority (ITA) and excluded input from unions and many industry leaders, instead **staffing it with business representatives.**

The full cost of apprenticeship can easily reach \$7,000 - \$8,000. Apprentices take a reduction in pay and spend thousands on tools. Certification can take between seven and ten years to complete.

"British Columbia has embarked on an ambitious overhaul of apprenticeship and trade certification...This approach...smacks more of an attempt to cut labour costs quickly than a long-term plan for boosting the overall level of skills."

Globe & Mail  
September 1, 2003

"[The Industry Training Authority (ITA)] 'lacks the internal capacity to develop, implement or maintain programs...there is no coherent provincial picture of training demand and supply.'"

Excerpt from a leaked ITA document



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to build skills in BC  
[www.bcfed.com](http://www.bcfed.com)

COPE 15

Honourable Gordon Campbell  
Premier of British Columbia  
Parliament Buildings  
Victoria, BC  
V8V 1X4

Dear Premier Campbell:

I am writing to request that you intervene in the Alcan Power sales issue to assert that the Kemano Power must be used for the production of aluminum in Kitimat.

In July 2001, Alcan had finalized the conceptual design of a major smelter expansion. This smelter had an 18% internal rate of return, even though aluminum prices at that time were forecast to be lower than currently forecast. The smelter had a capacity of 550,000 tonnes annually, and utilized 965 megawatts of electricity. After four years of working on this expansion and assembling an expansion team in Kitimat, the company believed it could meet all conditions for a successful project such as was envisioned in the 1997 Settlement Agreement. Importantly, the smelter would employ about 1800 direct workers, almost 300 more than are currently employed. This smelter would have revitalized our community and the whole Northwest of the Province.

In August of that year, the Honourable Richard Neufeld wrote to the then President of the North Central Municipal Association, in which he gave indication that Alcan was at liberty to close production in Kitimat and sell power without limit. As a result, this expansion has been shelved, Alcan's expansion team has been transferred elsewhere, and the existing smelter has never returned to full production - even though aluminum prices are at record highs and forecast demand is strong.

Why is our government allowing the export of our public's water energy when there is a high employment, high wage, high profit use for it in Kitimat? Allowing power sales eliminates what is otherwise a decisive competitive advantage in a great and growing industry. For fifty years governments of all political stripes saw these public resources as to be devoted to the aluminum industry and to support the Northwest. When did this change and for what reason? What public policy objectives are you now pursuing? Why is our community being sacrificed?

I ask that you and your government ensure that Alcan not be permitted to sell any power in excess of the current Long Term Electricity Purchase Agreement, and make it clear to all that once that Agreement expires, no further sales will be allowed. By doing so, the expansion of the smelter, abandoned in 2001 to pursue power sales, will be built and Kitimat and the Northwest can also participate in the economic turnaround much of our great province is now enjoying.

Yours truly,

\_\_\_\_\_  
**Signature**

\_\_\_\_\_  
**Name**

\_\_\_\_\_  
**Date**

**Address:** \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

cc: Mr. Roger Harris, MLA for Skeena

(If you agree that the government should hold Alcan to the contract, sign and send the letter. Or better yet, write your own letter and send it. Editor.)



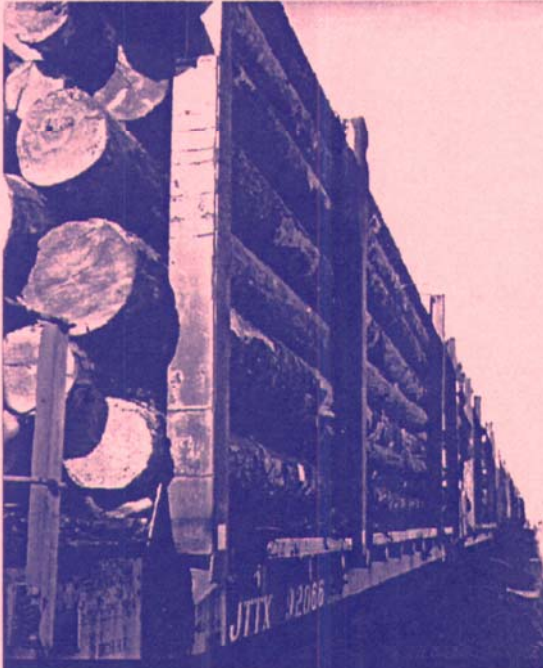


Facts about

# Raw log exports

in British Columbia

## Log exports up, thousands of forest workers lose jobs



Over the past four years, **11 sawmills have closed** while the BC Liberals let companies ship logs out of BC.

The Liberals ignore proposals to make wood and opportunities available to small, independent sawmills, manufacturers, First Nations and communities.

BC Liberal changes to the **Forest Act** removed conditions that tied a set volume of lumber to specific mills. Companies cut where and when they want, with no regard for communities or jobs.

Under the Liberals' new **Forest Act**, forest companies have more power and **fewer obligations** to communities. As a result: Tolko Industries was under no pressure to rebuild its Louis Creek mill when it was destroyed in 2003 by fire, throwing 180 workers out of a job.

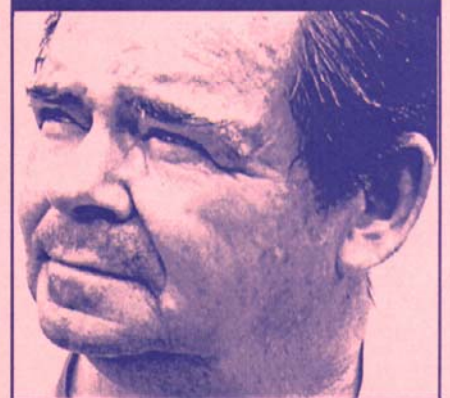
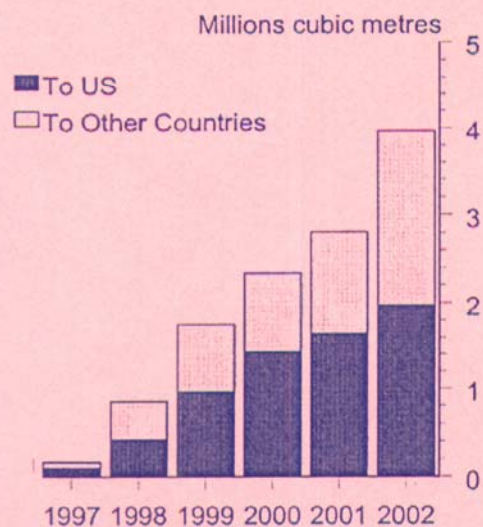
In 2002, Interfor closed its Squamish Lumber Division, affecting 120 local jobs but is allowed to export raw logs elsewhere.

"Log exports are a huge mistake. Our council has been opposed to them since day one. They lead to unsustainable forest practices and kill any chance of jobs for future generations in our community.

We need a government in Victoria that's prepared to do something about this problem, not just sit back and make the problem worse."

Alice Maitland  
Mayor  
Village of Hazelton, BC

### BC Log Exports 1997-2002



**COUNT ME IN**  
to protect forest jobs  
[www.count-me-in.net](http://www.count-me-in.net)

COPE 15



## Welcome to New Members

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

<u>Member</u>	<u>Department</u>	<u>Initiated</u>
Emmanuel Demelo	Pulpmill/S&R	YES
Lance Armstrong	Steam Plant	----
Sean McFarlane	Steam Plant	YES
Chris Gorder	Steam Plant	----
Coling Taylor	Steam Plant	----
Mika Vossi	Steam Plant	----
Pete Mottishaw	Pulpmill	----
Chad Fournier	Steam Plant	----
Stephen Stone	Electrical	----
Teresa L. Nyce	First Aid/Stores	----
William Browning	Papermill mtce.	YES
Andrea Lee	Pulp mill	----
Nat Minifie	Steam Plant	YES
Jason Kulyk	Maintenance	----

The next General Membership Meeting is at 4:30 pm, Wednesday, April 13, 2005 at the Union Hall, 623 Enterprise Avenue. General Membership Meetings are held on the second Wednesday of every month unless otherwise notified.

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

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

The above benefits are explained in our bylaws booklet.

## Employee and Family

### Assistance Program - EFAP

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

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

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

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

## Notice

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

EDITED BY TIMOTHY E. PARKER  
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By Stephen Windheim

"SUPPLY AND DEMANDS?"

**"SUPPLY AND DEMANDS" By Stephen Windheim — Edited By Timothy E. Parker****ACROSS**

- 1 It's lowest on the Mohs scale
- 5 Words with "the run" or "the go"
- 10 Like Patagonia
- 14 Apple application, once
- 15 How often the postman rings?
- 16 Seward Peninsula city
- 17 "St. Elmo's Fire" actor
- 18 Devise, as a plot
- 19 Mane setting
- 20 Shakespearean demand?
- 23 Somerset Maugham's "\_\_\_ Betters"
- 24 Sugar form
- 25 Canadian television network
- 28 Opposite of edge
- 31 Surfing essential
- 35 Popular bloom in Tennessee
- 37 Buddhist sect
- 38 Catlike
- 39 Lazarus demand?
- 42 Personas' counterparts
- 43 Miner's quest
- 44 Teamster's rig
- 45 Object associated with a saint, e.g.
- 46 Carnival barker's delivery
- 48 Handwoven Scandinavian rug
- 49 Ones going through a stage?
- 51 Equipment for Willie Wonka
- 53 Cuba film demand?
- 60 Fall short
- 61 Shaded place
- 62 Form check box
- 63 Founder and queen of Carthage
- 64 Some are in the Navy
- 65 Tab
- 66 Yemen port
- 67 Nomadic group
- 68 Midwife's action

**DOWN**

- 1 Towering
- 2 Plant used cosmetically
- 3 Type of bowling or tennis
- 4 Guiding principle
- 5 Renders numb
- 6 Far partner
- 7 Jermaine and Marlon's brother
- 8 Pertaining to magic or astrology
- 9 India's first prime minister
- 10 Maryland's capital
- 11 Overwhelming audience response
- 12 Hobs
- 13 Balmoral Castle's river
- 21 It's the word
- 22 Actor M. \_\_\_ Walsh
- 25 George Burns trademark
- 26 Pickling solution
- 27 Kind of suit or servant
- 29 Laurie Partridge portrayer
- 30 Peek in someone's medicine cabinet, perhaps

**32 More urgent**

- 33 "\_\_\_ of the State" (Smith film)
- 34 Word with circus or blitz
- 36 Clause connector
- 38 Type of poetry
- 40 Parrot with brilliant plumage
- 41 Alleged paranormalist Geller
- 46 Home theater quality
- 47 Thrash
- 50 Broadway success
- 52 The pyramids, e.g.
- 53 Mentioned before
- 54 Go underground
- 55 Slope lift
- 56 Office telephone button
- 57 It's best to hit it on the head
- 58 Actress Raines
- 59 Puppy cry
- 60 U.S. pharmaceuticals overseer

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