



LOCAL 298 NEWSLETTER

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

Issue #2 Volume #11

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Slick Relationship

Published by CEP Local 298
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Executive Officers For 2007

		<u>Tel #</u>	<u>Work Local</u>	<u>Job Title</u>
President	Mary Murphy	632-5201	3451 or 2568	First Aid/Stores
1st Vice President	Randy Dobson	632-7222	3513	Steam Plant
2nd Vice President	Don Klie	632-1352	2367	Pipefitter
Financial Secretary	Rick Wittmann	632-7623	3466 or 3472	Electrician
Recording Secretary	Dino Stamatakis	632-7199		Shiploader
Inside Guard	Dan Bellville	632-5935		Pipefitter
Outside Guard	Bill McEwan	632-3183		Lagger
Trustees	Paul Jeffery 3yr	639-0139	3513	Steam Plant
Trustees	Dave Andrews 2yr	632-2932		Instrument Mechanic
Trustees	Derek Smith 1yr	639-3022		Millwright
Chief Shop Steward	Steve Dudra	632-3850	2375	Tool Crib Attendant

Committees

Standing: Randy Dobson, Don Klie
Committee Steve Dudra, Dan Belleville
 Ilona Kenny

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

Job Evaluation:Kevin Read, Ralph Johnston,
 Arnie Carrita

Rehabilitation &: Paul Jeffery 3yr, Pat Williams 2yr
Reintegration Steve Dudra 1yr

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

Pensions:Gary Drake, Don Klie, Gary
 Ewanski

Sunshine Committee: Dorothy Birkett

Contracting Out:.....Derek Smith, John Miller, Don
 Klie, Kevin Gentile

Central Safety:.....Pat Williams, Paul Jeffery, Dave
 Andrews, Mary Murphy

Apprenticeship:Paul Wilson, Rick Wittmann,
 Kevin Gentile, Paul O'Driscoll

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

Chief Shop Steward	Steve Dudra
Yard & Stores	Ilona Kenny
First Aid/Stores	Len Hanson
Janitorial	
Raw Materials	Mike Holland
	Arnie Carrita
	Taylor Cross
Steam Plant	Jim Harrison
	Arnie Lepisto
	Clint Drummond
	Lucky Bhullar
Pulp Mill	Kevin Read
	Carl Wilson
	Debbie Newlove
	James Scrivens
Shiploaders	
Warehouse\Dock	Jason Smith
Maint. Pipefitter	Al Hummel
	Dan Belleville
Electrical	Rick Wittmann
Inst. Mech.	Pablito Mendoza
Millwrights/Oilers	Gary Drake
Millwrights	Derek Smith
	Paul Wilson
	Paul O'Driscoll

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

Newsletter Editor: Don Klie donklie@telus.net

WARNING!!!

THIS NEWSLETTER IS RATED:

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FOR UNION!

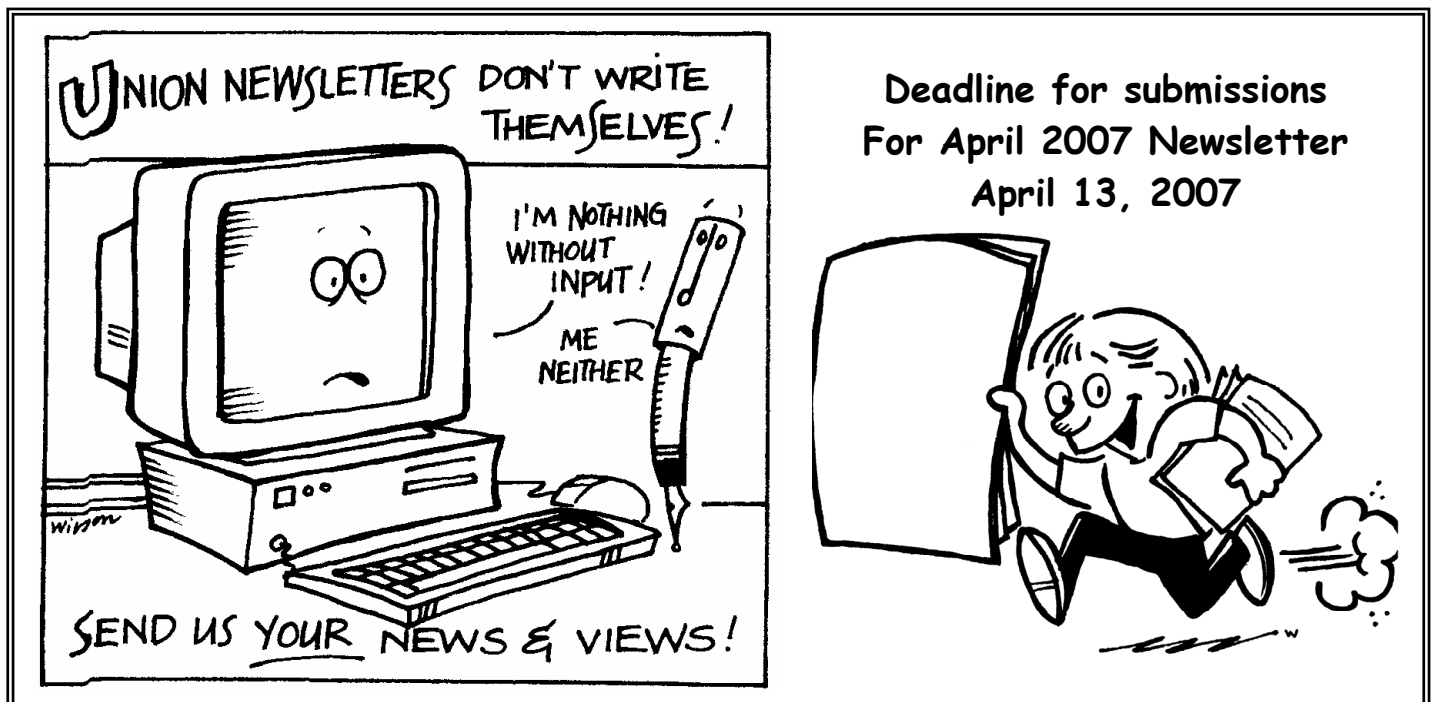
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Editor: Don Klie



Presidents Report

Caucus Report

By Mary Murphy

CEP Local 298 report:

CEP local 298 represents 350 members at Eurocan Pulp and Paper Co., situated in Kitimat B.C., boasting excellent opportunity for loading ships in protected waters. Eurocan produces high quality unbleached linerboard and sack kraft.

Improvements at Eurocan since the strike in 2003, with 2006 being the SAFEST AND MOST PRODUCTIVE and most productive year:

	<u>F/A</u>	<u>M/A</u>	<u>M/T</u>	<u>LTA</u>
2003	422	48	15	7
2004	506	83	46	12
2005	378	42	12	5
2006	278	44	11	3
2007 - YTD				
Jan. 31/07	33	2	0	0

Although we boast record breaking statistics in all areas, and obviously the members are being very cooperative, I am continually reminded by the amount of grievances we are dealing with that there is a lot of room for improvement. The majority of the grievances result from contracting out violations. Senior management continually states that it's more cost effective to have our members do the work on overtime then to contract out, but they are not sharing this information with the key players as the work which can and should be done in-house is still being contracted out.

I feel that some Discipline at Eurocan seems to be administered in a punitive way and not in a way where there is opportunity for improvement. Reinforcement of the value of our members to Eurocan seems to be lacking. Honesty is often not rewarded and long term employees disciplined severely for minor infractions.

Eurocan commits \$500,000 yearly towards THE SAFETY IMPROVEMENT FUND and the joint Health and safety committee digests the recommendations from the workforce and allocates the money where it will be most beneficial. Last year the monies were used to purchase a fire truck, roll up doors in the dry end hatchway, removal of some transit, CMP lifting anchors, and put in bobcat access into #2 paper machine basement.

Some of our Successes in 2006 included increasing manpower, in the Power and Recovery area, from 32 to 36, and then to 39 with a possibility of this going to 40. This was to meet contractual obligations and to supply manpower for training and prepare for ongoing employee turnover. Our



members in the Steam Plant are tired. The Cogen Plant is coming on line and into the Power and Recovery progression line, and testing the waters for job duties assigned is becoming an issue. On an interim bases, the manpower in the Pulpmill was increased by 4. Extra workers were hired to ease some of the pain around training issues and shortfall in other departments. Solution for training was brought forward to management, but as usual it will be costly. The management in these departments state they are committed to making this happen. We have a healthy apprenticeship program with 8 members in the program, and looking at perhaps 4 more in September.

Eurocan provides the Commitment to Employment Committee \$150,000 yearly to be used for enhancement of employment. Last year the committee recommended and was successful in the purchase of an excavator. This committee was also successful at reversing management's decision on some contracted work and this work was retrieved by the membership. Previously, last year we were successful at having the machine shop upgraded, and the rental of a dump truck.

West Fraser is conducting a maintenance audit at all four of its pulping operations, Caribou, Eurocan, Hinton and QRP. The auditors will interview on flexible work practices, reliability maintenance and the Maximo system. We need to be and stay involved in this and any other audits which may have an impact on the upcoming negotiations.

Some very vocal discussions around what locals are doing and what we are doing which is with or against the language of the contract. And some recent arbitrations were discussed.

PERSONAL NOTES: financially Local 298 is still paying back the \$680,000 which was borrowed from

the national to cover medical insurance for our members during the four months which we were on strike; a convenience and necessity that will not be available to the Locals in the future. This loan should be paid off by the end of January 2008. The executive needs to review and recommend putting aside resources for unplanned future deficiencies. We need to up the annual bursaries, and scholarships awarded to our members children and the successful candidates be granted \$1000.00 instead of the \$500.00 dollars. Hopefully this will be addressed at the next membership meeting. There is a commitment from the local to educate members, and to be visual and supportive in the community.

Continued involvement in attaining the **ANTI-SCAB LEGISLATION**, Bill C-257, that would be a benefit to all federally regulated workplaces. This bill moves on to a committee for discussion and with persistence the bill could see the third reading and possibly become law before another election is called. We need to keep our members involved in this action, by communicating with their MLA, insuring he is present in the House when the bill comes up for its final vote.

We need to put whatever pressure on the government to STOP the practice of exporting our logs, as mills shut down because of lack of or reduction of fiber.

I was able to attend Women in leadership training Oct 21/06 sponsored by CAW which was my day off. A very beneficial session which I enjoyed very much. This led me into Women in Leadership training at Harrison Hot Springs, sponsored by CLC. I thank the membership for paying my lost time wages while attending this training. This was a scholarship I was awarded by the BC Federation and CLC, and appreciated very much. Thanks, all.

LOCAL REPORTS AT CAUCUS:

LOCAL 1: reports 19 developed enhanced retirement pkgs, dedicated crew line agreement, Papermill down to 7 positions, 12 hour shift agreement. 42 hour special leave down to 1 week per vacation year. And the company wants this gone.

LOCAL 76: did a presentation of what they were negotiating to address the company's intent to reduce the workforce by 118, by the end of 2008.

Some technological changes created some reductions, Loci runs on remote, scanners were installed, capping done by robots.

37 1/3 hour work week back to 40 hrs. 12 hour shift agreement, no leave of absent to complete 48 hour vacation week, must use banked time, floaters. (Amendments to the leave of absence).

New structure for maintenance, they were successful in maintaining placement by seniority.

Welders will be SUBJECT MATTERS EXPERTS, reassignment of welders work. Welders will become part of the pipefitting crew.

Lube crew gone by 2011, will be replaced by millwrights and personnel.

Shift maintenance down to 2 maintenance per shift.

Flex: to what Crofton does.

Trades and qualifications, said no to dual trades, company offered \$5.00 per hour for this, union stayed firm on no.

Welders would complete competency based training.

Future Trades, no one will be displaced, downsizing details to be worked out.

Red Seal and Module training for other trades (no limit so this could replace instrument mechanics)

Instrument mechanics duties to electricians, this was not agreed to.

Millwrights, machinist will be part of the millwright crew, future millwrights to use lay.

Specific module training for all the trades, after completion of module training you would be ticketed, Flex training in the contract so this is not new.

Future Trades, mason deleted, duties to carpenters.

Sheet metalists, will pick up the air conditioners work, and get extra pay for gas ticket.

Pipefitter will assume the duties of the ladders.

Lubrication duties to millwrights and operators.

Maintenance time off - one off in three during prime time, and one in six off in prime time.

Vacation allotment for trades one in three, time off is filled out by 4:00 pm Tuesday the previous week and cannot be changed or cancelled.

Flex Letter stays in contract.

CREATE CAPITAL DEMO CREW, Hourly supervisor, and working foremen (to be filled by seniority, but must pass testing).

Yard goes to mill stores, Steam Plant 2nd class program.

Worked out 118 early retirement pkgs, with contractual severance, enhanced lifetime pension, the 33% reduction for early retirement/company to pay.

Temporary bridge benefits to 65. Covered under health care.

Local 402, reports attempt to have mandatory overtime.

Local 456, elimination of 46 jobs, reports reduction of jobs has negative effects on production and safety. Worked out one retirement package.

Local 592, 125 jobs eliminated, looking at mirroring the local 76 agreement.

Local 603, mobile maintenance work shop, management want to work crew through 3 close mills.

Local 630, downsizing, finishing line automated, 5th hand gone, testers, gone, some pkgs were given out to reduce.

Local 951, employer applied for chapter 11 bankruptcy, major problems with paper machine.

Local 1092, requests arbitration language to be dealt with at negotiations, company is starting to strong arm.

Local 1119, down to 470 members from 500.

Local 1120, down, down, down, closed

Local 1123, stand alone cogen plant, have separate agreement. Technological change created a loss in the yard/chip department...will go down by 23, think that the company can only go down ten or twelve.

Local 1127, mirrored the 298 report, and discussed grievances

Local 1129, downsizing due to technological changes, forced to come in early at Christmas.

Local 1132, Technological changes reduced manpower, company offered 5 year contract, and union refused

Local 1133, PG, shutting down Sack Kraft and making tons of money on bleached paper. Company starting to enforce flex, Local 9 notifying CPLC to negotiate, waiting for that.

They feel the need to negotiate with 603 because of the traveling road show.

Local 686, 40 downsizing over the next 6 months or so, training is maintaining the extra manpower for now.

Local 855, reports the company bastardized the line of progression. Pulp is running 4 days on 4 days off. Shutdown of the Woodmill created a fiber shortage, so running at slow speed.

The theme seemed to be "WE ARE ALL HERE FOR SURVIVAL".

Discussions on Exporting Raw Logs, and the pulp and paper campaign across the country, with the forest industry traveling road show, to promote Act 386 to address this.

PPWC, will not be joining the caucus.

Bargaining Strategy Committee meeting first time on Wednesday, Randy asked for an agenda before going to membership for voting committing to being "part of caucus".

GET BILL C-257 PASSED ANIT SCAB LEGISLATION.

**In Solidarity,
Mary Murphy**

P.S.: This year some Goals for the Local.

Prepare the foundation for the upcoming negotiation year.

West Fraser is conducting a maintenance audit at all four of its pulping operations,

Caribou, Eurocan, Hinton and QRP. The audit will interview on Flexible work practices, Reliability Maintenance, and The Maximo System. We need to be involved in this and any other audit which may have an impact on the upcoming negotiation.

To promote unionism, sell the anti scab legislation to our membership, and get Bill C. Put whatever pressure on the government to stop the practice of exporting our logs as our mills shut down.

On a personal note, Local 298 is fortunate to have some very dedicated members on each and every committee representing them at Eurocan and I look forward to having a very successful year with them.

Abitibi/Bowater merger should raise "alarm bells" says CEP

January 29, 2007

The announced merger of Abitibi Consolidated and Bowater should raise "alarm bells" in government and community circles, says the Communications, Energy and Paperworkers Union of Canada.

The 150,000 member CEP, Canada's largest union of forest industry workers, expressed concern that the merger may lead to more devastation in dozens of already hard hit forest communities across the country.

" This announcement is yet one more reason for Prime Minister Harper to immediately convene a national summit of all stakeholders to discuss the future of the forestry sector," said CEP President Dave Coles.

" There are many issues underlying this announced merger which should raise alarm bells in Ottawa," he said. " Our forest based industries and communities are already in crisis with the loss of some 10,000 jobs over the past few years.

" Our history with mergers and acquisitions has been that so called 'synergies' really mean more mill closures, job losses and devastation in our communities. We intend to meet with these companies to avoid a repeat of that history. We intend to fight for investment in the sector to save and expand jobs," Mr. Coles added.

So far, he noted, that neither Abitibi Consolidated nor Bowater have been clear about any future new investment plans in the sector and in fact, say their merger will create synergies of \$250 million U.S.

" All Canadians have a stake in what is going on and deserve to know that this merger meets the test of broad public interest," Mr. Coles said. " The forests are one of Canada's greatest publicly owned natural resources and we think Prime Minister Harper needs to force the industry's hand in clarifying their plans."

2ND Vice President's Report***Dennis Clare Can Talk the Talk - But Can't Walk the Walk***

By Don Klie

In last month's newsletter I commented on the Rosner grievance arbitration and noted the apparent 2-faced approach the Company was taking with regard to its position on the "de-locking" procedure at Eurocan. At the arbitration the Company stated that the WCB regulations required that two qualified operators perform the "de-lock" of a group lockout. The Company's main witness, Ferd Wuensche, stated that when he was the Company's Safety Officer several years ago, a WCB inspector told him that the regulations required two people to do the "de-lock". It was also reported in the article that two days after the hearing, at the 2007 Annual Joint Central Safety kickoff meeting that high ranking Company officials were saying that the "de-lock" only required one person.

The Company's position at the arbitration was the position they took in the discipline that was handed out to two workers in the Pulpmill in April 2005. The Company's position at the Annual Joint Central Safety meeting was the position they had taken at the Joint Lock Committee meeting in June 2005 and ever since, and a position the Union was aware that various supervisors had taken previously.

Today I am able to report, with more than a little bit of frustration, that the issue has been resolved by the arbitrator when she dismissed the grievance and wrote in the award *"I have concluded the evidence establishes the de-lock procedure is part of the lock-out policy which requires two qualified operators to participate together in that process."*

While I am frustrated at having lost this part of the grievance, there should be no misunderstanding about the Union's position on the "de-lock" policy. It was the Company that had previously refused to clarify its position on the de-lock. In fact, as noted previously the Union was aware of instances where supervisors were instructing individuals to perform the de-lock on their own. The Union was against having only one person do the de-lock but until now was unable to get the Company to commit to that position. Now, this has changed – or has it.

Ever since the Union became aware of the management's statements at the Annual Joint Central Safety meeting we have been trying to get Dennis Clare to issue a written clarification. Also, after the arbitrator's award was released the Union contacted Doug Petersen to issue a written clarification. As of this date the only thing we have



been able to get out of the Company is that they will review the issue.

Whether or not the Company ever puts in writing their position, that fact is that the arbitrator has ruled that it takes 2 qualified people to do the de-lock. Should a supervisor ever request that a person perform the de-lock on their own or separately, a person could and should refuse that order based on safety.

Whenever I am asked to give an opinion of what I think of certain management people I always refer to what's on the record, what I've been told by others and what I've experience personally. In general, while we exist in an adversarial climate with management you develop a certain level of respect based on those things. Dennis Clare was given an opportunity to clarify a very straightforward issue. And, even after the arbitration award was in Doug Petersen was also given a chance to clarify the issue. Again, neither has offered to provide written clarification; seemingly they are waiting to be told what to say by the Joint Central Safety Committee



***Wipe your mouth,
there's still a tiny
bit of bullshit
around your lips.***

and by extension the Joint Lock Committee. My opinion of these two individuals is much less today than previous. They appear to be more concerned about their legal position and productivity than they do the safety of the employees of this mill. In the Company's own safety policy it boldly states, "**Safety will not be jeopardized for purposes of production or cost control.**" I believe this is clear evidence of the level of commitment to safety these two individuals actually have – they talk the talk, but can't walk the walk.

You Win Some, You Lose Some

Leading up to the arbitration hearing in January the Company had sought an order from the arbitrator compelling the Union to produce and hand over copies of it notes made during the fact finding process. This was a follow up to a request made and granted during the Warren Berndt arbitration hearing.

The Company requested an order directing the Union to produce its copy of "fact-finding minutes" relating to the grievor. The Union argued that the discussions during the fact-finding process were privileged, and that the requested production order would undermine the grievance process, which included the fact-finding process.

The arbitrator ruled that the fact-finding process was part of the grievance resolution process and the privilege attaching to the grievance procedure was applicable. While the Company maintained that the notes were required for cross-examination purposes because the particulars provided by the union substantially deviated from the facts related by the grievor in the fact-finding meeting, that position should be addressed by other evidence rather than by disturbing the principles behind the privilege. To find otherwise would be to unnecessarily impair the purpose of the privilege which fostered an environment in which the parties could freely discuss the grievance with a view to settlement. The employer's request as denied.

Act Of God

In December 2006 the road between Terrace and Kitimat was closed due to forces beyond anyone's control. Because of this road closure some employees were unable to get to work and notified their supervisors. Later, the employees were advised that they had to apply their earned time off for that absence whether they wanted to or not. Anyone who refused to agree to this nevertheless had their available paid leave applied to that time of absence.

This is a clear violation of the contract and Company policy. In regards to banked time off the contract states "*Day Workers who work in excess of ten (10) hours in a day shall have the option of receiving ... straight time for hours in excess of ten (10) hours in a day and taking equivalent time off in units of not less than four (4) hours at the hourly rate for the job when the work was performed, at a time suitable to the employee and the Company during the contract year.*"

In regards to floaters the contract states, "*There shall be granted annually five (5) Special (Personal) Floating Holidays with pay to regular full-time employees, such special holidays to be arranged at a time suitable to the employee and the Company, during the contract year...*"

In regards to the Company's Leave of Absence policy it states, "*If an employee requests a leave of absence...*"

Obviously, the contract and Company policy requires an individual to apply for the time off and it must be suitable to the employee. The Company cannot force an individual to apply retroactively or simply pay out this paid leave without the individual's permission.

I would encourage anyone who had any of their paid leave paid out to cover this or similar type of absence by the Company contrary to their wishes to file the appropriate grievance.

Vandalism Hurts Everyone

It has been brought to the attention of the Union that a person or persons are vandalizing washroom facilities in various arrears of the mill. While the Company is required by regulation to maintain these facilities in good working order, anytime someone vandalizes the washrooms it negatively affects everyone.

The Union is asking for the support and help of its members with keeping these facilities in good order. If you suspect someone of deliberately damaging these facilities please contact one of the Union executive members.

Anyone caught vandalizing any of the washrooms, locker rooms or lunchroom facilities will be severely dealt with.



CEP Pulp and Paper Wage Caucus

Survival Agreements - The Flavour Of The Day

An emergency Pulp and Paper Wage Caucus meeting was called for February 12, 2007 to deal with a number of issues that arose after one of the Caucus Locals had reached a tentative agreement with its employer, which appeared to involve opening up the contract for the purpose of trying to save jobs. A number of other issues were added to the agenda: a report on the Pulp and Paper Eastern Caucus Pattern; a report regarding the CEP Pulp and Paper Campaign; the PPWC; a report from Ron Rucks, President of Local 1120 – Prince Albert, Weyerhaeuser/Domtar; a report on the Canadian Merchant Service Guild (CMSG); a report on the United Transportation Union (UTU); a status report from the special committee dealing with the upcoming negotiations; and as always, Local reports.

The highlight Local reports were from Locals 76 and 1, the Powell River Locals. Local 76 put on a Power Point presentation that was given to their members to explain what the executive had been able to negotiate.

Local 76 were told by their employer that there was going to be a reduction of 118 people in their Local by May 1, 2008; going from 402 to 284 members (in 1994 Local 76 had approximately 1022 members). Some of the reduction would be through technological change, rearranging of jobs and benefits, and a straightforward reduction of some crews.

On the tech change side some of the changes the company was looking at were automating their loci operations so the operator could be outside the loci and walking with radio operated hand controls, and automation of the finishing line.

With regard to vacations the crews are now required to have their requests in for time off by May 1st, and floaters allocated by December 1st. Currently in maintenance the crews have worked out a system whereby the shop stewards look after getting the employees to fill out their time-off forms, booking the appropriate time and then the steward takes all of the forms up to the office and the time is entered. The company was trying to get Local 1 to do basically the same thing.

An interesting side note came up when the Caucus was informed that Local 1 (and I believe Local 76) allowed their members to take their vacations one day at a time, similar to floaters or banked time.

In maintenance the time off ratio is a very envious 1 off in 3 for prime time (summer months,

Christmas and Spring break), and 1 off in 6 for the rest of the year. It used to be 1 off in 4 all year round. Local 1 follows the 1 off in 4 ratio (and for scheduling each group of 4, they were being asked to arrange their time off amongst themselves once they were given the appropriate tools for doing the scheduling). Time off for maintenance is done by crew, but the crews are defined by area, not necessarily by trade.

As for trades and apprenticeships, an individual with a red seal in one trade would be provided with modular training to enhance their ability to do other work. For example, a ticketed pipefitter would be given modules in welding sufficient to attain a Canadian Welding Bureau (CWB) Class C welding ticket (that is only good for the mill where the individual gets the ticket); this level of ticket qualifies an individual to do structural welding but not pressure piping. The reverse would happen for the red seal ticketed welder; they would receive module training in pipefitting and be assigned to the piping crew (a welder who received the millwright module training would be part of the millwright crew).

Originally the company wanted to reduce the welding shop to only 3 pressure ticketed welders and the rest of the welding would be done by the "C" tickets. The 3 red seal welders would also be considered Subject Matter Experts and would advise and train the others. The company had also suggested multi-ticketed trades but the Local rejected these options.

The company had also tried to eliminate the instrument trade because it was having too much difficulty with hiring instrument mechanics (apparently the employer doesn't want to take on instrumentation apprentices).

The company also agreed to establishing a demolition crew that would be supervised by a union person and would have a union working foreman (the supervisor would be paid 15% above trades rate and the working foreman would be paid 5% above trades rate).

Before agreeing to any of the flex type arrangements Local 76 reviewed, as best they could, the different practices in the rest of our industry and the construction industry as well as the appropriate arbitration awards.

Local 592, the maintenance and production Local at the Catalyst mill in Power River has been notified of about 125 layoffs and Local 686, the Papermill Local is expecting about 20 layoffs. Both Locals are doing their best to mitigate the numbers of layoffs.

Other Locals that had indicated that they had been through or had been made aware of expected layoffs noted a marked increase in their mills' accident/injury rates.

Local 855 at our sister mill in Hinton noted that the mill was running at about half speed and was encountering difficulty with securing enough chips to

maintain production. This is particularly interesting since this problem only occurred since West Fraser shutdown the mill's Woodroom. *(It appears that West Fraser is philosophically opposed to having a Woodroom attached to a Pulpmill. Many years ago Eurocan closed our Woodmill, only after West Fraser became a partner, and now with Hinton they seemed determined to close the Woodroom even though they hadn't secured an adequate chip supply to run the mill at capacity.)*

Local 1120, Weyerhaeuser, Prince Albert, Saskatchewan gave an update to where they were with trying to find another employer to restart their mill. The Saskatchewan government appointed Ron Rucks, Local 1120 President, to a committee trying to find solutions and a buyer for the mill. While Weyerhaeuser was staying in the news with its announced merger with Domtar, and the transfer of responsibility for running its Canadian pulp and paper mills to Domtar, there wasn't much to report on with regard to what the future was for the mill. There are a number of arbitrations on the go regarding pension benefits and bridging.

Local 1403 from The Pas, Manitoba sent in a report but no representatives. The employer, Tolko Industries, has forced the Local to open up the Labour Agreement and accept a substandard agreement in exchange for keeping the mill running. The report indicated that the Safety statistics have gotten much worse. Several people have quit rather than continue to put up with the stress and low moral in the mill. Around 19 Steam Plant employees have quit recently. The mill is experiencing great difficulty with trying to replace those Steam Plant jobs, as well, the mill is having difficulty with finding trades people. With the high demand for skilled trades throughout western Canada the mill is having trouble keeping its tradesmen, not just with trying to find new employees.

The Local noted that they wished the Manitoba government had shown the same type of response that the Saskatchewan government had for CEP Local 1120 after the Weyerhaeuser closure of the Prince Albert mill.

Local 1403 also advised any mill going through a similar circumstance, signing a survival agreement, to keep or negotiate higher trades and skilled labour rates or face losing those individuals to other industries.

What's Happening Back East?

There was a report regarding a "survival" agreement at Local 1256, the Abitibi, Belgo mill in Quebec. This Local is part of the CEP Eastern Wage Caucus and attempts were made to try to prevent the Local from pursuing the "survival" agreement. Abitibi had let it be known that there were three mills that

were going to be closed. The Belgo mill was one of the three. A special meeting was called for in December 2006 for the Eastern Caucus in order to deal with the forest industries attempts to obtain claw-backs from their employees.

Some of the major changes Local 1256 agreed to were: deferred wage increases for the last two years of their agreement, to May 1st, 2009; any new employees hired will make 20% less for the first year and 10% less in the second year of service; the student hourly rate will be reduced to \$15 per hour; new employees will not qualify for dental coverage until they have two years seniority. There was a retirement incentive package for active employees that were at least 55 years of age and limited to the number of regular positions abolished in the reorganizing of the departments. The incentive was \$5,000, plus \$1,000 per month for anyone retiring between the age of retirement and 58 years.

What About The PPWC?

As noted in an earlier Wage Caucus report the Locals were all in agreement that solidarity would be one of the pillars that would be needed in the upcoming negotiations in 2008. With that in mind the Wage Caucus directed the head table to contact the PPWC to see if they were interested in joint bargaining in 2008. We have been informed that while the PPWC does not want to bargain jointly they do want us to keep in close contact on the issue. In particular the PPWC indicated that they would be interested in coordinated bargaining with Canfor.

In fact, PPWC Local 9 at Canfor's Prince Pulp and Paper Mill has contacted CEP Local 603 at Canfor's Northwood Pulp and Paper Mill and indicated that Canfor has approached them about early bargaining. Local 9 wanted to know if Local 603 was interested in coordinated bargaining.

CEP Local 1133 represents the Papermill workers at Prince George Pulp and Paper and relations with PPWC Local 9 have been strained, most recently due to the fact that Local 9 agreed to a special arrangement to allow CLAC workers onto the mill site to work on some new construction at the mill. However, Local 9 indicated to Local 603 that their offer for coordinated bargaining also extended to Local 1133.

Pulp and Paper Campaign

Following up on the January 22, 2007 CEP Day Of Action for Forest Sector Jobs, the CEP has set aside \$100,000 to finance a continuing campaign. The Ontario sector has established a 3-member expert panel to study the issue and the Western Region will likely follow suit. This type of panel would

be of great assistance to the special Wage Caucus Committee that has been struck to make proposals for our upcoming negotiations and to come up with recommendations for actions that can be taken at all levels of the union to combat the disturbing industry trend of mill closures and partial shutdowns over the past two years.

Price Trigger Bonus

There is still confusion between the parties to the pattern bargain regarding which employees are counted when determining the total amount of benefit to be paid into the Trust Fund. Employees who were not at work due to injury or illness and who were in receipt of Weekly Indemnity or Long Term Disability benefits during the entire quarter in question are, according to the employer not eligible to be counted. Their reasoning is that the benefit was supposed to be paid out to those who contributed to the success and profits of that particular quarter. Summer students are apparently not counted and there is uncertainty about casual hire labour, for example, the shutdown employees.

United Transportation Union On Strike!

As many of you know the UTU was on strike. They are the union that represents the conductors and rail yard workers for Canadian National Railway – CN. In 2003 when we were on strike these same union members respected our picket line when we requested that they not remove chip cars or a locomotive from Eurocan. It was only after several days that CN sent in their police force and management people that the equipment was removed from Eurocan.

When they were on strike many members wanted to return the favour, but, there had been some controversy regarding the legitimacy of the strike. The Canadian branch of the UTU has voted 96% in favour of strike action, but that action has not been sanctioned by the head of their union, which just happens to be an international union and the president is in the United States.

Ironically, the management at CN has applied to the federal Industrial Relations Board for a cease and desist order, claiming that the strike is illegal because it hasn't been sanctioned by the union's leader as per the union's constitution.

For its part, Eurocan was quick to reply that if Local 298 took any action against the rail cars coming on site that had been handled by CN management, they would seek legal redress.

This response was similar to what the representative from Local 402, Abitibi, MacKenzie said. They had approached their employer a few days before the strike advising that there might be some problems with CN. The Local was similarly threatened and told they were expected to cross any picket lines unless forcibly prevented from doing so.

The CEP Vancouver office advised us that we had not been asked to assist in any way with the strike and to avoid any action that would expose us to legal consequences. Several other unions had expressed support for the UTU members, CAW, the United Steel Workers and the Teamsters, but I am unaware of any other action that was taken. (*There are some interesting articles on the internet, both from the UTU's International web page and the Canadian based web page. There have been accusations that the Canadian General Chairpersons for UTU have made a secret deal with the Teamsters in exchange for delivering the Canadian wing of the UTU to the Teamsters, they would keep their jobs with the new union and receive a monetary reward.*)

(*While writing this article the IRB ruled that the strike was not illegal. The UTU international president removed the 4 Canadian General Chairpersons from the union as well as 3 Vice Chairpersons and appointed the two Canadian Vice Presidents to take control of the negotiations. The Harper government announced on Wednesday, February 21, 2007 that it would bring in back-to-work legislation ASAP. The legislation threat was thought to be a bit hollow because it appeared the opposition parties were prepared to vote the legislation down. However, the UTU and CN were eventually able to workout an agreement.*)

Tugs On Strike

We were informed that the Canadian Marine Service Guild (CMSG) were on strike and preventing ships from docking or leaving at the Catalyst, Crofton mill. There were 4 tug boat employers that were being affected: Harken Towing LTD, Riverside Towing LTD, Hodder Tugboats and Jones Marine Services.

Apprenticeships

Over the past year and half or more the CEP has been participating with other unions and heavy industry employers in developing a new Industrial Electrical trade and apprenticeship program. This venture was supposed to be the template for creating new apprenticeship training programs in the province, whether it was for existing trades or new trades.

Rick Wittmann from Local 298 has been participating in this venture as what was known as a

Subject Matter Expert, helping to develop the types of training and knowledge that electricians in the industrial sector need to have.

The pilot course is supposed to be ready for the end of this month but will likely be this fall.

When the BC Liberal government abolished the old trades and apprenticeship program and replaced the Industry Training and Apprenticeship Commission (ITAC) with the Industry Training Authority, the mandate of the new Authority was to let the marketplace decide what kinds of trades, skills and training programs were needed. While there was a lot of confusion at first the three interested parties eventually began to re-form; that is, employers, union and the government. One group of employers, which became known as the Heavy Industry Training Advisory Committee (HITAC) proposed the Industrial Electrical trade. The unions wanting to have input into the process agreed to join a joint committee which would eventually include the federal and provincial governments and representatives from the learning institutions. What was formulated with the Industrial Electrician's project was supposed to be the template for all proposed changes to the trades; that is, labour, management, government and learning institutions would work together to develop the necessary programs.

Later, an employer group known as the Resource Trades Organization (RTO) would form as an advisory group to the ITA; similar to the predecessor HITAC, but now including more varied employers. The Union again sought to be part of this "so-called" advisory organization in order to make sure it was part of the process of developing new trades and training programs.

While all of this was occurring Northern Lights College, with campuses in Northeastern BC centred around Fort Saint John, made a proposal to change the instrument mechanic apprenticeship to a 4 year course, down from the current 5 year program. The big concern for the union in this matter is that we have had no input into what the College is proposing. CEP, the BC Federation of Labour and the other interested unions are currently trying to get all of the interested parties together in order to make sure that any program that proceeds will include input from all sectors.

There was some concern expressed about electricians who are currently working in the heavy industry sector and whether or not they would be grandfathered or need to write and get the new ticket in order to keep working in their current jobs.

There will be no grandfathering for the new ticket. Having said that, since there is no compulsory trade legislation any more the employer is free to hire, or have perform the duties the electrician, anyone they feel is confident to do the work. Thus, the employer will simply assess the prospective employees and if

they believe they possess the necessary skills and experience in the electrical field, the individual will likely be hired. No one will lose their job because they do not possess the Industrial Electrician's ticket.

CMAW Complaints

CMAW issues were again raised at Caucus because of a meeting with the head of CMAW (*which happens to be part of CEP*) and Catalyst management. Because of concerns raised last year by Caucus when the CEP negotiated a contract with JVDriver and CEP Local 470 (also a CMAW Local), and then negotiated a special deal with Catalyst to use JVDriver as the preferred contractor, the Caucus passed a motion that any future meetings or negotiations between those parties had to include a representative from the Local representing the mill workers.

The reason for the meeting was to discuss issues concerning JVDriver and which union members they were employing for jobs in Powell River. Because of the motion a representative from one of the Catalyst Locals was first invited to the meeting but then was told the invitation was rescinded. While there was concern expressed by Caucus about the turn of events, the consensus appeared to accept the fact that the meeting did not affect the working conditions on the mill sites.

Organ and tissue donation

Trillium Gift of Life Network/CALM

Organ and tissue donation for transplant is a critical component of health care. Not only does organ and tissue donation improve the lives of thousands of people each year, it saves lives

Everyone is a potential donor, regardless of age. The oldest Canadian organ donor was more than 90 and the oldest tissue donor was 102.

Ultimately the ability to become a donor depends on several factors, including the health of the organs and tissue at the time of death.

Recovery of organs and tissue is carried out with respect and dignity. It does not interfere with funeral practices and no one will know unless the family tells them.

Organs and tissue that can be donated after death include the heart, liver, kidneys, pancreas, lungs, small bowel, stomach, corneas, heart valves, bone and skin.

Studies show that donating the organs and tissue of a loved one who has died can provide immediate comfort and long-lasting consolation to family members in their grieving.

If you wish to become an organ or tissue donor, obtain and sign a donor card and carry it with you. Most importantly, talk to your family about your decision so they can help ensure that your wishes are carried out after your death.

Joint Occupational Health and Safety Report

Company Has Lost Commitment For Safety

By Mary Murphy

We have new, dedicated safety representatives on the joint health and safety committee. Joining the group is Paul Jeffery, from the Steam Plant; he was an active safety representative for Local 1127, Patrick William representing the Terminal operations, and David Andrews from the Maintenance department.

It will be sad to see Danny Belleville step down; I know it was a tough choice for Dan, but I can't blame him. He tried to convey the importance of attending and participating in the joint health and safety conference last year. Dan requested the membership allow him to go to the conference on his own time. The membership voted for Dan not to attend any part of the conference because he was on vacation. They felt this sent a poor message, and they don't want anyone doing work during their vacation time. So he could not attend the union part of the conference nor the joint meeting. I thank Dan for his huge dedication towards safety, and know that he will help anyone who approaches him, as he did in the past. He was instrumental in getting the senior management from West Fraser involved in the joint Safety conference, last year. So when passing Dan, thank him for his dedication.

On the other hand we have new voices, new points of view and new reporters for our newsletter. Central Safety Meeting was very short this month, and all of the agenda completed, except for the items which Jack Patrick wanted discussed. The requirement of two qualified persons locking out a system, and then two people delocking, mirroring the locking out process, or setting up a system.

The committee also reviewed the recommendations put forward where the Health and Safety fund would be best utilized. Lots of activity around locking out and delocking. We have some concern around safety infractions, and severe discipline handed out for infractions. Consistency is lacking, so keep your heads up, don't do anything you are not qualified to do, and get clarification if need be. Don't take short cuts, especially for production purposes, you may get away with it, but eventually someone will get hurt; or Disciplined.

While having our pre-meeting with Local 1127 we discussed our apprehension of failing because the Company's commitment to safety seemed to be taking a step back. The health and safety manual which is being reviewed already has changes made to it by management. For instance no longer is the

commitment to have safety meetings monthly but quarterly, or frequency to be established by the supervisor. Are we already sending, the wrong message, it's all good, it's all good, don't look back—move forward. We will all have a little POW wow at the beginning of shift, and call that a daily safety/production meeting. Dennis joined us for several minutes, and stated that it's important not to lose sight of what got us to where we are today. Lots to celebrate so don't close our eyes to what got us there. Dennis stated he was committed to safety meetings, and all the other components which ensures and monitors a good safety program, including good inspections near miss/incident investigations, hazard reporting, observations, education, continually reviewing job safety breakdowns. Got to keep on top of it all. As Dan would say, stay safe out there.

Company charged with criminal negligence causing death

CAW Health, Safety and Environment/CALM

In what one senior police officer called a first in Canada, a company has been charged with criminal negligence in the death of an employee.

Crown prosecutors in Quebec have charged Transpave following the death of employee Steve L'Ecuyer, 23, who lost his life last October after being crushed by heavy machinery. The company, based in St-Eustache, northwest of Montreal, produces paving stones.

Jean-Pierre Lecot, deputy director of the St-Eustache police department, described the charge—criminal negligence causing death—as the first of its kind against a company in Canada.

The Criminal Code was amended to allow such charges against a company after the fatal explosion at the Westray mine in Pictou, N.S., in May 1992. Twenty-six miners were killed. Two mine managers were charged criminally but charges were stayed on account of lack of evidence.

Ensuing investigations found many safety violations, blatant disregard for worker safety and attempts to alter records.

"The management of health and safety at the Transpave factory is deficient as far as inspections, safety procedures and training are concerned," provincial commission inspectors wrote in a report.

Henri Masse, president of the Quebec Federation of Labour, said charges should have also been brought against company shareholders. "We deplore the fact that no charges were laid against company shareholders, since the law allows it," Masse said.

"It's fine to impose fines, but that is not going to bring back this young worker."

Transpave said in a brief statement it will plead not guilty to the charge. The company added it will have no other comment pending the legal proceedings.

**To CEP Local 298:**

A great big thank you for the Christmas basket.
Always appreciated.

Maryanne & Walter Sanwald

To the Executive and Members of Local 298:

Let me add my voice to the chorus of thank you's received for the Xmas hampers. It's heart warming to see that the local has continued this service to the sick and retired members over the years and I applaud you for that. However I have made an observation, I still have packages of coffee and tea bags from 2/3 years ago. I just don't drink coffee/tea like I used to and I would think others are in the same boat. Getting Older and Eating Healthy seem to go together. This being the case, I would like to suggest that the local consider going back to the fruit baskets of old, or at least (maybe) replace the coffee/tea with something healthier. The chocolates were OK, but I think I read somewhere that chocolate is good for you.(laugh)

Bill Whitty

To Locals 298 & 1127:

The family of the late Ann Minaker would like to thank everyone who so kindly sent food, flowers, cards and donations in Ann's memory. Your thoughts, kind words and actions were certainly appreciated.

During a time like this we realize how much our friends really mean to us. Your expression of sympathy will always be remembered. Thank you for your generous support and care for Ann & her family.

The Minaker Family

To CEP Local 298:

Thank you for always sending out the newsletter to all the retirees. We always enjoy the information. We have moved from Kitimat to Penticton. Congratulations to Mary on being the new President.

Fred & Lynn Mulawka

To all members of Local 298:

Thank you very much for the delicious basket of goodies that you sent to me for Christmas. Wish you all had a wonderful Christmas and best wishes for the coming new year.

Dino Perreira

To CEP Local 298:

I want to thank you for sending me the fruit basket. It was very much appreciated. I am now back home and enjoying visits with family and friends.

Bob Burke-Smith

Stories from the Old Dog

Checks & Balances

In the early days of both the Pulpmill and Steam Plant, if the operator in the control room went an hour without seeing or hearing from a member of the crew, the operator would try to contact the individual either by radio or code call. If no contact was made a search party was organized. This was done not so much to lay blame, but more to ensure the safety and wellbeing of the individual.

As time went by, people became a little more relaxed about who was doing what, or where they were, just so long as the plant was running "ticketyboo".

I reported in for nightshift at 7:00 p.m. on a cold winter night thinking it would be a routine shift. Along about midnight the millwrights phoned the control room to say we could start up the hog building because they were done working on it. The operator called the hog building and got no answer, so he used the code call horn but found no joy there either. So he got hold of me and asked if I knew anything regarding that motherless son of a hog building operator, to which I said NO!

At 1:00 a.m., six hours into the shift we searched the mill site and parking lot to no avail. At 2:00 a.m. the supervisor phoned the guy's home but got no answer. At 3:00 a.m. the supervisor phoned the dayshift hog building operator and asked if he had

actually made the relief at 7:00 p.m. as required. The dayshift guy said no, the hog building was down for maintenance, so he went home at 6:30 p.m.

We went home at 7:00 a.m. not knowing if a member of our crew lay sick, injured, dying or dead OR if he simply decided to blow a shift.

As it turned out, he had gotten nailed with a D.U.I. charge and had spent the night in a cell!

**Just cause it's old, don't mean it's bad!
The Old Dog**

Of fat cats and men

We need to re-examine how we value work

by Hugh Mackenzie/CCPA/CALM

Many Canadians woke up on January 2 to the sobering news that by the time they'd had their morning coffee and settled into another year of work, the average of Canada's best-paid 100 CEOs had already earned what the rest of us on average will spend all of 2007 trying to make.

The CEOs reached this goal by 9:46 a.m. January 2, to be precise. We all know that time is money, but that's a bit rich..

Even for the lowest-paid of Canada's top 100 CEOs the picture isn't too shabby. That person passed the average Canadian at about 12:40 a.m. on January 4. He'll earn about \$2.8 million this year.

No matter how you look at it, the disparity between these CEOs and the rest of us is stunning. As a group, they make in a year as much as the entire city of Brandon, Manitoba—population 44,000, workforce 27,000.

It doesn't make sense. Most Canadians would freely concede that someone who assumes a leadership position at a large corporation works hard and is expected to deliver for those who depend on the corporation, so it's natural they get paid more than the lowest paid worker on the assembly line. Perhaps even a lot more. Maybe 10 times as much.

But 240 times as much?

You can't even say "it's always been like that"—because it hasn't. In 1998, the average of the top 100 CEOs made 104 times the earnings of the average Canadian. By historical standards, even that was pretty extreme. Since then, the gap has exploded into the stratosphere.

Once the shock has worn off, it is tempting to say, "so what?" It's not a good thing, but neither is bad weather or getting older, and we can't do anything about those things. Besides, many of these CEOs work for public companies whose shareholders

are represented by boards of directors who make the decisions about how much to pay their top guy.

How does the decision get made to pay CEOs such outrageous amounts? Are the compensation committees and boards of directors really independent of the CEOs? Who does the comparative studies that are driving the recent explosion in executive salaries?

We know that when Hydro One's board decided on how much to pay its CEO Tom Parkinson, it ignored CEO pay at other Canadian public utilities, paying Parkinson an amount equal to the pay of the CEOs of Hydro Quebec, Manitoba Hydro and B.C. Hydro combined.

Are CEO salaries out of control? Institutional investors are raising tough questions about the corporate-governance practices that result in CEO pay moving so far out of line. They're questioning the doubtful relationship between CEOs' pay and their job performance. They are questioning the practice of using stock prices and other factors over which a CEO has no control as a measure of performance in the first place.

Outrageously high pay for CEOs raises important questions for all of us.

Questions about how we value work. Questions that juxtapose the excessive pay of the CEO against the incomes of middle-class families that have seen no real increase in 30 years. Questions about how we can justify minimum wages so low that working full-time for a full year can't get your family out of poverty.

It's one thing to ask whether our top CEOs are really worth that much. It's quite another to ask ourselves if workers at the low end of the pay scale truly worth that little.

There's no magic-bullet solution. But there are things that could shift the balance in the right direction.

- We could base our minimum-wage policies on the reasonable proposition that someone working full-time for a full year should be able to lift their family out of poverty.
- We could tax stock-option income at the same rate as the wages the rest of us earn, instead of half the rate.
- We could put greater stock in the idea that a buck is a buck is a buck and tax all income the same way, ending the special treatment of windfall capital gains.

The possible solutions are endless, and worth debating. But first, we have to get over the shock that it'll take us all the rest of the new year to earn what our highest paid 100 CEOs pocketed in a matter of hours and days.

• Hugh Mackenzie is an economist and research associate of the Canadian Centre for Policy Alternatives.

Standing Committee Report

The Union Readies to Take on Responsibility For Handling The Price Trigger Trust Fund

By Don Klie

There have been two Standing Committee meetings this year, January 26th and February 5th. Some of the issues discussed at the recent Standing Committee meetings are as follows:

1) **Tool Crib Equipment Checks** – the Union noted that some of the equipment in the Tool Crib must have documented, annual maintenance checks done in order to satisfy manufacturer requirements and WCB regulations. Concern was expressed that due to time and manpower shortages at the Tool Crib these checks are not being done. The Company did commit to ensuring that the appropriate arrangements would be made to maintain compliance with the regulations and requirements. The Union suggested that there were computer programs available that would make the recording of the necessary information much more efficient. The Company indicated that they would look into obtaining the appropriate software.

2) **Shiploader/Labourer Labour Pool** – the Company stated that they were withdrawing a draft proposal for managing the Labour Pool and would be maintaining the current practices of having all of the Shiploaders reporting to the Raw Materials office and being assigned from there. The various departments in the mill need only contact Frank Jensen in order to have Labourers assigned to the area for the day. To repeat, if an area in the mill needs extra labourers for the day they need to contact Frank Jensen and make the request. Communication is very important for making this Labour Pool a success. The Union identified problems that had occurred in the past, such as, having work contracted out when the efficient use of the Labour Pool could have avoided the extra costs.

3) **Grievance Procedure** – the Union again raised the issue of the Terminal management not properly following the grievance procedure and that the shop steward was encountering difficulty with having the supervisors answering and signing the grievance. Some of the grievances were being given directly to the Terminal Assistant Superintendent for the response. The Company noted that they were being told that the grievance is just being put on the

supervisor's desk without any information being provided, also that the Assistant Superintendent is being noted as the supervisor on the grievance form. The Union noted that it has instructed its shop stewards to explain the issues surrounding the grievance to the supervisor. The information the Union has gotten back is that the supervisors are saying that it's not their issue and that they are only going to pass it on to the Assistant Superintendent.

4) **Eye Glass Replacement Policy** – the Union raised the issue of an individual trying to be reimbursed for his damaged eye glasses. The individual had purchase the "photo-grey" option for his safety glasses originally and when the glasses became unusable, had them replaced and the lenses treated. The Company refused to pay for the "photo-grey" option on the replacement eye glasses. The Union advised the Company that they were confusing **Supplement #1 – Replacement of Glasses** in the **Labour Agreement** with their safety glass policy. **Supplement #1** states, "*Eyeglasses will be replaced by the Company when they become unserviceable due to conditions inherent in the employee's occupation which cannot be overcome, e.g. pitting, corrosive deterioration.*" The individual originally received the safety glasses under the safety glass policy and thus had to pay for the "photo-grey". However, the glasses became unserviceable due to conditions inherent in the employee's occupation and thus the Company has to pay for the replacement of those glasses under **Supplement #1** – photo grey and all. The Company's safety eye glass policy agrees to provide individuals with a new pair of safety glasses every two years. However, that policy does not pay for the "photo-grey" option.

5) **Price Trigger Trust Fund** – the Union advised the Company that they were setting up a trust fund to handle the money generated by the Price Trigger and requested the appropriate information to allow for the Union to assume the responsibilities for paying out the pension bridge benefit to retirees between the ages of 60 – 61. The information would include the number of people turning 60 each year, the level of benefit each individual would be entitled to and the address for each individual. The Union is expecting to have all of the transfers done so that we can make our first cheques out by the beginning of March, or April at the latest.

6) **Steam Plant Job Re-Tasking** – the Union raised its concerns regarding the changes going on in the Steam Plant with regard to the re-tasking or redesign of the Job Positions. With the coming on-line of the Turbo Generator there have been increased duties and responsibilities both out in the

field and in the control room. Over the years there have been extra duties, such as environmental monitoring, that have been added to the various positions. Training for these new duties has been less than desirable and compounding the problem is the severe under manning in the Steam Plant over the past year. There has also been a high turn over rate in the bottom half of the progression line. The senior positions have had a number of changes as well, and what we have remaining is a severe loss of knowledge and experience with the running of the Steam Plant. No one is expecting the situation to improve in the near or intermediate future. The Union suggested that the Company increase the manning in the department, up to 44 from the current 39 (which is up from 32 at the beginning of last year), in order to deal with the situation.

7) **Steam Plant Manning** – the Union again raised the issue of under manning in the Steam Plant and referred to a recent situation when the road to Terrace was closed because of icy conditions; one employee was unable to get to work, another employee called in sick and the Steam Plant had to run for a period of time with two vacant positions. This is clearly indicative of the fact that the department is running so short that it is unable to cover for absences caused by illness and was unable to get anyone in on overtime. The Union is aware of the high level of overtime being worked in this department such that the Company is having great difficulty getting people to agree to come in to work to cover for this type of situation; many Steam Plant employees have indicated they are feeling burnt out because of all the overtime they have been working.

Evidence of the manning problems in the Steam Plant was also apparent at the February 5th meeting because Randy Dobson couldn't be released from the department without having the department run with a position vacant.

8) **Pulpmill – Requirement of 4th Class Steam Ticket** – the Union requested the Company's position regarding the contract requirement for the employees entering the Pulpmill department to attain the 4th Class Steam Ticket. The Company said that while they were still pursuing the possibility of being able to qualify Pulpmill employees for their 4th Class tickets, they still expected the new employees in the department to do the correspondence course.

Regarding the **Pulpmill's need to realign the progression line**, switching the Kraft Assistant Operator to be senior over the CMP Operator, the Company said it was progressing with training and believed it would be in a position to do the "flip" in about 2 years time.

9) **Barge Ramp** – the Union requested more information regarding the use of our barge facilities by firms that didn't require our Shipladers' services. The latest situation involved a fish packing company requesting to use Eurocan's facilities because of transportation problems caused by a landslide near Bella Coola. Over the past several months Alcan had been using our barge ramp on a limited basis due to the fact that their own barge ramp was under repair because it had sustained significant damage and was unusable. The Company stated that Alcan had been advised that if they wished to continue using our facilities they would have to provide the necessary training so that our Shipladers could do the work. Also, when the fish packing barge was unloaded all of our crews were busy loading ship and that the transfer of the fish took approximately 30 minutes. The Company noted that they were continuing to look at other business opportunities for our port facilities.

10) **Summer Student Hiring Policy** – the Union informed the Company that it was prepared to waive the seniority provisions in the **Labour Agreement** regarding the 30-day probationary clause to facilitate the hiring of Summer Students. Before finalizing any agreement on the issue the Union requested in writing a copy of the Company's policy, practice and procedures for the hiring of Summer Students.

11) **Stores Manning** – the Union noted that the forklift position in Stores is being filled fulltime and that there should be another person added to the department to cover the position. While forklift duties and delivering materials around the mill are part of the job duties of the Stores Counter Position, the fact that there needs to be someone driving the forklift at all times is creating a shortage in the rest of the department. The Company has relied on the Shipladers to help fill the void but the Shipladers are often busy with their shiploading duties and unavailable to Stores.

12) **Light Duty** – the Union noted that they were three recent cases where employees who had been injured off the job and were requesting light duty work were being told by their supervisors that there was no light duty work for them. Eventually all three were given light duty but only after the Union had intervened. The **Labour Agreement** stipulates that the light duty program is for both on-the-job and off-the-job disabilities. The Union noted that when people are hurt on the job they are immediately offered light duty. We are aware of people having their WCB benefits denied because their physicians advised them not to accept the light duty offered by the Company (the light duty offered was to sit in a lunchroom and review safety procedures – the doctor had advised the employee to stay off work for 6 days

– so presumably the light duty would have seen the employee sitting in the lunch room for the whole period). Another employee was advised by his doctor to stay off work for a day, which included a long weekend. The Company unilaterally contacted the employee's physician to get approval for an offer of light duty and then tried to contact the individual at home, but ended up leaving a message with the employee's spouse that there was light duty available. The Union is also aware of an incident where an employee hurt at work being offered light duty to work at home. It appears to the Union that the Company will offer any form of light duty to avoid having a lost time but will not do the same for those who are injured or ill off work. The Company responded by noting that a review of the files indicated that there had been 35 people on Weekly Indemnity who had been offered light duty, while there were 9 WCB cases who had been on light duty.

The Company did say that when there is a request for light duty it is a very individualistic situation. The supervisor is responsible for finding light duty for the employee. If the light duty is for more than a week the supervisor is required to notify the Industrial Relations department of the situation. Before the employee is sent home because of the lack of light duty the supervisor is required to notify Heather Wuensche, Jodie Cook or Patricia Urbanowski.

Grievance Report

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

At Arbitration

Contracting Out Committee – 2003 to 2004 – case #04-57 – Failure to notify. Heat exchanger tube plug.
On hold pending outcome of CEP 298 Contracting Out Committee – case #04-001-014 – Contracting out of Stores Stock items.

John Miller/Contracting Out – Sept 10/04 – case #04-59 – Letter from Company re: Contracting out notification of change of practice in Stores on the purchase of manufactured shafts. **On hold pending outcome of CEP 298 Contracting Out Committee – case #04-001-014 – Contracting out of Stores Stock items.**

Contracting Out Committee – Feb 16/04 – case #04-60 – Failure to notify. Contracting out shaft to 101 Industries. **On hold pending outcome of CEP 298 Contracting Out Committee – case #04-001-014 – Contracting out of Stores Stock items.**

Contracting Out Committee – Aug 9/04 – case #04-61 – Contracting out violation. Failure to notify. Morse taper shaft contracted out to 101 Industries. **On hold pending outcome of CEP 298 Contracting Out Committee – case #04-001-014 – Contracting out of Stores Stock items.**

Contracting Out Committee – Aug 20/04 – case #04-62 – Contracting out violation. Failure to notify re: stuffing box contracted out to Zanron. **On hold pending outcome of CEP 298 Contracting Out Committee – case #04-001-014 – Contracting out of Stores Stock items.**

Contracting Out Committee – July 5/04 – case #04-63 – Contracting Out violation. Failure to notify re: drive shaft contracted out to Zanron. **On hold pending outcome of CEP 298 Contracting Out Committee – case #04-001-014 – Contracting out of Stores Stock items.**

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. **On hold pending outcome of CEP 298 Contracting Out Committee – case #04-001-014 – Contracting out of Stores Stock items.**

Contracting Out Committee – Dec 8/03 – case #04-65 – Contracting Out Violation. Failure to notify re: repulper stub assembly. Contracted to Lakelse machine shop. **On hold pending outcome of CEP 298 Contracting Out Committee – case #04-001-014 – Contracting out of Stores Stock items.**

Contracting Out Committee – June 17/04 – case #04-66 – Contracting Out Violation. Failure to notify re: shaft contracted out to Zanron. **On hold pending outcome of CEP 298 Contracting Out Committee – case #04-001-014 – Contracting out of Stores Stock items.**

Contracting Out Committee – Sept 20/04 – case #04-67 – Contracting Out Violation. Failure to notify re: shaft to 101 Industries. **On hold pending outcome of CEP 298 Contracting Out Committee – case #04-001-014 – Contracting out of Stores Stock items.**

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

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

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

Case #06-49 George Schibli – April 12th, 2006 – Denied Family Responsibility Leave.

Contracting Out Committee – January 5th, 2006 – case #06-12 – failure to notify – Jose excavator work on landfill.

Contracting Out Committee – January 10th & 11th, 2006 – case #06-14 – failure to notify – Jose on landfill.

Contracting Out Committee – January 18th & 19th, 2006 – case #06-17 – failure to notify – Jose excavator on land fill.

Case #06-44 Contracting Out Committee – March 9th, 2006 – Failure to Notify. Rain Coast Cranes @ Hog pile.

Case #06-47 Contracting Out Committee – April 3rd, 2006 – Failure to Notify. Rain Coast Cranes @ Chip Tipper.

At Standing Committee

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

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

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

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

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

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

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

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

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

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

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

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

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

Contracting Out Committee – May 10/05 – case #05-69 – failure to notify – dry end pulper shaft. On hold pending the outcome of the arbitration regarding Stores Stock grievance.

Contracting Out Committee – May 16/05 – case #05-70 – failure to notify – Joy precipitator rapper shaft. On hold pending the outcome of the arbitration regarding Stores Stock grievance.

Contracting Out Committee – Jul 25/05 – case #05-71 – failure to notify – 3196XL Pump Shaft. On hold pending the outcome of the arbitration regarding Stores Stock grievance.

Contracting Out Committee – Aug 25/05 – case #05-72 – failure to notify – A151 4140 - HT/250-300 Pump Shaft. On hold pending the outcome of the arbitration regarding Stores Stock grievance.

Contracting Out Committee – Sept 30/05 – case #05-73 – failure to notify – Stuffing Box, M&D Reactor. On hold pending the outcome of the arbitration regarding Stores Stock grievance.

Contracting Out Committee – Oct 20/05 – case #05-74 – failure to notify – DWG F-910432-10 Drive SHAFT. On hold pending the outcome of the arbitration regarding Stores Stock grievance.

Contracting Out Committee – Jul 22/05 – case #05-75 – failure to notify – Plates for Papermill Rolls. On hold pending the outcome of the arbitration regarding Stores Stock grievance.

Contracting Out Committee – Aug 29/05 – case #05-76 – failure to notify – Bushing, Nut, Gland, Shaft. On hold pending the outcome of the arbitration regarding Stores Stock grievance.

Contracting Out Committee – Sept 19/05 – case #05-77 – failure to notify – Shaft & Nut, Sleeve. On hold pending the outcome of the arbitration regarding Stores Stock grievance.

Contracting Out Committee – Sept 19/05 – case #05-78 – failure to notify – Plates custom cut for 423 Fork truck. On hold pending the outcome of the arbitration regarding Stores Stock grievance.

Contracting Out Committee – Nov to Dec/05 – case #05-79 – failure to notify – Fabrication of top cyclone wear plates. On hold pending the outcome of the arbitration regarding Stores Stock grievance.

Contracting Out Committee – Nov 7/05 – case #05-80 – failure to notify – Side Plate B-11777 Bingham pump. On hold pending the outcome of the arbitration regarding Stores Stock grievance.

Contracting Out Committee – Nov 10/05 – case #05-81 – failure to notify – Pump Shaft PSE - 300, Thrust Ring PSE - 300. On hold pending the outcome of the arbitration regarding Stores Stock grievance.

Contracting Out Committee – Nov 17/05 – case #05-82 – failure to notify – Wearing ring Pump Z-R500, Shaft 341848. On hold pending the outcome of the arbitration regarding Stores Stock grievance.

Contracting Out Committee – Nov 25/05 – case #06-11 – failure to notify – Assembly of a Vacuum Head including the Micarta.

Case #06-41 Mike Holland – March 18th, 2006 – Not Working to Expectations.

Case #06-62 Contracting Out Committee – 2005 – 2006 – Article 1 and Others – Contracting Out Violation – Failure to pay Code of Ethics

Case #06-65 Contracting Out Committee – April – May 2006 – Article 1 and Others – Contracting Out Violation – Failure to Notify DJ Containers hauling Garbage.

Case #06-66 Contracting Out Committee – May 8th – 11th, 2006 – Article 1 and Others Contracting Out Violation – Failure to Notify Kitimat Iron Installation of Temporary Elevator for Steam Plant.

Case #06-69 Tim Schmidt
June 19th, 2006 – Article 1 and Others – Call List OT Violation.

Case #06-74 CEP Local 298
Aug 21st, 2006 – Article 43 & Others. – Job Transfers.

Case #06-75 Mike Keating
June 24th, 2006 – Article 11 – Overtime Distribution.

Grievances at Fact Finding

Case #06-76 Contracting Out Committee
Dec 22nd, 2005 – Failure to Notify – Westcan wearing ring.

Case #06-77 Contracting Out Committee
Dec 8th, 2005 – Failure to Notify – Westcan pump shaft.

Case #06-78 Contracting Out Committee

Dec 19th, 2006 – Failure to Notify – Westcan ring spacer for felt roll guide.

Case #06-79 Contracting Out Committee
Dec 15th, 2005 – Failure to Notify – Westcan pump shaft.

Case #06-80 Contracting Out Committee
Jan 19th – 23rd, 2006 – Failure to Notify – Zanon Drive shaft.

Case #06-81 Contracting Out Committee
Dec 2005 to Jan 2006 – Failure to Notify – Zanon Heat exchanger tube plugs.

Case #06-82 Contracting Out Committee
Jan 10th, 2006 – Failure to Notify – Zanon Shaft dryer drive gear.

Case #06-83 Contracting Out Committee
Dec 29th, 2005 – Failure to Notify – Zanon Shaft Joy Precipitator.

Case #06-84 John Burget
Prior to August 29th, 2006 – Article II (a) – Staff doing hourly work.

Case #06-85 Contracting Out Committee
June 15th, 2006 – Failure to Notify – 101 Pump shaft 3196XL (PO# 2010605050).

Case #06-86 Contracting Out Committee
June 20th, 2006 – Failure to Notify – Stuffing Box (PO# 2010605174).

Case #06-87 Contracting Out Committee
July 10th, 2006 – Failure to Notify – Westcan Pump Shaft (PO# 2010605617).

Case #06-88 Contracting Out Committee
July 24th, 2006 – Failure to Notify – Zanon Shaft Joy 1-35317-L (PO# 2010605960).

Case #06-89 Contracting Out Committee
Sept 14th, 2006 – Failure to Notify – Westlund – Fabricate Hog Blow Line (PO# 2010607125).

Case #06-90 Len Hanson
Feb 5th & 7th, 2006 – Travel Money?
Note: I received this on Nov 15th, 2006.

Case #06-91 Dan Belleville – Nov 5th, 2006 – Over Time Distribution

Case #06-92 Contracting Out Committee – June 5th, 2006 – Failure to Notify – Rain Coast Crane hauling a platform.

Case #06-93 Contracting Out Committee

June 7th, 2006 – Failure to Notify – Rain Coast Crane moving a Container.

Case #06-94 Dino Stamatakis

Nov 6th, 2006 – Article XXX Unjust Discipline

Case #06-95 Dino Stamatakis

Nov 1st, 2006 – Supplement #7 Unjust Discipline

Case #06-97 Chris Campbell

Dec 7th, 2006 – Job Posting

Case #06-98 Andrea Lee

Oct 30th, 2006 – Posting to Steam Plant

Case #06-99 Robert Tomkinson

Sept 29th, 2006 – Unjust Progressive Discipline

Case #07-01 Craig Karwandy

January 3rd, 2007 – Transfer Denied.

Case #07-03 George Schibli

January 16th, 2007 – Company forcing employee to use banked time to cover absence from work caused by mud slide on Kitimat-Terrace highway

Case #07-04 Walter Sanwald

September 29th, 2006 – Denied Posting to Traffic.

Case #07-05 C.O.C.

Jan 17th, 2007 – Contracted Out clean up of CMP spill with a Bob Cat to WIC Construction.

Case #07-06 Brent Ferris

Jan 19th, 2007 – Staff (Ferd Wuensche) doing Hourly work.

Case #07-08 Vern Cote

Jan 18th, 2007 – Eurocan using paid time off to cover absence from work due to mud slide (road closure) on Dec 19th, 2006.

Case #07-09 Jim Eyre

January 21st, 2007 – Terminal OT Call List Violation.

Case #07-10 Dino Stamatakis

December 19th, 2006 – Unjust Discipline.

Completed Grievances

Claus Rosner – Apr 8/05 – case #05-26 – unjust discipline. Hearing dates – January 5 and 6, 2007. **The arbitrator dismissed the grievance. However, the arbitrator did conclude that the evidence established that the de-lock procedure, as it applies to a group lock out procedure at Eurocan,**

is part of the lock-out policy which requires two qualified operators to participate together in that process. Complete.

Case #06-61 Jason Smith – July 5th, 2006 – Article 1 and Others – Unjust Discipline. **The Company withdrew the discipline. Complete.**

Case #06-73 Greg Adams

July 24th, 2006 - Article 1 and Others, Article #18 – Floaters. **The Union withdrew this grievance without precedence or prejudice. Complete.**

Hypocrisy over Chinese labour law reform

ITGLWF/CALM

U.S. and European multinationals have been accused of double standards for adopting codes of conduct requiring their suppliers to behave ethically on the one hand, while on the other lobbying against China's proposed new labour laws which, if implemented, would greatly clean up the country's supply chain.

The Brussels-based International Textile, Garment and Leather Workers' Federation (ITGLWF) has written to leading U.S. and European retailers and merchandisers, including Wal-Mart, Carrefour, Tesco, Nike, the Walt Disney Co, adidas, Sara Lee and DuPont, asking them to distance themselves from the position of their industry associations and to publicly support China's proposed labour laws.

"China is currently debating a reform of its labour laws which aims to tackle the widening income gap and the threat of social unrest in the country's rapidly growing economy," says ITGLWF General Secretary Neil Kearney.

"The worst off in China's export sector have been migrant workers, most of them exiles from the poorest provinces who travel far from home to live in cramped company dormitories while working long hours under poor conditions.

"While the draft legislation falls short of international standards in that it does not allow workers to form independent trade unions or give them the right to strike, it does contain provisions that would significantly improve China's low wages and poor working conditions.

"However, industry associations claim that the new legislation 'over-regulates' the employment relationship and will push up the cost of doing business in China. They have threatened that foreign corporations will pull out of China if it is passed."

"Socially responsible corporations should be trying to help to raise the standards of workers around the world. They should not be trying to prevent governments from adopting laws to protect their workers," concludes Kearney.

\$1 million damages awarded for workplace harassment by RCMP

The British Columbia Court of Appeal has upheld a lower court judge's award of \$950,000 in damages to a former RCMP constable who suffered such severe psychological harm, as a result of persistent harassment by the commander of her detachment, that doctors doubt that she will ever be able to work again at any full-time job.

The damages, which resulted from the negligent infliction of mental suffering, were awarded to former constable Nancy Sulz against the B.C. government, which was held "vicariously" liable under the province's Police Act, because her detachment commander was serving as a provincial police officer under a federal-provincial agreement for the services of the RCMP. The B.C. Supreme Court trial judge found that the superior officer, Staff Sgt. Smith, was personally immune from liability under the Police Act because his actions occurred in the course of his duties.

Harassment by superior officer criticized by trial judge

Sulz had joined the RCMP in 1989, and received excellent evaluations until 1994, when Staff Sgt. Smith became the detachment commander. The trial judge found on the evidence that between July 1994 and February 1996, when she went on depression-related sick leave, Sulz was subjected to ongoing and ultimately debilitating harassment by Staff Sgt. Smith, the commanding officer of a 20-member detachment. Sulz testified at trial that Smith was openly hostile to her, and that he repeatedly made damaging comments about her to her fellow officers, saying that he would "get" her, that she could not "cut the mustard" as an RCMP officer, that she was afraid of the dark, and that no one should ride with her on patrol. Sulz, who had planned a lengthy career with the RCMP, sank into a depression which led to her taking sick leave in 1996.

An internal investigation was conducted by the RCMP in late 1997 and early 1998, culminating in a finding that discrimination had been substantiated but Smith could not be disciplined because by that time he had retired. Sulz never recovered, and ultimately left the force for medical reasons in 2000. Thereafter, she continued to suffer from depression and remained unable to cope with any form of regular employment. Following her medical discharge, Sulz was paid a disability pension (administered by

Veterans Affairs Canada), a superannuation pension and long-term disability benefits.

The comments of the judge who heard the case are telling. As the trial judge stated: "The culture in the RCMP was, until comparatively recently, male-oriented, direct and undiplomatic," and the manner of the detachment commander was "abrupt, demanding and unfeeling." He was "prone to angry outbursts," his behaviour was "intemperate and, at times, unreasonable," and his command style "was no longer appropriate in the modern RCMP."

Provincial government's challenge rejected by B.C. Court of Appeal

In appealing the damages award, which was largely designed to compensate for Sulz' past and future wage loss, the B.C. government did not dispute the trial judge's finding of negligence or the quantum of the damages award, but it argued that (1) the trial judge should have deferred to specialized tribunals under the Royal Canadian Mounted Police Act or the Canadian Human Rights Act, (2) the judge erred in permitting Sulz to recover indirectly what she could not recover directly from the federal Crown because the federal Crown Liability and Proceedings Act barred an action against the federal government by those in receipt of a Veterans Affairs pension, (3) the trial judge could not find the province liable for the exercise of managerial duties but only for policing errors.

Writing the unanimous decision of a three-member panel of the B.C. Court of Appeal, Justice Risa Levine found no merit in any of the provincial government's arguments.

As to the province's first argument, the Court held that (1) there was no requirement to defer to an employment tribunal because the dispute arose out of a tort claim, for injuries suffered at the hands of a manager, not out of a dispute over employment benefits, most of Sulz' income losses occurred after her employment ended, and no effective remedy was therefore available through the RCMP's internal grievance process. Similarly, Levine found, a human rights complaint could not provide effective redress since Sulz's harassment complaint was only partly based on her gender, and since in any event the one-year limitation period for filing a complaint under the Canadian Human Rights Act had expired by the time the internal investigation procedures under the R.C.M.P. Act were completed and Sulz was medically discharged.

Addressing the province's second argument that the trial judge had erred in permitting Sulz to indirectly obtain damages from the federal government when she could not do so directly, because the federal Crown was bound by its policing agreement with B.C. to indemnify the province for the

cost of any civil action, Justice Levine held that "[i]t stretches the principles of statutory interpretation beyond logic to suggest that the effect of federal legislation is to limit the rights, under provincial legislation, of the victim of a tort committed by a provincial police constable, because of an agreement entered into between the two levels of government for reasons that have no apparent connection to the circumstances in issue here."

As for the province's third argument, which attempted to draw a distinction between Smith's managerial and policing functions in determining its liability under the B.C. Police Act for his actions, Justice Levine ruled that "[t]he descriptions of the duties of police officers do not limit their duties to their 'operational' work. Police officers are also charged with carrying out all duties, functions, and instructions that are imposed on them by their office and the organization of which they are members. The Police Act contemplates that police officers may commit torts in carrying out their duties – operational or managerial, and does not limit the Province's liability for torts committed by police officers to those committed only by inferior officers."

Province held liable for harassment by RCMP

As indicated, the province did not contest, and the B.C. Court of Appeal did not disturb the trial judge's finding that "the harassment which [Sulz] experienced in 1994 and 1995 was the proximate cause of her depression, which in turn, ended her career in the RCMP. The plaintiff has therefore successfully established that the defendant Smith's breach of the duty of care he owed to her caused her serious psychological harm. Although Smith himself is protected from liability for his negligence by s.21 of the Police Act, the plaintiff has a valid claim for damages against the Provincial Crown based on the principle of vicarious liability."

Sulz v. Minister of Public Safety and Solicitor General
British Columbia Court of Appeal: Justices Risa Levine, Lance Finch and Kenneth Smith.



February 23, 2007 letter from Don MacNeil, Vice President, Western Region to BC Locals

Raw Log Exports

The issue of raw log exports is not a new one to British Columbia. It is a problem that has been with us since the 1890's, but in recent years the situation is getting worse. Between 1996 and 2005, we have seen a 1,000 percent increase in raw log exports. In simple terms, what that means is fewer jobs here in BC.

Over the past ten years the job losses have been staggering. A recent report on the issue shows that in 2005 alone, 3,300 jobs in the forest sector were lost to log exports. That same report estimates that 27 mills closed between 1997 and 2004, at a cost of some 13,000 jobs.

It makes no sense for British Columbia to ship unprocessed logs out of this country. We are sending boat loads of raw logs out of our province to be processed into higher value products elsewhere. This trading in raw materials creates employment in the US or in Asia, while mills here at home close and employment opportunities in our own communities dry up.

CEP has been an active participant on the Forest Issues Working Group of the BC Federation of Labour for the past year. You may recall that last year we were able to force the provincial government to hold a review of raw log exports. Not surprisingly, the final report to the Minister of Forests from the Log Exports Review Panel, comprised of Mr. Bill Dumont and Mr. Don Wright, was a complete disappointment.

On January 11th, participated in a round table discussion on the government's log export policy. At that meeting we decided that we cannot let this report go unchallenged. The government of British Columbia must act on behalf of the citizens of the province, as opposed to bowing to the demands of the multinational corporations.

We have written to the Minister of Forests, Rich Coleman, demanding that the government take a number of steps. Most importantly, they must commit to creating policies that encourage more BC manufacturing as well as maintaining sustainable logging practices. There are a number of specific recommendations that we have identified in our letter to the Minister for both the short term and the long term. I have attached that letter for your information.

To date, the Minister has not responded to our request for a face-to-face meeting on this issue, but we expect to hear from him without much more delay.

We will continue to keep you posted regarding this important issue.

**In solidarity,
Don MacNeil, Vice President, Western Region**

January 31, 2007

The Honourable Rich Coleman
Minister of Forests and Range
Room 128
Parliament Buildings
Victoria, BC V8V 1X4

Dear Minister Coleman:

In August of last year you made the wise decision to order a review of log export policy in our province. We were pleased that you did so and supported you in that undertaking.

As you know, public opposition to log exports has surged in British Columbia over the past decade, a decade in which the exodus of raw, unprocessed logs from the province increased ten-fold. While opposition to mounting log exports was perhaps its most vocal on the coast, it is fair to say that urban and rural residents throughout the province share similar concerns. Rising exports of natural resources in their rawest, unprocessed form, translate into missed social and economic opportunities. If all the logs exported from our province in 2005 had been processed here instead of elsewhere, our provincial economy would have benefited to the tune of 3,300 additional jobs.

Adding insult to injury, a lot of the logging activities that have taken place in the service of exporting raw logs from this province have resulted in dramatically over-cut forests and a host of ecological problems, including badly degraded watersheds and drinking water supplies.

In short, what your ministry heard prior to the convening of the log export review was that BC citizens were:

- against local mills closing while log exports climbed,
- opposed to unrestrained private land logging to service log export markets,
- anxious to avoid increased log exports from public forestlands, and
- supportive of sustainable logging practices that protected lands and waters.

As such, we believe that any credible response to the completed log export review, which was delivered to you by Mr. Bill Dumont and Mr. Don Wright a little more than one month ago, must be informed by what gave rise to the review in the first place. By that measure, we believe that the review now before you falls well short of the mark.

Communities, jobs, the environment and sustainability are all virtually absent from the review and its recommendations. There is nothing in the report that seriously addresses these issues. Worse yet, there is much to suggest in the review's recommendations that the situation could get worse,

not better, in the months ahead. For example, the review:

- does nothing to stop the export of logs from private forestlands,
- actually encourages an increase in log exports by recommending the lifting of export restrictions on low grade cedar and hardwood, this at a time when BC's cedar shake and shingle makers and hardwood mills are short of logs,
- fails to address sustainable logging rates and the protection of watersheds, particularly on private forestlands, which account for the majority of raw log exports,
- encourages export of hemlock logs when hemlock is the single-most important species by volume on the coast and is the essential building block in any new forest industry investment strategy in coastal BC,
- promotes a "free trade" in logs and lumber primarily between BC and the US Pacific Northwest, without supporting evidence that "leveling the playing field" will result in badly needed new and retooled mills in the province,
- is silent on the role the province should play in stimulating manufacturing, an omission that implies that government should not require forest companies to invest in mills in exchange for access to trees on provincial forestlands,
- fails to address the fact that as tens of thousands of logs leave the province, a profitable mill — the Western Forest Products' New Westminster sawmill - is about to close at a loss of 300 jobs, on the basis that the company cannot get enough logs,
- is not "value-driven", in other words it makes little or no mention of the social, economic and ecological benefits associated with manufacturing wood products to higher end uses here in BC, something that would allow us to log less but employ more people,
- fails to recommend that the province push the federal government hard to close export opportunities on private lands where the bulk of log exports occur and where the federal government has regulatory authority, and
- fails to seriously address the so-called "ripple effect", namely, that as log exports increase sawmills could go down, and so will pulp mills as they will have no access to chips and hog.

These are only some of the significant issues not addressed in the log export review now before you. We strongly believe that the report's methodology is flawed and that it overstates the benefits of market

solutions by scrupulously avoiding any discussion of the role that governments can and should play in shaping public policies.

In closing, we believe that log exports are symptoms of bigger problems that are plaguing our provincial economy and the forest sector in particular. As you know, there has been a significant decline in forest product manufacturing in coastal BC for quite some time. All indications are that in the absence of clearly articulated provincial and federal government policies, the present trend will continue a trend in which more mills close and raw log exports climb. Furthermore, the same trend could easily come to pass in the Interior, especially on the after side of the current mountain pine beetle-related logging boom.

Nobody believes that such a scenario is in the short-term or long-term interests of British Columbia. In fact, many British Columbians believe the province should not allow raw log exports of any kind. Rather, we need simple but firm policies that encourage more manufacturing activities here in the province and that make it a requirement that companies log in a manner that does not degrade our lands and waters.

We strongly believe that every log harvested on private and public land in British Columbia needs to be produced in British Columbia for the benefit of all British Columbians. At a bare minimum, we ask you as an interim step to implement policies that impose high fees in lieu of domestic manufacturing (equal to export price differentials) on all logs destined for export markets so that there is the strongest possible incentive to process those logs here in the province. We also ask that you ensure that there is a stringent and transparent process in place that truly allows domestic mills to bid on and purchase logs prior to them being deemed "surplus" and being exported. Finally, like the review panel itself, we ask your government to expeditiously devise a second-growth strategy for our forestlands. However, unlike the review panel, we believe that any credible strategy must include requirements that companies logging those forests invest in new milling facilities. Otherwise, no new mills will be built and we will face renewed pressure to open up access to log export markets.

Ultimately, we believe the overriding objective should be that all logs coming off of public or private forestlands in this province are processed here for the benefit of British Columbians. We know and accept that that may take time to achieve, but we are anxious to work with you in whatever way we can to make that vision a reality.

We look forward to meeting with you prior to any action on this report and discussing further the issues at hand.

Yours sincerely,

JIM SINCLAIR
President, B.C. Federation of Labour

ARNOLD BERCOV
Pulp, Paper and Woodworkers of Canada

BILL HARPER
Councillor, City of New Westminster

STEVE HUNT
Director, United Steelworkers, District 3

KEN JAMES
Youbou TimberLess Society.

DON MACNEIL
Vice-President, Western Region
Communication, Energy & Paperworkers Union

JACK McLEMAN,
Port Alberni Councillor

KEN McRAE
Port Alberni Mayor

KENNETH WU
West Canada Wilderness Committee

KEITH WYTON
Save Our Valley Alliance

**February 21, 2007 UPDATE ON CURRENT
DISPUTES** from Don MacNeil, VP CEP Western
Region

United Transportation Union - UTU

The dispute between the UTU conductors and yardmen continues to be mired in Legal wrangling with the Canadian UTU members, the Leadership of their International Union, Canadian National Railway, various employer groups, and the federal government.

The first hurdle was passed Monday when the Canada Industrial Relations Board (CIRB) ruled the strike was in fact legal. Notwithstanding that fact, other groups such as the Forest Products Association of Canada and the Wheat Board are lobbying the government hard, asking them to Legislate the rail workers back to work.

The Harper Government has pledged to deal with back to work legislation in the House of Commons today, but the NUP has promised that they will not agree to bump this legislation to the top of the stack.

It most likely will be Friday before this legislation is passed.

Meanwhile, the UTU Canadian Directors have been removed from their positions and their offices have been padlocked by the International. Despite this setback, these Directors are still attempting to find a solution in mediation. Yesterday, through a federal mediator, they offered a back to work agreement, but CN refused to look at it, saying that these Directors don't speak for the union.

Most of the picketing so far has taken place at CN yards and at the ports. There is no plan to escalate picketing at this time, and it is agreed that if there is a decision to ramp things up, another face to face meeting will be called by the BC Federation of Labour.

There is a rally today at noon at Waterfront Park in North Vancouver.

Canadian Merchant Service Guild - CMSG

The members of the Canadian Merchant Service Guild find themselves mired in a legal quagmire as well.

The CIRB, acting on a complaint filed by Seaspan International, held a hearing by conference call and within an hour ruled that Seaspan workers had to cross the CMSG picket line and, if not, they would be considered to be engaging in an illegal strike.

A week later, SMIT Marine filed a similar complaint and the CIRB ruled in the same manner, forcing the SMIT workers to cross the line.

There is also a possible court action pending as a result of an action filed by Seaspan, Catalyst and Norske. At this point, that action has been put on hold with an understanding that it can be reactivated with 48 hours notice.

Meanwhile, one of the four employers involved in this dispute, Riverside Towing, has lifted their lockout and the parties are returning to the table to try and hammer out a deal.

What should we do?

Our advice in both disputes remains the same.

We have not been asked by either union to get involved beyond refusing to cross their picket lines. There is no expectation that our locals take action on their own. If either of these unions intends to picket our facilities they will notify us in advance. Both unions have been quite effective with what they are doing so far and there are no immediate plans to escalate. If the situation changes, we will notify you immediately. In addition, at this point in time, there has been no hot edict issued by the BC Fed.

CEP Western Region Rank & File Report

To: All Western Region Locals:

The National Executive Board held their first full Board meeting since Convention on January 23-26, 2007 in Ottawa.

Prior to the Board meeting the CEP co-sponsored a symposium on Forest Sector jobs with the Forest Products Association of Canada on Parliament Hill. The symposium was one of many events across the country organized by the CEP for the National Day of Protest on Forest Sector Jobs on January 22, 2007. Your entire National Board was at the symposium at which time the CEP was the first to demand that the Federal Government organize and hold a National Summit on the Future of the Forest Industry. The Western Region also held a successful event in Vancouver with the BC Federation of Labour at Library Square. As most of you know this issue concerns many of our Brothers and Sisters across the country and the CEP is taking the lead in protecting this crucial industry for Canada.

As we reported after Convention, the Board had approved a temporary budget until we meet in January to allow the new Secretary Treasurer and President the necessary time to be able to discuss the budget in full. The Board was able to discuss the budget at length and has passed a very responsible budget for 2007, which ensures we will meet the needs of our members while addressing our financial constraints.

The Board heard a number of cases throughout the week of attacks to our members. As is customary of the CEP we approved numerous campaigns aimed at defending our members; such as the Forestry campaign and Keystone Pipeline campaign.

We also received an update on the Mentorship program. The program has been a huge success so far with over 100 people signing up to be mentored. One concern is there hasn't been a lot of people coming forward to be mentors. We are going to be approaching retiree's to see if any of them would be interested in mentoring some activists. We would also like to encourage any experienced individuals, who haven't already signed up, to consider signing up to be a Mentor. We have a number of people who have registered who are still waiting to be assigned a Mentor.

There have been a few of sub committees set up which will respond back to the National Executive Board over the next year. Angela Adams and Wendy Sol have been appointed to the Advisory Committee on First Nations and Metis Workers Sub Committee. Wally Ewanicke and Don Boucher have been appointed to the CEP Task Force on Organizing. A committee was struck to address the issue of bonding with Brother Gaetan Menard and 1 Rank &

File member from each region, Scott Doherty was appointed to that committee from the Western Region.

In closing we are all looking forward to be able to talk to as many people as possible over the coming months at the various Area Council meetings and Western Region Conference. The Western Region Conference will be in Edmonton on September 23-26, 2007. The Alberta Area Council is being held in Red Deer on May 4-6th, 2007. The British Columbia Area Council is being held in Prince George on the 25-27th, 2007. The Saskatchewan Area Council is being held in Regina on April 23-26th, 2007. We will be providing reports at the various meetings and feel free to contact any of us if you have questions or concerns.

**In solidarity,
Western Region Rank & File Members
Angela Adams
Donna Fauchoux
Wally Ewanicke
Scott Doherty**

Thursday, February 8, 2007

Explosion rocks mill Two workers injured by blast

by **GORDON HOEKSTRA (Prince George) Citizen staff**

One of two workers hurt Wednesday morning when a pipe violently ruptured in Canfor's Intercontinental pulp mill was released from hospital hours later.

The other is being treated for a wound received when a small piece of foreign substance penetrated his shoulder from the blast, but it's not life-threatening, said Canfor spokesman Ted Perry.

"We're pleased about that," said Perry, referring to the fact the workers looked like they were going to be OK.

The rupture -- which occurred about 10:30 a.m. -- took place in the bleach plant. "It was a substantial rupture -- very, very violent -- it blew it apart," said Perry.

The mill was immediately evacuated.

The company also shut down the mill as it investigates the extent of the damage and the reasons for the rupture.

Damage occurred to piping, a vessel and an ancillary pump in the pulp mill.

The area is where hydrogen peroxide is added to brighten the pulp, but Perry said that the hydrogen peroxide concentrations are not volatile. "It's why the

investigation is trying to understand why, in this case, there was such a violent reaction," he said.

While repairs are already underway, Perry noted the equipment destroyed is unique and cannot be ordered off the shelf.

There's a possibility that the equipment will have to be fabricated, which could mean the bleaching plant could be out of commission for weeks, explained Perry.

It's why they are planning to restart the mill as soon as possible and produce non-bleached pulp, called brown stock, that they will market, he said.

The pulp mill employs 270 people on round-the-clock shifts, but no impact to employment is expected as a result of the bleach plant shutdown, said Perry.

The explosion brought out emergency services from the City of Prince George, including the fire department. Perry said there was no fire as a result of the pipe rupture.

The Intercontinental plant is one of three pulp mills operated by the Canfor Pulp Trust, which Canfor Corp. holds a 50.1 per cent stake in.

Canfor Corp. spun off the three pulp mill into the trust last year so it could focus on its solid wood business.

Union demands hearings on media ownership

Ottawa - Canada's largest media union is asking the Canadian Radio-television Commission to hold public hearings on the concentration of media ownership.

In a formal letter to the newly-appointed CRTC Chair, Konrad von Finckentstein, the Communications, Energy and Paperworkers Union of Canada, which represents approximately 25,000 members in the media, says that ownership concentration has reached exceptionally high levels requiring a public analysis to ensure that Canadians still have access to "a competitive market place of ideas, news and information broadcasting".

"This is well within the mandate of the CRTC," says Peter Murdoch, Vice-President Media for the CEP. "Thirty years ago the commission was going to look into the issue, but that hearing was cancelled. Nothing has been done since. As a result, today we have significantly higher concentration of ownership. And given approximately \$4 billion worth of transactions waiting in the wings for the CRTC's approval, the timing couldn't be more appropriate."

Murdoch says the union is asking the CRTC to look specifically into issues of ownership and control, measurable effects of cross ownership and ownership concentration, composition of the media marketplace, and the CRTC's licensing policy.

He adds that the CEP does not believe such a hearing should be combined with upcoming licensing hearings.

"It is critical that the CRTC get an opportunity to hear the public's views about ownership before major decisions are made. The airwaves are owned by the citizens of Canada. It is important their voice be heard on the core issue to ensure democracy and diversity in the programs that are supposed to 'inform, enlighten and entertain' us."

Forest workers rally across Canada and flood MPs offices with e-mails on jobs crisis, as industry leaders hold Parliament Hill forum

January 22, 2007 OTTAWA – Canada's largest union of forestry workers has mobilized Canadians and forest industry stakeholders from coast to coast to call for federal government action on the forest sector jobs crisis.

Today is the Communications, Energy and Paperworkers Union of Canada's National Day of Action for Forest Sector Jobs, and thousands of Canadians are sending a unified message to Stephen Harper and their Members of Parliament urging them to "break the silence" on this crisis, and support new investment in forestry communities.

"We want the government to pay attention to what's happening to one of Canada's most important industries, and we want meaningful action," says CEP President Dave Coles. "What will solve this crisis is economic investment by the industry with immediate, urgent support from government."

Forest communities all across Canada are holding rallies and other events to support these demands. For example, in Calgary, Alberta forest workers will be visiting Stephen Harper's constituency office. In Quebec, Bloc Quebecois Leader Gilles Duceppe will join CEP, and the Quebec Federation of Labour at a news conference on the crisis in the forest industry.

Simultaneously, a national symposium on the future of the forest industry is bringing labour, the Forest Products Association of Canada (FPAC), environment groups, city mayors, aboriginals and MPs together for a strategy session on Parliament Hill.

CEP and FPAC have drafted a joint statement with specific demands to help bring about job stability and economic renewal in the forest sector.

"We want Stephen Harper and Parliament to adopt a national strategy for the forest sector that will lead to economic rejuvenation and job stability," says Mr. Coles.

"This crisis should concern every Canadian, because forest sector jobs support hundreds of communities across Canada that are an integral part of the Canadian economy," he says. "Though thousands of jobs have already been lost and the communities they support face economic devastation, the federal government has been sitting on its hands."

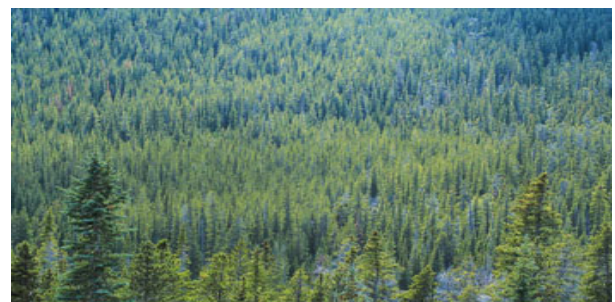
CEP briefed Senate committee on forestry

*Kapuskasing is not like Toronto;
Chandler is not like Montreal; and
Prince Albert is not like Saskatoon.*

If the mills close in those communities, there is simply nowhere else to work. There are very few, if any, options for working people. CEP President Dave Coles made those remarks this morning in a presentation with Secretary-Treasurer Gaétan Ménard to the Senate Standing Committee on Agriculture and Forestry, which is conducting hearings across the country in the weeks to come.

After painting a picture with statistics and facts about what is happening in mill towns across the country and its impact on the Canadian economy, Coles said he believes the "committee's work will force industry, provincial and federal governments to pay attention not only to today's reality, but the frightening prospect for tomorrow if we take no action." "What we really need on the part of industry and senior governments right is recognition that there is a crisis in the heartland and it will just keep getting worse unless we as a nation come to grips with it.

"Forestry jobs are worth fighting for is our battle cry and we will continue the fight because the alternative is not worth contemplating," concluded President Coles.



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 Local 298 new members:

Member	Department	Initiated
Kevin Hamilton	Raw Materials	Yes
Colin Taylor	Steam Plant	----
Mika Vossi	Steam Plant	----
Stephen Stone	Electrical	----
Teresa L. Nyce	First Aid/Stores	----
Scott MacGregor	Terminal Warehouse	----
Steven Boudreau	Pulpmill	----
Chris Campbell	Raw Materials	----
Sonny Muchalla	Instrumentation	----
Dean Campbell	Electrical	----
Deanna Smith	Traffic	----
Lesil Coverdale	Raw Materials	----
Craig Karwandy	Raw Materials	----
Jordan Linteris	Raw Materials	----
Jeremy Striker	Pulpmill	----
Kurt Muller	Pulpmill	----
Daniel Graziani	Raw Materials	----
Jamie Sussbauer	Janitorial	----
Kevin Louttit	Pulpmill	----
David Payjack	Steam Plant	----
Laura Carpino	First Aid/Stores	----
Aaron Thom	Pulpmill	Yes
John Price	Steam Plant	----
Kurt Nester	Traffic	----
Kevin Reis	Steam Plant	----
Jamie Harker	Steam Plant	----

The next General Membership Meeting is at 4:30 pm, Wednesday, March 14, 2007 at the Union Hall, 623 Enterprise Avenue. General Membership Meetings are held on the second Wednesday of every month, except July and August, 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; an updated version of our bylaws can be found online at our web page – <http://www.cep298.com/>.

Notice

For people wanting assistance with their WCB claims, Pat Williams will be providing assistance and can be reached at the Terminal Warehouse First Aid office at (639)-3506 or on his cell at 632-1267.

Employee and Family Assistance Program - EFAP

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

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

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

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

For more information about this product, visit www.uellick.com



Puzzle date: Sunday, March 4, 2007

ACROSS

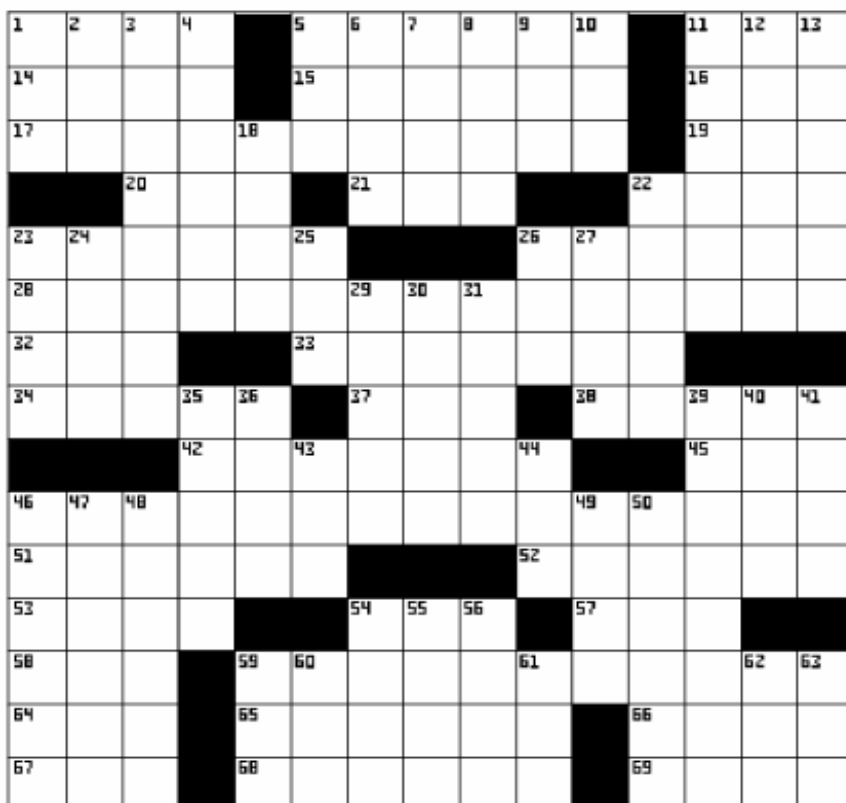
- | | |
|---|------------------------------------|
| 1) Elephantine | 38) Many Eastern Europeans |
| 5) Shoe part | 42) Air current heading skyward |
| 11) Two in a billion? | 45) Start for "colonial" |
| 14) Onerous concern | 46) Solver's thought (Part 3) |
| 15) Eyetooth | 51) Renaissance rulers of Florence |
| 16) "Norma ____" | 52) Grasslands |
| 17) Beginning of a solver's thought | 53) Hippies' quarters |
| 19) Certain road runner | 54) Halloween persona |
| 20) Cube with spots | 57) Populous city area, slangily |
| 21) Pick a card, say | 58) Jack Horner's last words |
| 22) Jackrabbit, actually | 59) End of a solver's thought |
| 23) Most definite | 64) Serve that doesn't count |
| 26) Moon feature | 65) Scold |
| 28) Solver's thought (Part 2) | 66) ____ fixe |
| 32) Slithery Egyptian | 67) Whichever |
| 33) Run | 68) Jackson or Johnson |
| 34) Sail supports | 69) Workout spots |
| 37) First name in pharmaceutical giants | |

**SAY-SO**

By Lynn Lempel
 Edited by Timothy Parker

DOWN

- 1) Ad ____
- 2) Family card game
- 3) "Goody, goody" candy
- 4) Observes
- 5) It has a chilling effect
- 6) Alliance est. in 1949
- 7) Make little cuts
- 8) Window shade?
- 9) Chang's brother
- 10) Word with "shooter" or "soup"
- 11) Margarine, vis-a-vis butter
- 12) Hardy companion?
- 13) Like some winter weather
- 18) Of reduced degree
- 22) Shirley Booth role
- 23) Dupe's undoing
- 24) Star bear
- 25) Number for the show?
- 26) IRS calculator?
- 27) Tiresome routines
- 29) "Lulu" or "Norma"
- 30) Switching device
- 31) Windblown snow pile
- 35) Capital of Tunisia
- 36) Done on ____ (without contract)
- 39) Disease-fighting protein
- 40) Shrimp discard
- 41) Part of Buck's trilogy
- 43) Motorist's crime, briefly
- 44) Highest part
- 46) High-jumping antelope
- 47) Mariners
- 48) Three-legged calf, e.g.
- 49) Oversupply
- 50) Insect with pincers
- 54) It can be rounded up
- 55) Winged
- 56) Yard portal
- 59) Letters of indecision, on a schedule
- 60) She lays around the farm
- 61) Use needle and thread
- 62) Sleep stage
- 63) ____ Plaines, Illinois

For more information about this product, visit www.uclink.com

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BARGAINING SURVEY

The following survey is designed to provide your wage delegate committee with a clear indication as to what the members would like to see at the table for the next round of negotiations. The current collective agreement ends May 1, 2008

Please return your completed survey to your shop steward or the union hall. Listed below are some issues which you can indicate your interest or preference for. You can also add any issue you think important.

Occupation:

Years of Employment:

Shift:

SUGGESTIONS:

Length of next contract:

Wage increase: %

Banked overtime:

Blue Net Card:

10 hour shift proposal:

Retiree full Benefits:

Negotiating incentives:

Suggestions, Concerns, Issues you feel need to be addressed during negotiations.