



Local 298 Newsletter

Issue #5 Volume 7

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www.cep298.com

November 2003

Let Us Remember Them



Published by CEP Local 298

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Editorial

REMEMBRANCE DAY

By Don Klie

Remembrance Day is a time to think about all of the people who have served and/or died in service for our country. This day traces its roots back to the end of World War I. It was such a horrible war and for many of those who fought in the trenches it seemed like a hopeless war. So many died in that conflict that it was feared that they and their sacrifice would be forgotten.

Life goes on but unfortunately so do the wars. We must continue to strive for peace and security and try to use compassion and understanding as our weapons of choice, not death, destruction and terrorism.

Another day that we honour that is very similar to Remembrance Day is the Day of Mourning on April 28th. That day recognizes all of the workers who have died at work. We at Eurocan have had our fair share of fellow members who have died at work.

In the Fall 2003 issue of West Fraser's *Chip-Chatter* there were two pictures of employees who were either killed or maimed while working for West Fraser. Obviously our condolences go out to the family of Lindsay Santos and our best wishes go out to Rick Laidlaw and his family. Those pictures and their stories should have a profound affect on all of us.

Hank Ketcham has written, "We will always remember the pain and suffering that these accidents have caused and we must all redouble our efforts to create an even safer work environment."

I agree, we should remember these incidents and we must all redouble our efforts in order to prevent a similar occurrence. At the beginning of each day we must take the time to think about the hazards that exist and that the person most responsible for our safety is ourselves. This means that each of us must know and be trained for the work that we are assigned. If you are unsure about any aspect of the job make sure you ask for help; make sure you get help. None of us believes that we will end up like Lindsay Santos or Rick Laidlaw but in the blink of an eye all of that can change.

Rick Maksymetz said on our first day back to work that there was no job worth being injured over. He said it with conviction and I believe he said it as a direct order to everyone in the mill.

My advice to everyone when going out to your job, take your time, don't be rushed, think about what you are doing, focus on the task at hand and at anytime you need assistance don't be afraid to ask others for help.

While you're remembering to do all of this, remember, on November 11th, at the eleventh hour take a minute of your time and remember all those who have fought for you and your country.

**Lest We Forget****In Flanders Fields**

*In Flanders fields the poppies blow
Between the crosses, row on row
That mark our place; and in the sky
The larks, still bravely singing, fly
Scarce heard amid the guns below.*

*We are the Dead. Short days ago
We lived, felt dawn, saw sunset glow,
Loved and were loved, and now we lie
In Flanders fields.*

*Take up our quarrel with the foe:
To you from failing hands we throw
The torch; be yours to hold it high.
If ye break faith with us who die
We shall not sleep, though poppies grow
In Flanders fields.*

- John McCrae

High Flight

*Oh! I have slipped the surly bonds of earth
And danced the skies on laughter-silvered wings;
Sunward I've climbed, and joined the tumbling
mirth*

*Of sun-split clouds - and done a hundred things
You have not dreamed of - wheeled and soared
and swung*

*High in the sunlit silence. Hov'ring there,
I've chased the shouting wind along, and flung
My eager craft through footless halls of air.*

*Up, up the long, delirious, burning blue
I've topped the wind-swept heights with easy grace
Where never lark, or even eagle flew -
And, while with silent lifting mind I've trod
The high untrespassed sanctity of space,
Put out my hand and touched the face of God.*

John Gillespie Magee, Jr.

Executive Officers For 2002

		<u>Tel #</u>	<u>Work Local</u>	<u>Job Title</u>
President	Peter G King	632-7872	2368	Pipefitter
1st. Vice President	Don Klie	632-7571	2367	Pipefitter
2nd. Vice President	Frank Verde Sr.	632-2924	2213 or 2367	Shiploader/Labourer
Financial Secretary	Mary Murphy	632-5201	3451 or 2568	First Aid/Stores
Recording Secretary	Dino Stamatakis	632-7199	2213 or 2356	Shiploader/Labourer
Inside Guard	Gary Ewanski	632-2743	2213 or 3519	Shiploader/Labourer
Outside Guard	Elvis Resendes	632-5888	2368	Pipefitter
Trustees	Jack McCamy 3yr	632-5658	3513	Steam Plant
Trustees	Dan Belleville 2yr	632-5935	2367	Pipefitter
Trustees	Richard Crockart 1yr	639-9099	3510	Pulp Mill
Chief Shop Steward	Ilona Kenny	632-4244	3451 or 2568	First Aid/Stores

Committees

Standing: Frank Verde Sr., Dan Belleville,
Committee Don Klie, Ilona Kenny, Jack McCamy

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

Job Evaluation:Dave Burrows, Jack McCamy

Rehabilitation &: Dave Norman 3yr, Don Klie 2yr,
Reintegration Steve Welsh 1yr

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

Pensions:Gary Drake, Don Klie, Gary
 Ewanski

Contracting out Ed O'Halligan, Don Klie, John
 Miller, Dennis Urbanowski

Central Safety:.....Mary Murphy, Dan Belleville,
 Alfie Poellot, Don Klie

Apprenticeship:John Burget, Dennis Urbanowski,
 Lawrence Closter

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

Environmental: Dennis Urbanowski, Peter King,
 Frank Verde Sr.

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

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

Newsletter Editor: Don Klie;
 donklie@telus.net

WARNING!!!

THIS NEWSLETTER IS RATED:

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FOR UNION!

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

Union Office Hours:

9:00 am to 5:00 PM
Monday to Thursday
Closed Friday, Saturday
And Sunday
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Signed articles appearing in this newsletter express the view and opinions of the authors. They are not necessarily the policy of the CEP or views shared by Local 298, its executive, or the editor. Articles and letters are encouraged and should be handed in to the union hall. You can E-mail your articles or contributions to the editor at cep298@monarch.net, or donklie@telus.net. All contributions become property of the union and must be signed. Contributors should note if they wish their material returned.

Editor: Don Klie



President's Report

The Changing Of The Guard

By Peter King

Well there is a changing of the guard. My wife would like to thank all those people who voted for Don Klie from the bottom of her heart. I don't know if it is true but some of Don's neighbours have told me that they could hear Don's wife calling down Finnish curses on the members of 298. I will have to check with Don to see if this is true.

I would just like to tell you what an honour it has been serving on your executive. The loyalty I received as your president amazed me. Anything I asked the members of 298 to do, they did without hesitation. You may have muttered or grumbled but you always came through. And in the middle of the tough fight I asked you the members of 298 to fight on two fronts. One on the picket line at Eurocan, and one at the picket line at Carnaby. And I received strong support on both fronts.

If I asked you to turn left, you would turn left. If I asked you to turn right you would turn right. It makes me wonder why people in management don't grab the union handbook on how to lead a local union and use the union handbooks to get the loyalty from workers that the workers are willing to give to the union.

I received a lot of criticism when I ask you to except the mediators recommendation. Many of you likened it to the U.S. Army stopping 10 miles from Baghdad. When the U.S. Army stopped short of Baghdad the cries were, "We are going to have to do it all over again in a few years." I accept this criticism and with my 20-20 hindsight I see that I asked you to stop 10 miles short of our goals. And as you predicted that looks like we're going to have to do this again in five years.

I have been asked what my plans are going to be for the near future. Let me tell you up front I'm not standing for any executive position of Local 298 so we will need at least one new person to step forward and take up the battle. For five years I put my life on hold. It is my plan to pick up, where I left off. Who knows I may even work some overtime. Then if someone asks me how much meal tickets are I will finally be able to tell them.

For five years as a union official I was obligated to tell members not to engage in illegal job action. As history has shown the only way workers have achieved anything is by work stoppages and job action. As any union person will tell you the greatest strides were not made in legal job action, the greatest strides were only achieved in illegal job action. On January 1, 2004 I will no longer be obligated to tell you not to engage in illegal job action.

It is clear to me the company is still playing games with safety. I don't think we should wait five



years to shut the mill down over safety. I believe if we have an unresolved safety issue, we should all just sit down and talk it over with the company until they agreed to rectify the problem. Then, and only then, should we go back to work when there is a safe work environment.

Peter G. King
Outgoing President
CEP Local 298

Duzn't matttr

Internet/CALM

Aoccdnig to rscheearch at Cmabrigde
Uinervtisy, the oredr of ltters in a wrod deosn't mttatr; the olny iprmoetnt thng is taht the frist and lsat ltter be at the rghit pclae. The rset can be a total mses and you can sitll raed it wouthit porbelm. Tihs is bcuseae the huamn mnid deos not raed ervey ltter by istlef, but the wrod as a wlohe.

(Some people have remarked on Peter's spelling but as the above article points out spelling isn't that important. What was important were his ideas. Editor.)

Deny, deny, deny

SunSpots/SUN/CALM

On average, one person dies each day as a result of the deadly 1984 poison gas leak from the Union Carbide pesticide factory in Bhopal, India.

Yet Dow Chemical, which purchased Union Carbide in 2001, continues to refuse to accept Union Carbide's liabilities for human rights and environmental violations relating to the tragedy.

1st Vice President's Report

Victory Is Sweet...But Reality Sets In Tomorrow

by Don Klie

The result of the election for the position of President of Local 298 for 2004 is:

Peter King – 78
Don Klie – 104

I would like to thank all those who voted for me this year. I will do my best to fulfill my duties as President and representing the members of Local 298.

I would also like to thank Peter King for the job he has done as President for the last three years. I believe he ably led this Local through some of the toughest times we have been through. I can only hope to do as well and with the benefit of what I have learned over the past few years I will continue to try to improve our working conditions and benefits.

Over the last 5 years Peter and I have worked together on the Executive. In 1998 I encouraged and supported Peter to run for the position of Vice President for the 1999 Executive. Among other things I believed that his experience, training and knowledge as a school trustee, an employer type position, would be beneficial to our Local. Understanding how the other side thinks is important when trying to resolve issues and negotiate deals.

During the last three years I have been Vice President and as such Peter has always supported me and allowed me to do my job the way I believed it had to be done. This doesn't mean that we always agreed on all of the issues. But, we allowed each other enough space and respect to address issues from different points of view. Many times this worked to great advantage for our Local and individual members. At all times we tried to follow our democratic and social principles.

I believe that many of the things that our Local has accomplished over the last few years have been because of the team work and leadership provided by our Executive. Our current Executive is comprised of people who are dedicated to the Union's cause, to our cause and I hope we can continue along that same vein next year.

As President I hope to be able to encourage others to volunteer for union positions and will do whatever I can to support them in doing their job the best way they can.

I also want to encourage others to offer their opinions and ideas on the issues that affect them. I will always be open to the opinions of others and while I might not agree with them I will listen and consider them. I will also expect the same in return.



And, when I or the Executive take a position or direction I will do my best to explain it fully to the membership and to follow that course.

During the past year I also had the privilege of being a member of the negotiating committee. As a committee we had many discussions regarding the issues. Sometimes all of the wage delegates agreed, sometimes we didn't. However, at the end of the day, following the democratic process, we were always able to come to the membership with a united front. I believe that this was one of our main strengths during the negotiations and strike. I am sure that on more than one occasion the Company believed that the Union leadership did not have the majority support of the Union members and time after time we proved the Company wrong.

Peter King has written in his column, he was amazed at the loyalty that he received from the members during his time on the Executive. I believe that loyalty was in part based on the fact that each of us was allowed to express our own opinions and that at the end of the day we all accepted the position of the majority.

I will encourage the membership to express their opinions to me, to the Executive and/or to the membership at a membership meeting. And, if necessary, to make motions and vote based on those opinions.

I believe that we as members should always let it be known to the Company and its supervisors that no matter what we personally think we will always support our fellow union members and the positions that the Union has taken. This doesn't mean that people can't be critical of a certain position that the President or the Union have taken. But, if at the end of the day the Employer knows that members will stick together and follow the Union's leadership, the Union's position will be that much stronger.

One last thought, one of the first lessons I learnt as a pipefitter was that payday was on Thursdays and that shit flowed downhill. However, as Union President you learn that you never get paid for the time that you volunteer and that the shit floats up to the top.

Joint Occupational Health and Safety

Give us The Training We Really Need

By Don Klie

The Union has been made aware that the Company intends to go ahead with the SAFOR program. People are being scheduled and attending training meetings. This, in spite of the fact that the Union notified the Company that it did not support the program.

The Union has given the Company notice that it intends to grieve the fact that the Company is proceeding with this program.

To date the Union has not been given any information that would lead us to believe that the SAFOR program has any value for the employees at Eurocan.

To date the only thing that I have personally seen from the SAFOR representatives are salesmen-type tactics and hype. At the two meetings that I attended where the SAFOR representatives were explaining their product they requested that each individual stand up and tell everyone in that group if they were in favour of the program. This is a boiler-room type tactic designed to put pressure on people not to be out of step with the group. And, who would not agree to try a new program to try to improve safety at our mill?

The SAFOR program is supposed to be a cognitive based system, which means it is based on our awareness and judgement. How it will work or be applied at Eurocan I can't say. I believe it is an expensive program. And, the Company seems more prepared to send us to these training sessions rather than training us in the everyday jobs we have to do.

One clear example of this is the gasket training that was provided recently. The supplier representative that was sent to provide information about his company's products was given only an hour to get his message across to groups of 15 or 20 workers. The groups were mixed with the different trades so the information presented was general at best. When specific questions were asked by individuals only those of the same trade had a clear understanding of what was being discussed.

On a regular basis I have seen tradesmen being assigned work that I know they have little training for. Instead of providing real training that a person could use on the job we are being treated to the SAFOR program. I'm sure that the Company will point to this initiative as being a sign of their commitment to safety. All the while the supervisors are continuing to assign work to individuals they know have little or no training in.

The best advice I can give is not to cooperate with the SAFOR training. Don't volunteer for the leadership training or positions. This is not a substitute for Safety Captain training and it is not a program that is promoted by the Joint Occupational Health and Safety Committee at Eurocan.

I believe that one of the reasons the Company bought this program was to show the WCB that they were trying to do something to improve our dismal safety record. Over the past year and a half Local 298 has written many letters requesting that the Company investigate incidents. The mere fact that letters had to be written in the first place to get the Company to investigate these situations makes it clear that the Company would prefer to hide what is really happening rather than admitting that something unsafe had occurred. Many of these situations dragged on for months before being properly resolved.

If we are ever to really improve our safety record we must stop trying to hide our mistakes and instead expose them, investigate them and learn from them. Until Eurocan recognizes the need for this type of critical self examination this Company will be seen as putting more effort into covering up rather than raising up our standard of safety.

A number of letters have been written to the Company regarding the issue of gaskets at Eurocan. The following are copies of a few of those letters:

Dear Wayne [Muzylowski]:

Thank you for your letter dated October 3, 2003. We would also like to thank you for responding positively to our request for a meeting, which was held September 25th, to discuss the issues related to the seal flex gasket incident of September 19th.

While we had the opportunity to discuss the many facets of this issue with you we believe we must respond to your letter. The Union disagrees with your opinion that your supervisors acted correctly. Neither of your supervisors recognized that they were encouraging the millwrights to use the incorrectly sized gasket for the job. The fact that you continue to insist that your supervisors acted correctly makes us question the Company's commitment to safety. If someone makes a mistake all we can ask of that person is for them to acknowledge that fact and to try to correct their behaviour in the future. Neither you nor your supervisors have done that in this instance. While you acknowledge that using a 300# gasket in a 150# application would not be the preferred maintenance fix you still indicate your support for how your supervisors responded in this case. Your position does nothing to raise the level of safety at Eurocan; in our opinion it does just the opposite.

Also, you had Rod Albers investigate whether or not grinding the 300# gasket would in fact work in this situation. The Union acknowledges that if the spacer ring could be properly ground to the correct size for a 150# application it would be safe. However, in so doing Mr. Albers and other representatives of the Company failed to point out that if the particular gasket was so altered the information stamped on the gasket would also have to be changed to reflect the new specifications (2" – 300# to 2" – 150#). While this might be a small technicality the failure to do so could lead the next tradesman on the job to repeat the same error. The fact that you seem prepared to go to some length to support the supervisors' errors rather than fix them indicates a willingness to lessen the safety standard at Eurocan rather than trying to raise it.

In your letter you noted that the millwright(s) assigned to change out the pump did not question his (their) ability to do the work. One of the millwrights did ask for the assistance of a pipefitter on at least two occasions in this situation. When it came time to reconnect the flanges Mr. Clarke sought the assistance of a pipefitter and Mr. Kandall intervened in that effort. And finally, after having found that the gasket was oversized and being advised by Mr. Watson to grind the gasket to make it fit, Mr. Clarke sought out the assistance of a pipefitter again.

It is clear that neither of your two supervisors had an understanding of correctly sizing gaskets for use in piping systems. More significantly, it is clear that neither supervisor had an understanding of the practice followed at Eurocan. There is no such procedure for grinding seal flex gaskets practiced at Eurocan now or at anytime in the past.

In the Union's opinion the Company has violated paragraphs 4 and 5 of the Letter of Understanding regarding Flexible Work Practices. These paragraphs deal mainly with safety and the implementation of flexibility. Neither the millwrights nor the supervisors in this instance could show the appropriate training for doing this work. Also, in the opinion of the Union the Company has violated sections of the Workers' Compensation Act especially in regards to training and supervision.

In regards to the issue of WCB regulation 3.12, Refusal of Unsafe Work, there are times when a person must know enough about a certain job before they can recognize the full potential of the risks involved. In the incident of April 2002 where one of our members was horribly burnt by hot caustic liquid it was determined afterwards that there was a lack of training and supervision, even though there were two supervisors at the scene directing the workers. One of those supervisors reportedly had 30 years experience in pulpmills and limekilns. In hindsight it was easy to see the mistakes made by those working on the limekiln dust collector hopper. It is

hard to understand how those workers misread the potential risk of what they were doing. In the current issue it is easy to see the mistakes that were made; fortunately no one was hurt. We believe there has been a lack of training and supervision in this instance. We have offered suggestions both at the September 25th meeting and at the October 16th Standing Committee Meeting of the training we believe necessary. We have also informed you that we are advising our members to be very cautious when getting advice from their supervisors about the job they have been assigned when that advice is out of their supervisor's known area of training and expertise. We have advised our members to refuse to do work on the grounds of safety until such time as they can obtain reliable information.

You informed the Union at the September 25th meeting that you had scheduled a training session on gaskets for millwrights, instrument mechanics and pipefitters. Since that time we have had an opportunity to attend the training session. While the presenter appeared knowledgeable with the information he was discussing the training session was far too short and rushed to be of much value. The presentation also lacked somewhat in its application to the specific types of jobs we do at Eurocan. We believe the presentation would have been much more appropriate if it had been longer and dealt with the types of gaskets we use and have in stores, and their specific uses in the mill linked to our experience in the field and the equipment we work with and on. Also, the Union is of the opinion this "training session" would not be anywhere near sufficient to addressing the needs of "flexible work practices" training and having individuals from one trade performing the work of another trade. The information that was presented was only sufficient for increasing one's knowledge in their particular trade.

In regards to the number of gasket leaks throughout the plant that you referred to in your letter and at the September 25th meeting, it is the Union's opinion there was some interesting information provided at the gasket training sessions that might be of assistance to resolving some of those leaks. In particular, if there were an increase use and availability of gylon gaskets (white and blue) and the seal flex gasket with the stainless steel inner ring it would go a long way to preventing many of those leaks. The Union is encouraged that you are seeking a solution to this problem. In the past some of our members have lobbied very hard to have the Company supply the appropriate gaskets for the jobs we have at Eurocan with varying degrees of success.

If you would like to discuss any of the issues raised in this letter with us please feel free to contact us.

Yours truly,

Don Klie

1st Vice President, CEP Local 298

Is It Safe To Notch A Gasket

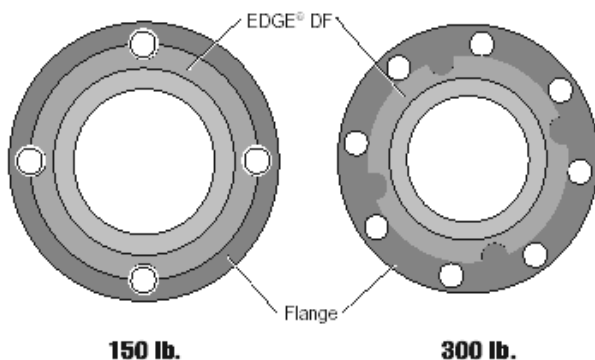
At the "gasket training" sessions the issue of grinding a gasket so it could fit was discussed. The Garlock Flexseal Gasket has a steel centring ring around a metal spiral wound-material filled, compressible sealing ring. The Company has suggested that someone could simply grind the steel centring ring until the gasket actually fit and everything would be okay. It is easier said than done. The ASME stamp on all of the Garlock gaskets indicates that the gasket conforms to engineered standards. If any of the specifications are changed it must be so that it meets the ASME standard.

In the example at Eurocan, when the millwright found that the 300# gasket would not fit between the bolts of a 150# flange the supervisor suggested grinding the centring ring. Had the millwright done this he would have had to precisely grind the gasket so that it would conform to the engineered standard for a 150# ring gasket. To do it by hand it would be very time consuming to say the least. It could probably be done in a lathe if you had the knowledge and training for using a lathe (remember we only have two machinist now at Eurocan). Then you would have to change the information stamped on the gasket so that it conformed to the ASME standard (change 300# to 150#).

Wouldn't it be easier to simply follow the practice that has been established at Eurocan for some 33 years; that is, go to stores and either get the correct sized gasket or get the appropriate material and cut one.

Garlock actually makes a notched gasket that could be used for a 150# or 300# application; it is only a matter of lining up the notches on the centring ring with the bolts of the 150# flange. Again, all of this must meet the engineered standard so that the sealing material is properly aligned between the flanges. Try doing that with your hand held grinder.

Dual Flange (DF) Design



If nothing else I have certainly learned a great deal more about the Flexseal gaskets' market. Too bad it took an incident like this to get the Company to put on a training session.

The following two letters were also sent to the Company regarding this issue.

November 4, 2003

Dear Wayne Muzylowski

On October 28, 2003 I wrote:

The steam fitters at Eurocan don't believe this is correct so CEP Local 298 is asking that Mr. Rod Albers, P. Eng., our Engineering Superintendent write a letter stating it is alright to grind a 300# metal flex seal gasket (flexitallic) down so it will fit in a 150# flange. We would also like him to put his Engineering seal on it.

We believe if our members are going to put their life on the line based on what Mr. Rod Albers, P. Eng., our Engineering Superintendent says, he should be willing to put his job on the line. If Mr. Rod Albers, P. Eng., our Engineering Superintendent is not willing to do this it will send a clear message.

Since we have not received the letter from Mr. Rod Albers, P. Eng., our Engineering Superintendent. We will proceed with the belief Mr. Rod Albers, P. Eng., our Engineering Superintendent or any other engineer at Eurocan is willing to give such a letter with their Engineering seal on it. And we will inform all the members of CEP local 298 that they must not grind a 300# metal flex seal gasket (flexitallic) down so it will fit in a 150# flange.

Thank you for your time

Peter G. King

President, CEP Local 298

And:

November 4, 2003

Dear Peter Cooch

On October 28, 2003 I wrote you about grinding a 300# metal flex seal gasket (flexitallic) down so it will fit in a 150# flange and I asked you "Could you please provide me with the names of the companies where you have worked where this is common practice?"

Since I have not heard back from you I must have been mistaken with all the noise in the Papermill. My statement on this subject will be, "Peter Cooch does

not know of any other place he has worked where they grind a 300# metal flex seal gasket (flexitallic) down so it will fit in a 150# flange."

Thank you for your time

Peter G. King

President, CEP Local 298

Strangely, the very next day the Union received this letter from Peter Cooch:

Dear Peter King:

Reference your letter dated 4th November 2003.

Our investigations have not identified any safety concerns regarding the grinding of flexible gaskets. In a meeting attended by a WCB Officer, a 298 Central Safety representative and two staff supervisors the WCB officer confirmed that through consultation with the WCB engineering department that Flexitallic gaskets could be ground down without creating any safety risks. Our engineering department further reconfirmed this opinion. The company that supplies the gaskets also reiterated the opinions expressed by the first two parties in that this was an acceptable practice and did not create any safety concerns.

These three opinions demonstrate that there was no safety concerns created by grinding the outer ring of the gaskets and I therefore see no need to investigate this matter further.

**Yours truly,
Peter J. Cooch
Safety Manager
Eurocan Pulp & Paper**

There you have it; this issue is now complete...
Maybe?

Care can kill

SunSpots/SUN/CALM

A U.S. study published in the *Proceedings of the National Academy of Sciences* reveals that caring for a chronically ill loved one is not only stressful, it can damage the immune system and cause premature aging.

"This research tells us why chronic stress can actually kill people," says Janice Kiecolt-Glaser, the lead researcher in the study.

The report shows the level of interleukin-6 (IL-6) increases sharply when a person becomes a caregiver. IL-6 is a chemical associated with autoimmune and inflammatory conditions.

IL-6 levels were about four times higher among caregivers compared to those who were not providing care.

There are an estimated three million unpaid caregivers in Canada.

Privatization primer

CCPA Monitor/CALM

Over the past two decades, the transfer of public assets to private ownership has accelerated to the point where it is now the core of economic globalization.

The 1990s saw an orgy of privatization as thousands of public services and enterprises were sold off to private owners in more than 100 countries around the world, between 1990 and 1999, the value of all state assets sold totaled nearly \$900 billion, rising from \$30 billion in 1990 to \$145 billion in 1999.

Privatization is supposed to save money, but rarely does. Profits add to costs, and governments can borrow at lower interest rates, making public financing far cheaper. In the Dominican Republic, electricity charges jumped 51 per cent after privatization. In New Brunswick, the auditor-general found that a school built under a public-private partnership deal would have cost \$775,000 less if the province had done all the work.

Privatization is often accompanied by inadequate regulation and a mindset that puts profits ahead of public safety. In Ontario, after the Tory government switched water testing from public to private labs, seven people died from e-coli-contaminated water in Walkerton, and hundreds more became ill. In Britain, the privatization of British Rail created an inefficient, accident-prone system supported by huge public subsidies.

The doctrine of "full-cost recovery" for privately run public services means that many low-income earners can no longer afford basic services. In South Africa, 25 per cent of the country's 44 million people had their water and electricity disconnected after the services were privatized. In Britain, the first 14 hospitals that were privatized reduced the number of beds by 30 per cent and clinical staff budgets by 25 per cent.

When public services are privatized, they tend to become less accountable, leading to slipshod maintenance, less concern about safety, and even corruption and bribery. In Lee County, Florida, the water and sewer system had to be returned to public control because the private firm had neglected to allocate the \$8 million needed for repairs.

Change the world

"Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has."

- Margaret Mead

MARGARET MEAD

An Anthropology of Human Freedom

When Margaret Mead died in 1978, she was the most famous anthropologist in the world. Indeed, it was through her work that many people learned about anthropology and its holistic vision of the human species.

Mead was born in Philadelphia on December 16, 1901 in a household of social scientists with roots in the Midwest. Her major at Barnard was psychology, but she went on to earn a doctorate at Columbia, studying with Franz Boas and Ruth Benedict. For her, anthropology was an urgent calling, a way to bring new understandings of human behavior to bear on the future. In 1925 she set out for American Samoa, where she did her first field work, focusing on adolescent girls, and in 1929 she went, accompanied by her second husband, Reo Fortune, to Manus Island in New Guinea, where she studied the play and imaginations of younger children and the way they were shaped by adult society.

The Samoan work, published as **Coming of Age in Samoa**, became a best seller and has been translated into many languages. This work presented to the public for the first time the idea that the individual experience of developmental stages could be shaped by cultural demands and expectations, so that adolescence might be more or less stormy and sexual development more or less problematic in different cultures. It was addressed above all to educators, affirming that the "civilized" world had something to learn from the "primitive." The Manus work, published as **Growing Up in New Guinea**, effectively refuted the notion that "primitive" peoples are "like children." Different developmental stages, and the relationships between them, need to be studied in every culture. Mead was thus the first anthropologist to look at human development in a cross-cultural perspective.

In subsequent field work, on mainland New Guinea, she demonstrated that gender roles differed from one society to another, depending at least as much on culture as on biology, and in her work in Bali with her third husband, Gregory Bateson, she explored new ways of documenting the connection between childrearing and adult culture, and the way in which these are symbolically interwoven. She and Gregory Bateson had one child, Mary Catherine Bateson.

As an anthropologist, Mead had been trained to think in terms of the interconnection of all aspects of human life. The production of food cannot be separated from ritual and belief, and politics cannot be separated from childrearing or art. This holistic understanding of human adaptation allowed Mead to speak out on a very wide range of issues. She

affirmed the possibility of learning from other groups, above all by applying the knowledge she brought back from the field to issues of modern life. Thus, she insisted that human diversity is a resource, not a handicap, that all human beings have the capacity to learn from and teach each other. Her delight in learning from others showed in the way she was able to address the public with affection and respect.

When World War II cut off field research in the South Pacific, Mead and Benedict pioneered the application of anthropological techniques to the study of contemporary cultures, founding the Institute for Intercultural Studies. Then, in her most sustained post-war field work, Mead returned to Manus in 1953 to study the dramatic changes made in response to exposure to a wider world. Reported in **New Lives for Old**, this research offered a new basis for her insistence on the possibility of choosing among possible futures. In a society becoming increasingly pessimistic about the human capacity to change, she insisted on the importance of enhancing and supporting that capacity. She believed that cultural patterns of racism, warfare, and environmental exploitation were learned, and that the members of a society could work together to modify their traditions and to construct new institutions. This conviction drew her into discussions of the process of change, expressed in the slogan, "Never doubt that a small group of thoughtful, committed citizens can change the world."

Mead taught at a number of institutions, but her long term professional base was at the American Museum of Natural History in New York City. She authored some twenty books and coauthored an equal number. She was much honored in her lifetime, serving as president of major scientific associations, including the American Anthropological Association and the American Association for the Advancement of Science, and she received 28 honorary doctorates. She was awarded the Presidential Medal of Freedom following her death in 1978. Her voluminous archives are now housed in the Library of Congress.

(The above article was found on the web at <http://www.mead2001.org/biography.html>. Editor.)

Union workers more productive Maritime/AFL-CIO/CALM

A study of nearly 1,200 building projects in the U.S. found that union construction workers are 17 per cent more productive than their non-union counterparts.

"That might come as a surprise to people who don't know the construction industry," says James Williams, general president of Painters and Allied Trades. "But the difference is not surprising to people who know about our ongoing partnership with employers who support very demanding union apprentice programs."

Joint Occupational Health and Safety

Safety First, Last and Always

By Dan Belleville

On our return back to work the Company told us that they are very dedicated to Safety because of the accident that took a worker's life and another accident that took both legs of another worker. The Manager told us that there was not a job in the mill that was worth anyone getting hurt over. They handed out a nice new booklet that had a lot of safety issues in it. It also has on the back cover ideas to think about before doing the job.

Then, at the next meeting we are told that the Company didn't think that they got the full flex that they were entitled to. Therefore, they would be pushing the issue more. I've heard this statement several times and seen it pushed without proper training. My supervisor said he knows who can do what and expects the workers to do the job without asking the proper trade person to help or do the job.

When the WCB officer was here I told him that the supervisor can't give jobs to workers and assume they know the job but has to have knowledge or proof that he knows it.

Kerry Kandall asked him, "If someone tells him that they were trained at the last place he worked was that good enough?" The WCB officer said, "No, that was not good enough."

Since we have been back the Company allowed a locomotive on site to move chemical cars when it wasn't working properly. All they can say to that is it won't happen again because we have a rental on site. But, what "if" the rental breaks down, do you think they won't use the spare one even though they've had a derailment since?

Also, why would someone make a decision to leave the carpenter shop open all of the time? It's been locked up recently but only after we pointed out an incident that happened with one of the saws. These saws are very dangerous and I think they should have key locks on them so only those that are properly trained on them can use them. This is another area that the Company is leaving themselves open to be sued if someone gets hurt.

Also, during the strike the Company had the locking mechanisms on the equipment in its machine shop disabled and removed. The Company has assured me that these safety lockout systems would be re-installed. However, the new locking mechanisms, which are electrical in nature, have been on the mill site for over three weeks. I have been told that a work order needs to be written in order to get the electricians to install the new systems. But, the planners or supervisors think it is

more important to have walls put up and have electricians paint the work area first. Then they tell us the SAFOR program is great and we should be happy its here.

In the Papermill the supervisors decided to cut the locks off our parts-supply cabinets. I told them now if someone takes these parts and uses them improperly and someone gets hurt because of that, the Company will be responsible. Using the wrong parts or fittings to put things together has happened several times (*there has been an instance where a pipe nipple was pushed into two pieces of hose and secured with duct tape. This line was under pressure and had cleaning chemicals running through it when it came apart. Fortunately, no one was hurt. Editor.*)

As you know by now we had an accident happen in the Papermill at #1 Winder (*a loose guard fell on an employee. Editor*). There was no Job Safety Breakdown for that particular job and probably no risk assessment done. The supervisor pulled out the new *Employee & Contractor Safety Handbook* and asked the millwright if he had applied the questions on the back to this particular job.

Can you imagine, there is no Job Safety Breakdown on this job, it's the first time the worker has done this particular job on the winder and the supervisor acknowledged that he didn't do a job observation on it, and then the supervisor tries to apply the book?

Did the supervisor use the back of the book before he assigned his jobs out? Remember, he is responsible for his workers and, remember, if we did have Job Safety Breakdowns in our area they were all thrown out in Papermill Maintenance area during the strike when the supervisors were "cleaning up".

As far as I'm concerned the Company will never get full flex unless they do the proper training and not after the fact. Example, the gasket training, that I've been told was not very good to say the least.

The Company will have to start changing their ways before we can believe they are serious about safety. It would be nice to see them initiate some of the safety concerns instead of always us.

So, I'm asking all of you to remember safety first, last and always; it's your right.

In Solidarity,
Dan Belleville

Alarm Grows over Accidents Involving Young Workers

Many young people walk into the workplace with little knowledge about their job or how to work safely. The tragedy is, too many leave shortly after with

severe injuries that will plague them the rest of their lives.

"There is a perception that young workers are injured because they think they're invincible, or they're cocky," said Lynn Bueckert from the B.C. Federation of Labour, but this isn't true. "It's because they're not trained. They haven't been told about the hazards, they lack supervision or they're put into jobs that are not appropriate to the level of their knowledge."

Close to 200 young workers are injured every week in B.C., many permanently. And many accidents are unreported. Overall, young worker injuries and fatalities are decreasing. However about five young workers receive permanent disabilities (amputations, broken backs and third degree burns) from workplace accidents every week, and this number has not declined in the past four years. The injury rate for young males is 30% higher than the overall injury rate in B.C.

The majority of young workers who are injured or killed on the job have been employed less than six months. Many accidents occur on the first day of work or within the first week, Bueckert said.

The Workers' Compensation Board is focusing on young worker safety through a campaign involving health and safety groups, industry, organized labour, government, parents, educators and young people. Efforts are being directed to areas where young people are most likely to be injured: retail, manufacturing, forestry and agriculture.

The campaign is a "call to action" for employers, workers, parents and educators, said Roberta Ellis, vice president of the WCB Prevention Division.

Everyone needs to work together to ensure young people are prepared for safe work and that they fully understand their rights and responsibilities once they arrive at the job site, she said.

A report entitled The Voice on Young Worker Safety is one such initiative. The report, published by the WCB and B.C. Principals' & Vice-Principals' Association in April, is the result of a series of forums held with 450 students across the province.

Almost 200 young workers are injured every week in B.C., some on their first day on the job.

Students provided a number of observations related to improving safe working conditions:

- Young workers are eager to please and often don't ask for instructions because they don't want to look incompetent.
- Some employers expect young workers to know more than they do.
- Employers often don't provide proper safety training.
- Young workers don't always take the time to do things properly.

- Young workers often face poor working conditions: late shifts or unhealthy work schedules.

Students said they've been taught little about safety issues and want a comprehensive workplace safety program. The report showed there is a need for better communication among stakeholder groups involved with youth safety, particularly in the workplace. On-the-job training is considered the most important target area. Students called for employers to be much more comprehensive and specific in their job training. Young workers need to be made aware of their responsibilities and employer expectations in order to work safely. Most importantly, the employer needs to create an environment where young people are not afraid to ask questions.

The B.C. Federation of Labour is also addressing the need for safety awareness in their Young Worker Health & Safety Education Program, funded by WCB. The program, in its second year, teaches young people about their health and safety rights and responsibilities around the workplace.

Health and safety education for young workers is something unions have always paid attention to, said Bueckert, director of Health and Safety and the Environment, but this is the first time the federation has made a coordinated effort to provide special training.

The program teaches young people about their right to participate in a safe workplace and know the hazards, how to work safely and their right to refuse unsafe work, she said.

The first year of the project focused on the Lower Mainland where facilitators went into high school classrooms to teach one-hour sessions. Most of the training was done in career preparation and guidance classes. The next phase will see young workers, drawn from BCFed affiliates, trained to go into high schools in their communities to provide informational sessions, she said.

"The right to refuse unsafe work is a really important aspect of the project," said Bueckert. In reality, many workplaces are not safe. Young people need to know they have the right to ask for information and training and, if all else fails, say no. "This is something many people don't know about, not just youth," she said.

"Refusing unsafe work doesn't mean: 'Hey, I'm not doing that, I'm going home,'" she added. "We teach students that their employers are responsible for providing them with safe work. There are proper steps and procedures involved in refusing unsafe work."

(The above article was reprinted from TRADEtalk the magazine of the B.C. and Yukon Territory Building and Construction Trades Council.)

**To Local 298:**

A big thank you to the local for the big fruit and goodies basket. I was in the hospital for one week with a heart attack.

Thank you again
George Juergensen

We're Back! But is it Better or Worse?

Well, we have been back from the strike over a month and a half. My biggest surprise is how upset that staff was about us going on strike. We could tell on the picket line by their actions that they were a little upset. But, the real truth of how upset they were really came to light when we returned to work. The biggest thing that happened was the throwing out and destroying of personal property that staff had done.

Can you picture what would happen to you if you cut supervisors' locks, destroyed supervisors' books or tossed their personal belongings into the garbage? To this the Company says their sorry but it was done in the name of "Clean up". They didn't know that they were throwing out personal notes and books and will try to replace what they can.

Yet the threats are still there that if we don't get down to one main tool box or get rid of filing cabinets they will take action.

I'm at a loss and don't know what the Company wants. Can you think why a company would give you training for the purpose of getting full flex, and then throw it all away because you can't keep the information on company property?

Also, when we come to agreement on safety issues or contract issues, and notes are taken, these should be kept handy so the problems can be settled quickly.

What really makes this bad is these shelves, cupboards and cabinets were given to us and we had permission to store our belongings where they were.

I also believe the Company has to provide an area to keep our union and safety files.

I think the Company may have to do some rethinking on some of their policies.

Yours sincerely,
Dan Belleville

(In the October 2003 issue of the Newsletter there were a couple of letters that were sent to the Terrace Standard newspaper because of an article written by Claudette Sandeck. The Union had our lawyer send a letter to the newspaper as well which resulted in an apology being written by Ms. Sandeck. Some of the correspondence between our lawyer and the newspaper are reproduced below. Editor.)

The Terrace Standard
3210 Clinton Street
Terrace, B.C.
V8G 5R2

Attention: Rod Link Publisher/Editor

Dear Sirs/Mesdames:

**Re: Article "Eurocan strike hurt us all badly",
Wednesday, September 24, 2003**

We are the lawyers for CEP Local 298 its members and Executive Members. We have been instructed to initiate an action for defamation as a result of the attached article which was published in your newspaper on Wednesday, September 24, 2003

The column consists of an attack on the Union which is libelous and not founded on any factual basis. In addition to the reaction to the libelous contents of the column itself, my clients have reacted strongly because of the conduct of the sister newspaper, The Northern Sentinel Press which required a full legal review of an ad which the Union wished to publish during the course of the labour dispute.

The inaccuracies of the column include the following:

I. The article states:

During the four months Eurocan idled, I'm told two other unions at the plant couldn't cross the picket line to go to work West Fraser mill workers in Terrace were off; their mill had no chip market. Chip truckers sat idle. That's a lot of direct jobs snuffed out by 300 people adamant to better their earnings at any cost.

The assertion is that the Union members were unconcerned about the jobs of other individuals and that these jobs were snuffed out by these members

who were "adamant to better their earnings at any cost." The column deliberately ignores the fact that the dispute was over concessions sought by the Employer to eliminate existing rights in the collective agreement. The wage package which was agreed to by the Union is no different from that agreed to by pulp and paper workers throughout the province.

2. The column goes on to state:

In the meantime, I'd bet many Kitimat businesses went bankrupt, and many Kitimat families moved away in search of work elsewhere, further reducing school enrolments and worsening the school district's budget problems.

There is no evidence to support these assertions and in fact they are untrue. Further, they suggest that the President of the Union, Peter King, who is also a member of School Board, has no concern about schools and families.

3. The column further goes on to state:

Oddly, after 15 weeks on strike, a few hours with an outside mediator brought the strike to an end. Why wasn't a mediator brought in the first week to settle the dispute before hundreds of families throughout the northwest felt the squeeze of no income through no fault of their own?

A mediator was initially brought in on July 15, 2003 but no settlement was possible. Further, three days of mediation was required before settlement was achieved.

4. The column goes on to state:

Terrace, according to a survey, has far more entrepreneurs than Kitimat. I suspect it may be because Terrace folk have to earn a dollar any honest way they can.

Kitimat on the other hand, enjoys steady work at top union wages. Too bad Kitimat unionists lack any understanding of how they crush our economy by rejecting a contract offer which, four months later, three quarter of their membership accept.

These passages suggest that the members of Local 298 earn their wages in a dishonest manner. Further, the passages assert that the members of the Union are unconcerned about the local economy and rejected an offer which they accepted four months later. In fact, the offer accepted by the Union was not the offer proposed to Eurocan three months earlier.

Settlement was only reached when Eurocan removed its demands for concessions from the negotiation table. These suggestions are pursued further in the column where it is claimed that Union members were holding out for exorbitant pay and were concerned only with their own wallets.

5. Further the column states:

It wouldn't hurt, either, if union executives had to live on strike pay during the length of a strike rather than collecting their normal pay.

This passage is clearly intended to indicate that union executives were unconcerned about the strike because they received full wages. In fact, there is no basis to this libelous statement as the members of the Executive are all employees of the mill who are elected to unpaid Union positions. Throughout the strike, Executive members, like all other members of the Union, received strike pay, in a strike which occurred because Union members united to resist Eurocan's demands for concessions.

We trust you will publish a full and unqualified apology for your errors and libelous statements. We will rely on any failure to do so in pursuing our claim for defamation.

Yours truly,
VICTORY SQUARE LAW OFFICE
 John Rogers
 Enclosure

(And in response Rod Link, Publisher of the Terrace Standard wrote...)

Oct 17, 2003

John Rogers
Victory Square Law Office

Dear Mr. Rogers:

**Re: "Eurocan strike hurt us all badly" of
 September 24, 2003**

I'm writing to respond to your letter of Oct. 7. I have now re-read the column, have spoken with its author, Claudette Sandeck, and have considered your client's concerns.

On my own behalf as publisher and editor of The Terrace Standard and on behalf of Ms. Sandeck, I ask you to relay our apology to the union

With this letter is the detailed apology which will appear in the next issue of our paper, Oct. 22, 2003,

at a location and prominence equal to that of the original column.

We would also be pleased to publish the viewpoint of CEP Local 298 if you, or some other representative, wishes to write a commentary. It might rebut or debunk Ms. Sandeck's column or criticize our journalism, or it might present a fresh perspective on the topic of the strike of Eurocan or any other topic.

We cannot promise, "sight unseen," to publish whatever is submitted, because there may be issues of length, taste, legality, etc. However, I can assure you that I will give every consideration to publication of the union's viewpoint.

If you or your client decide to submit material for publication, please let me know as soon as possible. The next deadline would be noon, Oct. 24, and it would be most convenient if you could advise me that the item is coming and advise me of its approximate length by Oct. 21. Sending a submission by email is fine with us and I will be glad to provide you with our email address.

The printing of the apology and the offer of space in the paper for publication of the union's viewpoint are both unconditional. The paper is publishing the apology and will endeavour to publish the union's viewpoint, whether or not the union pursues a lawsuit against the paper.

If you have any additional or alternative suggestions, do not hesitate to advise.

Yours truly,
Rod Link, Publisher

(The following column, as promised, appeared in the Terrace Standard.)

An apology to CEP Local 298

By Claudette Sandeck

IN MY column published here on September 24, I was mistaken respecting four aspects of the strike at Eurocan in Kitimat and I am pleased to set the record straight.

Firstly, I referred to CEP Local 298 as "300 people adamant to better their earnings at any cost."

The union local states, however, and I accept, that the strike was over concessions sought by Eurocan.

The employer sought to eliminate, existing rights in the collective agreement.

The wage component accepted by the union was no different than that agreed to by other pulp and paper workers in B.C.

Secondly, I asked, "Why wasn't a mediator brought in the first week [in the context that] that a few hours with an outside mediator brought the strike to an end?"

Well, that was wrong as well.

The union local states and I accept, that a mediator was first brought in on July 15 and, in the end, it took three days of mediation (not a few hours) to achieve a settlement.

Thirdly, I suggested that the same offer was finally accepted as had been made four months earlier before the strike.

The union says, and again I accept their statement, that the offer was not the same and that settlement was not achieved until Eurocan removed its demands for concessions from the bargaining table.

Fourthly, I suggested that union executives should have to live on strike pay rather than collecting their normal pay.

Once again I accept the correction.

The executive of the local union are all employees at the mill who are elected to unpaid positions in the union.

As such, they did not receive their normal pay, but received only the same strike pay as the rest of the union membership.

Due to the factual errors I retract the opinions expressed in the column which were based upon erroneous facts.

And I apologize unequivocally and unreservedly to the union, its membership and executive for any inconvenience or embarrassment that my errors may have caused.

(Editor's note: The Terrace Standard echoes the foregoing apology.)

(You might have noticed that Ms. Sandeck did not apologize for her statement that suggested that the people of Kitimat did not earn their money in an honest way. The Union's lawyers have sent a letter to the publisher of the Terrace Standard informing them that the apology was not acceptable. The Union is considering its options.

This incident provides us with some good examples to learn from. You can't believe everything you read. The particular venom that was expressed by Ms. Sandeck in her column exposed her un-professionalism and taints everything she has written in the past and anything she writes in the future. We expect better from reporters and newspapers because of their access to the public.

A word of advice, never accept what is written in a newspaper as being the whole truth or story. It is only one source of many to check out and consider. Editor)

CEP Saddened by Loss



Vancouver - Former Canadian Paperworkers Union Vice President Art Grundmann (formerly Gruntman) passed away peacefully at his home in Penticton, BC on Friday, October 24th.

"Art played an enormous role in building our union," states Dave Coles, Communications Energy and Paperworkers Union Vice President, Western Region. "He always had a vision of building our union for the future. He mentored countless young people and was always finding ways of encouraging youth participation in the union. He hired me and he hired our current National President, Brian Payne."

Mr. Grundmann served as CPU Vice-President from 1975 through 1989. During this period he also served as a Vice-President of the BC Federation of Labour.

"Art Grundmann was a principled trade unionist who cared for working people," states BC Federation of Labour President Jim Sinclair. "He was a leading figure in the trade union movement for two decades and leaves a legacy of always doing things in the best interest of workers."

Mr. Grundmann began his career in the pulp and paper industry in Ocean Falls, BC. He subsequently worked at the pulp and paper mill in Powell River prior to serving as a staff representative for the CPU and its predecessor unions.

He was pre-deceased by his wife Kay in 1993 and leaves four children. A memorial service will be held Saturday, November 8th in Naramata, BC. For details please contact the CEP Vancouver Office at 604 682-6501.

The Canadian Paperworkers Union was a founding member of the Communications, Energy and Paperworkers Union of Canada, created in 1992.

Dear Friends of CEP Save Carnaby

Re: Support for our struggle

The long hot summer has passed and we are heading into the chills of winter -- wind, rain, sleet, and snow -- at our Blockade at Carnaby Mill site.

All around us we hear news of Dan Veniez's scrambling to raise money for New Skeena. At the same time most of New Skeena is shut down tight and Veniez is attempting to sell of equipment just to pay off his municipal taxes in New Hazelton, Terrace and Prince Rupert.

That's why the Blockade at Carnaby started and that's why it is still in place.

In spite of a number of confrontations with flatbed trucks that arrived to take away our equipment (and our jobs) and in spite of arrests, we have stood firm and to date only one piece of equipment has been removed from Carnaby.

But the struggle is not over. Daily we hear rumors that Carnaby is poised to take more equipment out for sale. Daily, we renew our commitment to stand firm. But we need help!!

We are tremendously grateful for your moral and financial support in this struggle and before we ask for more, we want to thank you for all you have done. Honks on the way by, drop ins, treats and donations are all great morale boosters and we thank you.

We believe the issues around this struggle are coming to a head in the next couple of months, but as the cold weather sets in, we do need help to sustain us. We need food for the blockaders on picket duty, we need financial donations to put gas in their vehicles and we need help for our families. Whatever you can do will be gratefully received by those of us who are trying to ensure future jobs in our community.

Thank you again for your past support.

In solidarity,
Mo Azaz
President, CEP Local 404

(Local 298 recently received a check from CEP Local 1123 of Campbell River for over \$6000 and we were requested to pass it onto Local 404, which we did the next day. Editor).

**CEP Local 404**

October 27, 2003

**P.O. Box 160,
New Hazelton, BC
V0J 2J0**

COLD IN HAZELTON

It ain't over til it's over!!!!

Arbitration adjourned

CEP Local 404, Carnaby Mill Blockaders were huddled around a wood burner in the snow when they got word on the line that the Arbitration Saturday was adjourned.

The Arbitration between CEP and New Skeena was before Vince Ready. After two previous delays, the workers were hoping the decision of the arbitrator would give them some conclusion to the Blockade which has been in place since last June.

The hearing was adjourned when the Employer failed to produce documents that the arbitrator had ordered be provided to the Union.

The Company has until Thursday of this week to produce the documents or an appropriate order for production will be sought by the Union and then that order will be enforced through the courts to require disclosure.

Since New Skeena purchased the Carnaby, Terrace, and Kitwanga sawmills and the Pulp Mill in Prince Rupert, all have remained closed except Kitwanga.

New Skeena -- promises not kept

"New Skeena has been making promises to the communities it will re-open the mills since it took them over," said Mo Azaz, President of CEP, Local 404. "They haven't delivered on one promise and we've been left out in the cold."

New Skeena has claimed to have several investment deals days away for months, all of which have fallen through. The blockaders at Carnaby now believe the employer has no intention of restarting the Carnaby mill and are seeking severance pay through the arbitration.

"We believe they are continuing to delay to avoid paying well over \$3 million owed to our members, said Dave Coles, Vice President of CEP Western Region. "We are determined to get what our members deserve -- and until we do, we will continue to support our members on the blockade."

There are 100 CEP members who worked at Carnaby want their jobs back, but they are determined to maintain the blockade until New Skeena settles with them one way or the other.

Send messages of support c/o joy_langan@telus.net

Cold, lonely and depressing on the line

Imagine yourself 17 kilometres from the nearest source of heat, hot water, washroom -- any comfort of home. It's dark, very dark, with no glow in the sky of light from settlements. You are surrounded by forest except you know there is a silent, shut down mill where you used to work is behind you. It's 3 am, it's pouring rain and you are running dangerously low of dry wood to burn to keep warm. The occasional semi roars by on the highway acknowledging you with its air horn. And you wait. Dan Veniez, snug in his bed dreams of how to keep you there rather than pay you what he owes. You throw another precious log on the fire and dream of what you would like to do for your family, if only you had a job. And you wait!!

Grievance Report

Is There A Thaw In The Relationship At Standing Committee?!

by Don Klie

There have been two Standing Committee meetings since the last issue of the Newsletter; October 16th and 31st, 2003. At the first meeting we only had time to discuss non-grievance agenda items. At the second meeting we finished off on non-grievance agenda items and discussed the grievances that had previously been moved to 4th Stage. The Company had requested that we revisit those issues at Standing Committee since the 4th step of the grievance procedure had been removed at negotiations. Some of the issues discussed are listed below:

1. The Company provided a letter on their position regarding the 3rd Class ticket requirement and the special school leave that was negotiated for the Steam Plant employees. The Union has requested that a meeting be arranged with the affected individuals and the McNab school officials in order to try to work out a training program that would be suitable to everyone. The Union also requested that the clock for the two year timetable not start until such time as the training program has been agreed upon. The Company position is that the clock started ticking as of date of ratification of the contract and they would endeavor to arrange the requested meeting sometime over the next two weeks. Item incomplete.
2. The Company provided a letter on their position regarding an individual who is currently in the Steam Plant line of progression and wanted to transfer to the Pulpmill line of progression. Since the entry level position is the same for both the Pulpmill and Steam Plant the Union and Company have agreed to allow this employee to post into this position on a non-precedent setting basis. The employee will only be allowed to progress up the Pulpmill line of progression but will still be required to relieve into the Steam Plant progression line when required as a utility person. Item complete.
3. The Company provided a letter titled, Notification of Change of Practice, regarding "nooners". The Union noted that they did not accept the Company's position regarding this issue. The past practice regarding the working of "nooners" is, when an employee is requested and agrees to work during his lunch break the employee has the option of

being paid a half hour of overtime and going home at the regular time (4:00 p.m.) or going home a half hour early. The employee is allowed to take a paid lunch break at a later time (e.g.: when the job is completed). The decision on the pay out option is supposed to be communicated between the supervisor and employee. The Union noted that if the Company wants to change this practice they can try to reach agreement with the Union or they can give notice at the next round of negotiations. Item incomplete.

4. The Company provided a letter titled, Notification of Change of Practice, regarding warranty work on mobile equipment. The Company was giving notice that in the future they would no longer be automatically having our vehicle mechanics participating in all or at least the vast majority of warranty work on mobile equipment. The Union had requested that a representative from the department be allowed to attend the meeting, however, the Company was unable to allow him to attend. The Union noted that the current practice was the best, most practical way for the Company to do this type of work. It allowed for our people to get the necessary training on the equipment for future use and to monitor for the Company just exactly what the contractors/warranty providers were doing. It was noted that our people jealously protect our equipment and would immediately notify the Company of any irregularities in the work being done by the outside contractor. The Union also said that the way the Company was buying the warranty-work contracts amounted to contracting out of work and thus would fall under the contracting provisions in the labour agreement. At the October 31st meeting a representative from Vehicle Maintenance was there to provide more information. It was reiterated that the current practice was cost effective in that it provided necessary training and insurance against outside contractors taking advantage of the Company. The Union also noted that they did not accept the change of practice notice and that if the Company wanted to change the current practice they could try to reach agreement with the Union or they could give notice at the next round of negotiations. Item complete.

5. The Company referred to the negotiation commitment regarding trying to improve the current relationship between the two parties and suggested bringing in a representative from the Labour Board. The Union agreed that we needed to proceed with this item but needed to caucus on the issue with the Union Executive. Item incomplete.

6. The Union raised the issue of the personal belongings that were vandalized and thrown away by the Company during the strike. The Company has committed to replacing all personal items, where

possible, that were thrown out or damaged. The Company has requested that individuals submit a list of missing items to their supervisor. However, the Company has not yet indicated when they will make restitution. On the issue of the Company knowingly throwing away the personal notes and files of Union representatives the Company has not yet indicated how they will resolve this issue. The Union has requested that it be provided with a fully equipped, appropriately located on the mill site, union office. This office would allow the Company to show that it recognized what it had done during the strike was wrong and that in the future the personal property, files and notes of union officials would be protected on this site. At the October 31st meeting Jack MacNeill attended and informed the Union that he was the person responsible for the throwing away of personal and Union files and notes. He apologized and stated it was a mistake. While Jack did say that he had purchased and replaced the personal text books of one of the affected individuals the Company has not yet indicated how it will address the restitution of the Union's notes. Item incomplete.

7. The Union noted that there have already been a number of employee paycheque errors. The Company indicated that they take this matter very seriously and noted that John Malo has taken on the issue and will do all they can to resolve the problems expeditiously. Item complete.

8. The Union again informed and protested to the Company that certain union officials were not being cleared to attend joint company-union meetings. Lack of planning by the supervisor and lack of manning by the Company were cited as probable causes of this situation. The Union stated that these meetings (e.g.: JOHS and Standing Committee) are very important. The Union requested the Company do more to ensure that its officials be released to attend these meetings. Item complete.

9. The Union requested the Company's position regarding casual hire, shutdown employees who were only paid 11 ½ hours when they worked a 12-hour shift on one of the Sundays during the shutdown. Item incomplete.

10. The Company provided a letter regarding Shiploaders Average Rate. The rate is averaged twice a year based on the previous 13 weeks pay and is used when paying bonus hours on vacation, supplementary vacation hours, floaters, bereavement leave and statutory holiday pay and is also used for setting of Weekly Indemnity and Long Term Disability level of pay. Item complete.

11. The Union raised its concerns regarding harassment and inappropriate behaviour by one of its

E/I supervisors. The Union recommended that the Company investigate the situation and involve a representative from Standing Committee and the crew shop steward. Item incomplete.

12. The Union requested information on the job requirements for the First Aid/Stores Counterperson and Stores Counterperson positions. The Union noted there are manning shortages in this department and want to review the information in hopes of providing the Company with appropriate suggestions on how best to resolve the problems. At the October 31st meeting the Union also raised the issue of the Company canceling already scheduled vacation time because of training conflicts. The Company noted that they were reviewing the manning requirements in Stores and were contemplating requiring a first aid ticket for the next two postings in stores to replace retiring employees. The Union noted its concerns of the time delay and that the shortages are occurring now and that something must be done now to alleviate the position. One suggestion was to post a temporary position for First Aid/Stores Counter position now and temporarily increase the manning in stores, in view of the fact that need was apparent. Item complete.

13. The Union informed the Company that they did not accept the Company's yearly contracting out notices. The Union has objected to this in the past at the Contracting Out meetings. Especially contracts such as crane work and high pressure water and vacuum services. Item complete.

14. The Union noted that the carpenter shop only has one carpenter and was concerned that this level of manning was insufficient to safely provide the coverage that the Company needs. The Company informed the Union that they were having management discussions regarding the hiring of another carpenter and possibly the formation of a building maintenance crew. Item complete.

15. The Union protested the fact that the Company was contracting out the hearing tests/audio tests in First Aid. The Union noted that the Company had said it was committed to reducing contracting out and yet the Company refused to listen to the suggestions from our people on how to best accomplish the necessary tests in-house. Item incomplete.

16. The Union noted that the overtime listing in the Pulpmill was not being posted as per the labour agreement. The Company stated they would see to it that, as agreed at past Standing Committee meetings, it would post the list. Item complete.

17. The Company provided a letter from Peter Cooch to the Union proposing reducing the number

of people attending the Joint Occupational Health and Safety Committee meetings. While the Union didn't officially respond to the letter it noted that the Company had proposed something similar to this in the past and that the Union had rejected it.

At the October 31st meeting the Union and Company discussed the grievances that were previously moved but un-processed at 4th Stage.

In regards to the Rodney Gutknecht, Oct. 25/02 grievance (the resolve to the grievance is explained below) I was pleasantly surprised with the Company's offer to resolve the grievance. While there was a legitimate issue with the way the wording in the contract was written the Union's position was that the intent of all that has been negotiated worked to our advantage. While the Company has not agreed with our position, and has offered this resolution without precedence or prejudice, it does indicate to me they were willing to acknowledge the benefits to the employee and company of the Union's position. In my opinion the resolve to this grievance is one less irritant in the way of a better relationship.

Also, in my opinion the tone of the Company's position on many issues have been less confrontation however slight. It will take some time before a real pattern can be discerned, especially in light of some of the other issues that are cropping up in the mill (e.g.: manning level in First Aid/Stores, contracting out, safety issue, flex issues to name a few). Optimism is always welcomed but not always realized.

The next meeting has yet to be scheduled but, because of the long interval between meetings caused by the major maintenance shutdown, negotiations and the strike there will have to be meetings on a more regular basis until the backlog of issues is gone.

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

Grievances at Arbitration

Trina Martin – filed Nov. 1/01 – case #01-49 – unjust discipline; insubordination, indefinite suspension and two-day suspension.

CEP Local 298 – filed Nov. 14/01 – case #01-53 – unjust discipline, "Do-not-rehire" put on employees' file after employee laid-off. **Arbitration date Oct. 20 & 21, 2003. In a preliminary ruling the arbitrator has determined that she does not have jurisdiction to hear the case of J. Contumelias. The arbitrator noted that Ms. Contumelias was not disciplined during her term of employment in**

2000 and that there was no DNR on her file, merely that Ms. Contumelias was placed farther down the hiring list. However, the arbitrator ruled that J. Begin had the right to representation and has directed the parties to exchange particulars and any relevant documents and if they are unable to reach a resolve then the matter can go back to arbitration.

Fourth Stage

(All of the grievances at 4th Stage have been referred back to Standing Committee, 3rd Stage. The Company had requested another opportunity to address these issues and since the 4th step of the grievance procedure was dropped in the recent negotiations the only avenue to do that was at Standing Committee.)

John Kenny – filed Nov. 22/01 – case #01-67 – - unjust discipline, violation of Safety agreement.

Ed O'Halligan – filed Nov. 22/01 – case #01-68 - unjust discipline, violation of Safety agreement.

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

Brian Liberman – filed Sept. 5/02 – case #02-56 – unjust discipline.

Grievances at Standing Committee

CEP Local 298 – filed May 28/02 – case #02-48 – Safety and flexibility violation; supervisor assigning work to instrument mechanic who didn't have the necessary training to do the work.

CEP Local 298 – filed May 31/02 – case #02-11 – staff doing hourly work and unsafe work procedures, cleaning ID fan in the Steam Plant.

Don Klie – filed July 16/02 – case #02-58 – unjust discipline, verbal warning for alleged neglect of duty.

Gord Mitchell - filed Sept. 19, 2002 – case #02-64 – violation of overtime distribution procedure.

Jaswant Dhillon – filed Sept. 2002 – case #02-63 – violation of overtime distribution procedure.

Jasbir Virk – filed Sept. 2002 – case #02-66 – violation of overtime distribution procedure.

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

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

Brian Thompson – filed Sept. 5/02 – case #02-57 – O/T call list procedure violation.

Jose Rego – filed Sept. 19/02 – case #02-70 – O/T distribution violation.

Gary Riley – filed Sept. 19/02 – case #02-71 – O/T distribution violation.

Gus Stamatakis – filed Sept. 28/02 – case #02-72 – O/T distribution violation.

Ilona Kenny – filed Nov. 17/02 – case #02-67 – supervisor harassing employee.

Carlos Eguia – filed Nov. 18/02 – case #02-73 – O/T distribution violation.

Jurgen Schiemann – filed Dec. 2/02 – case #02-75 – O/T distribution violation.

Russell Ruff – filed Dec. 3/02 – case #02-69 – unjust discipline and harassment.

John Miller – filed Dec. 17/02 – case #02-68 – C/O violation – moving concrete block barricade.

Grievances at Fact Finding

Jason Smith – filed Dec 19/02 – case #02-78 – Failure to provide work as per Rehab and Reintegration Program and Light Duty.

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

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

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

Elvis Resendes – filed Feb. 10/03 – case #03-03 – O/T distribution violation.

Kevin Gentile – filed Feb 17/03 – case #03-05 – Chemical employee doing union work.

Jason Smith – filed Feb. 19/03 – case #03-13 – Discrimination.

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

Schikowski, Dudra and C. Gardner – filed Mar. 3/03 – case #03-17 – O/T and C/O violation.

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

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

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

Claus Rosner – filed April 24/03 – case #03-18 – failure to provide work.

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

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

Completed Grievances

Jurgen Schiemann – filed May 6/02 – case #02-13 – O/T violation, not following call list and asking Spareboard employee first. **The Union and Company agreed that in the future no employees would be asked to work overtime while on vacation or on the weekends at either end of the vacation periods unless under emergency situations, that is, people on vacation will be the last persons asked. COMPLETE.**

John Barich – filed Oct. 9/02 – case #02-61 – violation of vacation allotment; definition of a week.

Resolved at negotiations (#32 of the Memorandum of Agreement “...the employee’s regular scheduled days off following their vacation days booked off will also be considered part of that vacation period.”) COMPLETE.

‘B’ shift – filed Sept 13/02 – Equalization of OT for shut down. **Resolved at Fact Finding – in kind remedy offered and accepted. COMPLETE.**

Paul Wilson – filed Feb 25/03 – case #03-06 – Harassment by Kerry Kendall and Eurocan Pulp and Paper Co. **Resolved at Fact Finding. COMPLETE.**

Rodney Gutknecht – filed Oct. 25/02 – case #02-65 – violation of Sunday Letter provisions. **The**

Company has agreed, without precedence and prejudice, to pay the Sunday Letter Premium in situations as happened in this grievance. The grievor and others had been called into work 4 hours early Monday morning, technically it was still Sunday. As the job continued during the whole of the day the grievor received time and a half for working that day, as per Article 10 – Early Call For Tradesmen, of the Bull Sessions Agreement. The Company had originally refused to pay the 4 hours Sunday Letter based on the wording in the Statements of Policy regarding overtime, “...[Sunday Letter] applies only to Sunday and recognized paid Statutory Holiday hours and no other hours on which time and one-half has been paid...” COMPLETE.

Eurocan – filed Dec. 2/02 – case #02-76 – harassing of Company employees by articles and reports published in the *Local 298 Newsletter*. **The Company withdrew the grievance without precedence or prejudice at Fact Finding. COMPLETE.**

DaSilva, Garg, Fulljames & Aujla – filed May 11/99 – call list violation. **The Union gave notice at the October 31, 2003 Standing Committee meeting that they would be proceeding with this grievance now that the Frank Verde Sr., June 14th, 1999 grievance had reach a conclusion. In a review of the issues with the department the Union and Company resolved this grievance and the Company has agreed to pay the grievors as requested, without precedence or prejudice. COMPLETE.**

P-3 schools cost more

SunSpots/SUN/CALM

The Auditor General of New Brunswick reported that one public-private partnership school cost \$900,000 more than if it had been built and operated publicly.

Work Law

Relief for those with chronic pain disability

by **Tim Gleason/CALM**

On October 3, 2003, the Supreme Court of Canada ruled unanimously that chronic pain disability should be treated the same way as other workplace injuries and diseases.

The case was about an exclusion under Nova Scotia law that denied benefits to workers who were suffering from chronic pain. The provincial appeals tribunal had found that this exclusion violated the equality rights guaranteed in the *Charter of Rights and Freedoms*. But the Nova Scotia Court of Appeal overturned the tribunal's decision, ruling that the exclusion was constitutional. The court also ruled that the tribunal had no jurisdiction to apply the Charter. The case went to the Supreme Court of Canada, which struck down the Nova Scotia exclusion. The Supreme Court said the law was unfair and "sends a clear message that chronic pain sufferers are not equally valued and deserving of respect as members of Canadian society."

The Supreme Court noted that the law "not only removes the appellants' ability to seek compensation in civil actions, but also excludes chronic pain sufferers from the protection available to other injured workers."

In Nova Scotia, workers suffering from chronic pain will now be entitled to more equal treatment, as the *Workers' Compensation Act* is amended to comply with the Court's decision.

Other provinces may see an impact from this decision as exclusions on the basis of different types of disability, such as mental stress, come under new scrutiny.

The uncommon unanimity on the Court and the broad interpretation of workers' equality rights suggest that new challenges to unfair laws may be successful.

Tribunals can use Charter.

Of less interest to workers, but perhaps most interesting to lawyers, the Court also ruled that administrative tribunals (workers compensation appeals Tribunals, labour boards, arbitrators, etc.) can have jurisdiction to interpret and apply the *Charter of Rights and Freedoms* to question the constitutional validity of a law.

The Court reaffirmed its previous emphasis on the importance of administrative tribunals, stating "Canadians should be entitled to assert the rights and freedoms that the Constitution guarantees them in the most accessible forum available, without the need for parallel proceedings before the Courts... Many

more citizens have their rights determined by these tribunals than by the courts. If the Charter is to be meaningful to ordinary people, then it must find its expression in the decisions of these tribunals."

Although many in the field of labour law already believed that tribunals possessed jurisdiction to apply the Charter, this view was certainly not shared by the Nova Scotia Court of Appeal in the workers' compensation case. The Supreme Court of Canada has now somewhat settled the issue.

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

B.C. unions keep fighting contract-breaking law

CUPE/CALM

Health care unions representing nearly 100,000 front-line workers have vowed to keep up their legal fight against B.C.'s *Bill 29 (The Health and Social Services Delivery Act)* after the province's Supreme Court dismissed their constitutional challenge to the contract-breaking legislation.

In announcing their plans to appeal, CUPE's Hospital Employees' Union and the B.C. Nurses Union say they're committed to a long-term legal strategy to strike down the legislation.

"The B.C. Liberals and the health authorities have used *Bill 29* to wreak havoc on health care and to exact an unconscionable economic and emotional toll on thousands of front-line workers," says HEU spokesperson Chris Allnutt. "*Bill 29* represents a fundamental attack on the rights of workers and we plan to defend those rights all the way to the Supreme Court of Canada if necessary."

B.C.'s health authorities have used the provisions of *Bill 29* to close 50 health facilities across B.C., cut services and radically expand the role of private corporations in the public health care system. As a result, more than 9,000 front-line workers are expected to lose their jobs by the end of next year.

The unions' case argues that *Bill 29* violates rights guaranteed under the *Canadian Charter of Rights and Freedoms* and in particular those sections relating to liberty and security of the person, freedom of association and equality rights.

The Finn Line

Trick or trade: Free trade threatens social justice

by Ed Finn/CCPA Monitor/CALM

Say what you will about Saskatchewan farmer David Orchard. Whether you admire or deplore his affiliation with the PC party, you must admit he's got his priorities straight when he goes after NAFTA. Other Canadians are also unhappy with NAFTA, but according to a recent poll there's 70 per cent public support for free trade in Canada.

There's good reason to believe that many people aren't aware of how seriously NAFTA and other trade deals have harmed this country-economically, socially, politically and environmentally. If they understood all the issues, the poll results would have been dramatically different.

Politicians and members of the media who trumpet the alleged merits of NAFTA while playing down its defects encourage this lack of public knowledge about free trade. The technical and legal complexities of trade deal language make it difficult to understand. Deliberately convoluted language obscures real meaning and intent.

Books and reports like those from the Canadian Centre for Policy Alternatives cut through the tangle of technical verbiage and expose the many threats these trade treaties pose to our collective well-being. But even as clear as the CCPA researchers make it, it can't be said it makes for easy reading.

There is a limit to the extent trade jargon can be popularized. It requires time and concentration for the non-expert to grasp its meaning, and the vast majority of Canadians remain in the dark.

There's also the "fait accompli" factor. Even among those who know how damaging NAFTA is, many now think of it as a battle that was irretrievably lost 10 years ago. They believe they are being pragmatic, when in fact, they're being defeatist. They rationalize by arguing that it's better to try to win fights they still consider winnable like eradicating poverty, protecting the environment and saving medicare and other social programs.

What they don't understand is that these battles can't be won as long as the trade agreements in their present form remain in effect. It is not those who continue to attack free trade who are being impractical, but those who dismiss it as a lost cause or dead issue.

Free trade-as Stephen Clarkson so eloquently describes it in his book *Uncle Sam and Us*-is a new "business first" external constitution that supersedes Canadian laws. It is neither more nor less than a charter of rights and freedoms for corporations-freeing them from social, regulatory, labour and

environmental restraints-allowing them to plunder and profit on a global scale without interference from governments.

The adverse impact of NAFTA includes substantial job and income loss, deep social program cutbacks, growing privatization of health care services, the inexorable rise of poverty and homelessness and the erosion of our culture and sovereignty.

Successive Tory and Liberal governments have given away our rights and resources to corporations who's CEOs feel no obligation to the people of Canada. They are effectively the new rulers of Canada to whom our national and most provincial governments have relinquished their power. Various campaigns conducted by unions and civil society groups in the past have been basically campaigns against the abuse of corporate power. This is true whether they were campaigns for better pay and working conditions, a cleaner environment, better health care, better education, peace, disarmament, adequate pensions or improved UI coverage and welfare rates. It was hard enough to win these skirmishes before free trade consolidated corporate power. Now our democracy has been supplanted by a plutocracy, the chance of civil society prevailing on any front is faint indeed.

Free trade is what gives corporate rule its sanction and strength. To abandon the fight against free trade is therefore unthinkable. It must continue to be the fundamental objective of our efforts to create a better world.

David Orchard, to his credit, understands this. You can disagree with his choice of the federal Tory party as an anti-free-trade instrument, but not with his ultimate goal. Would that most Canadians had the wisdom to share that goal with him.

ETAG proposal getting another hearing

Maquila Network Update/CALM

The Ethical Trading Action Group's (ETAG) proposal for federal regulations requiring apparel companies to publicly disclose the names and addresses of their suppliers will be a major topic of discussion at roundtable meetings tentatively scheduled for November.

The roundtable, sponsored by the Competition Bureau of Industry Canada, will bring together representatives of industry, civil society and government to discuss the ETAG proposal and other policy options to promote fair labour practices in the global garment industry.

On May 30, the Competition Bureau released a report prepared by the Conference Board of Canada that gave a very negative assessment of the proposed regulations.

ETAG has agreed to participate in the fall roundtable discussions. Their submission will show how factory disclosure regulations could interact with regulatory and voluntary initiatives and help eliminate sweatshop abuses.

Opinion

Benefits are not a frill

by Louis Erlichman/IAMAW/CALM

A hundred years ago, Canadian workers earned wages and that was about it. In general, they didn't get paid time off for holidays and vacations, they paid all their own medical expenses, and they had to provide for themselves if they were laid off, disabled or wanted to retire.

Over the course of the last century, because of the demands of workers and unions, there has been a steady growth in non-wage benefits—paid time off, pensions, insurance coverage and other things like child care and employee assistance programs. Some are provided through the government (Old Age Security, the Canada or Quebec Pension Plan, Employment Insurance, Workers Compensation, medicare and welfare), and employers provide some.

These benefits are not a frill. They are essential to the survival and dignity of working families. In recent years, the workplace focus has been on group life and disability coverage, dental and extended health plans (including drugs), which fill in some of the gaps of our medicare system. According to the most recent Statistics Canada survey, as of 2000, half of the Canadian workforce has medical, dental and life or disability coverage, 12 per cent have one or two of these, and 38 per cent have none.

Coverage is probably somewhat higher than this, since, in families with more than one earner, some uncovered workers will be covered as dependents. Full-time permanent workers are more likely to have benefit coverage than part-time or casual employees.

Unionized workers have the advantage

As with wages, unionized workers have a big benefit advantage. Seventy-nine per cent of unionized workers are members of pension plans, compared to 30 per cent of non-unionized workers. Seventy per cent of unionized workers have medical, dental and group life or disability coverage, compared to only 40 per cent of non-unionized workers. Benefits are a big part of the cost of labour. In the last 50 years, the cost of benefits (including payroll taxes for CPP or QPP, EI and Workers Compensation) has risen from around 15 per cent to more than 35 per cent of total labour costs in Canada. In the last few years, costs have been rising rapidly, particularly for drug and supplementary medical plans. Drug companies in particular have been very successful in building their profits through aggressive promotion to increase the use of expensive drugs and by pushing governments to extend patent protection that limits low-cost generic alternatives.

Big cost advantage over the U.S

Our medicare system still gives us a big cost advantage over the U.S., where barely adequate medical insurance coverage adds thousands of dollars per worker to an employer's labour cost. The cost of health insurance coverage is the root of many strikes in the U.S.

With costs increasing in Canada, employers are pressing to reduce benefit coverage and shift costs to workers through deductibles and caps.

Unions have led the way in expanding benefits for workers, in workplace negotiations and by working politically to create our public programs. Now the struggle is mainly about holding onto our past gains, both in the public sphere and at the bargaining table.

Louis Erlichman is Research Director for IAMAW Canada.

Tainted Tory policies dangerous to health

UFCW/CALM

The latest meat scandal in Ontario illustrates once again the Common Sense Revolution can be dangerous to your health.

Years of Tory cost cuts and public service union busting in Ontario meant essential services like meat inspection were shifted to part-time, private contractors.

"You'd think Walkerton would have taught the Harris-Eves government a lesson," says Michael Fraser, UFCW Canada's national director.

Before the Tory revolution in Ontario, meat inspectors were full-time provincial government employees and members of the Ontario Public Service Employees Union. In 1997, the Conservative government chopped the inspection force to only 10 permanent employees and contracted out 130 positions.

Since then, food poisoning has been on the rise according to a recent report by the Ontario Ministry of Agriculture. In 2002, the report concluded about 60,000 Ontario consumers became ill from contaminated meat and poultry products.

"Just like when the Harris-Eves government contracted out water safety, they've done the same with meat inspection. There's a high turnover because these non-union contractors don't get a pension or benefits. Many of the new inspectors don't have enough training. And they're exhausted because they often have to work 50 hours a week or more to earn a living."

"Inspection is a grueling job. If you want to improve food safety you have to make sure these inspectors have full time, secure jobs and benefits," says Fraser.

Electric Shocks

FIHRP – FOREST INDUSTRY HEALTH RESEARCH PROGRAM has published a report titled **"Long-Term Health Effects of Electric Shocks"**. The report is available to FIHRP members on the Pulp and Paper Employee Relations Services website at www.paperforum.com.

The report describes long-term health effects of electric shocks that may occur for electricians and other workers. The study involved a review of published papers and books describing occupational health surveys and case studies evaluating the long-term effects of electrical injury.

Electricité de France published results of a study examining health outcomes, particularly late side effects, of electrical injuries for 2080 workers from 1970 to 1989. Most workers survived (2024) and 75% of the survivors recovered completely with no long-term health problems.

- Effects directly related to burns, particularly electrothermal and mixed burns, represented most of the long-term health problems (63%) - ugly scars, joint stiffness, and pain.
- Neurological and psychological effects were the next major category (18%). Muscle weakness, loss of hand-grip force and tingling sensations were common. Other health effects included carpal tunnel syndrome, posttraumatic stress disorder, mood and personality disturbances, and paralysis.
- Effects on eyes and ears (12%) included chronic conjunctivitis, hearing loss and tinnitus.
- Deformed and broken bones (5%).
- Cardiovascular effects were rare (1%).

A paper published by the University of Chicago concluded that neuropsychological complaints and emotional changes were not directly related to the severity of physical injury, voltage exposure, litigation, return to work status, or previous psychiatric history.

Long-term follow-up of electrical injury victims for physical and emotional effects is critical. One study concluded that electricians are unlikely to seek medical attention unless the injuries are traumatic.

Occupational health studies provide convincing evidence that high-voltage and low-voltage electric shocks can cause long-term health disorders. The disorders may be physical or psychological, and may lead to permanent disability depending on the nature of the injury, the willingness of the electric shock victim to seek medical help, and the willingness of medical professionals to take reported problems seriously.

Conference Renews Support for Hazelton Local 404...

Delegates were unanimous

Ongoing commitment and support to Local 404 in its struggle at the Carnaby Mill was pledged by delegates to the CEP Western Region Conference last week in Saskatoon.

Mo Azaz, President of Local 404 and Ian Simpson, of Local 1123 reported on the struggle to date and what the unions expect yet to come. Special praise went to Local 298 President, Peter King and his members from Eurocan in Kitimat. During its recent strike, members made the trip to Hazelton daily to shore up the blockade. Mo said, "Peter's local has been there for us all through this and they have committed to keep up the support even though they are now back to work. It doesn't get much better than that."

More Determined than ever

The commitments of support have renewed the energy of our brothers and sisters on the blockade. Mo, on behalf of his members, wants to send a special thank you to the delegates at the Western Region Conference and the locals who have sent financial support or are voting support at their upcoming meetings.

"It has been a long struggle and without the solidarity of our brothers and sisters in the CEP we would have had a hard time fighting back against Dan Veniez and New Skeena. They have been determined and persistent in trying to stop the blockade and we are equally determined that we will not bring the blockade down until we are walking into the mill to do our jobs." said Azaz.

CEP ORGANIZING AT SEARS

October 16, 2003

Belleville, Ont. -- The Communications, Energy and Paperworkers Union of Canada today opened an organizing office here to assist in the certification drive amongst some 2,500 employees at the giant Sears warehouse.

"This is just one more sign of how well the campaign is going at the Sears warehouse," said CEP Ontario Region vice President Cec Makowski at

the official opening of the office located at 59 Dundas Street E., Unit 3.

"We are extremely pleased with the level of support from Sears workers," Makowski commented. "Clearly Sears employees want the kind of justice and dignity on the job that membership in the CEP can bring."

"We are more than happy to respond to those needs and opening this office is just one more tangible way for us to assist the Sears workers in their goal," Mr. Makowski added.

The unionization effort itself is being spearheaded by Sears employees who have the assistance of a full time CEP representative, Scott Tracze.

"This campaign is picking up steam every single day," Mr. Tracze commented. "And the momentum is coming totally from Sears workers."

The Union intends to file for certification on behalf of the workers as soon as is possible. The application would be made under Ontario law before the Ontario Labour Relations Board.

UNION CHARGES SEARS WITH MISCONDUCT

October 31, 2003

The Communications, Energy and Paperworkers Union of Canada has charged Sears Canada with several violations of the Ontario Labour Relations Act during its drive to unionize some 2,500 workers at the company's warehouse operation in Belleville.

"We are charging company misconduct under three separate provisions of the Act - specifically sections 70, 72 and 76," said CEP Ontario Region vice president Cec Makowski.

Makowski said a preliminary hearing dealing with the charges will be held Friday before an officer of the Board.

"CEP will not stand idly by while workers' rights are being violated. We believe the Sears workers should have a fair and free chance to decide for themselves on unionization," Makowski commented.

If a settlement of the charges cannot be reached at the hearing stage, they will proceed before a full panel of the Board.

CEP is in the midst of a campaign to help the Belleville workers unionize and recently opened an organizing office in the city to help in the drive.

Shopping on-line is no sweat

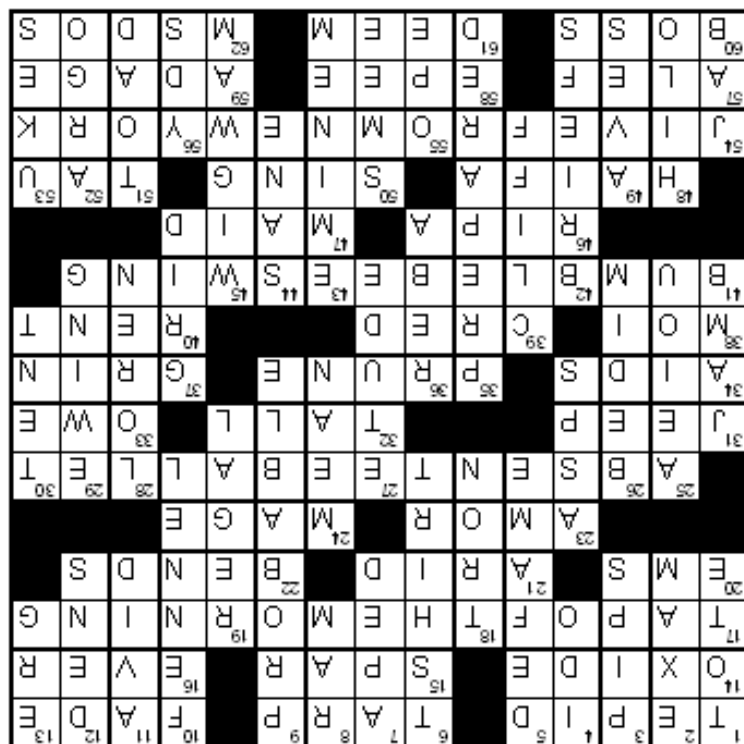
Label Letter/AFL-CIO/CALM

Last year, the founders of No Sweat Apparel, the world's first and most extensive brand of union-made casual and athletic apparel, bet the rent on it. Nine months later the company is making sales in 49 states, 22 countries and six continents.

More than 50 per cent of sales-everything from T-shirts to yoga pants to fine twill button downs, come from their on-line store. "Word of mouse" advertising-e-mail referrals by customers to friends and family-makes it possible to pay a living wage and still provide price-competitive, quality clothing.

The No Sweat line of 100 per cent union-made casual clothing and athletic wear includes designer tees, fashion athletic wear, sweats, hoodies, yoga pants, fleece pullovers, twill button downs, scarves, caps and more. Everything is produced in UNITE shops in the U.S. and Canada. All ordering and payment information is on the No Sweat Apparel web site www.nosweatapparel.com.

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By A.J. Mass
"DANCE CLASS SYLLABUS"

"DANCE CLASS SYLLABUS" By A.J. Mass — Edited By Timothy E. Parker

ACROSS

- 1 Not so hot
 6 Baseball delay sight
 10 Lose strength
 14 Iron or zinc follower
 15 Prepare for Holyfield
 16 At any time
 17 Lesson #1: For early risers only
 20 Ambulance letters
 21 Saharan
 22 Emulates a Silly Straw
 23 Alias for Cupid
 24 Conjuror
 25 Lesson #2: Attendance not required
 31 Rugged vehicle
 32 Not minute, like Manute
 33 Have debt
 34 Contributes to the cause
 35 What a gardener might do
 37 Play the Cheshire Cat
 38 Miss Piggy, to Miss Piggy
 39 Believability, on the street
 40 Monthly outlay
 41 Lesson #3: For you and your honey
 46 Morning chat personality
 47 J-Lo movie profession
 48 Middle Eastern city
 50 Turn on Tony Soprano?
 51 Letter on some college sweatshirts
 54 Lesson #4: It's Saturday Night!
 57 Start of the Hebrew alphabet
 58 Olympic weapon
 59 Off-repeated words of wisdom
 60 Steinbrenner or Springsteen
 61 Render a verdict
 62 PC software of old

DOWN

- 1 Shopper's bag
 2 It can be given orally
 3 Knight's support

- 4 Response to minister's query
 5 It often goes with de fortune?
 6 Gap purchase, maybe
 7 Gave one's impression of?
 8 St. Louis player
 9 More than likely
 10 Herb that tastes like licorice
 11 Itching to go
 12 Fox lairs
 13 Measurement of work
 18 1982 Disney sci-fi flick
 19 Befitting a king
 23 "Raiders of the Lost Ark" creatures
 24 Ornery
 25 Five of twenty-six
 26 Lower, as a light
 27 Piano exercise
 28 Sultry Sophia
 29 Hagman's J.R.
 30 Circus location
 31 Part of a doorframe
 35 Ready ahead of time
 36 Country music star McEntire
 37 Crossword constructor's canvas
 39 Jumping-off point
 42 Product endorsed by Jordan
 43 Oscar-winning songwriter
 44 Fit for trial
 45 Brave's home
 48 Hawaii's ____ Bay
 49 Birds' class
 50 Hook sidekick
 51 Horned amphibian
 52 Fleece-seeking vessel
 53 Instruments heard at a luau
 54 Assault from Holyfield
 55 Unlock, to a bard
 56 Gains by RB's

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