



# LOCAL 298 NEWSLETTER

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

Issue #6 Volume #9

cep298@monarch.net

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Cartoon by Ingrid Rice

## *Who's The Real Law Breaker?*

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## Executive Officers For 2005

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

## Committees

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

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

**Job Evaluation:** ....Kevin Read, Ralph Johnston,  
Arnie Carrita

**Rehabilitation & Reintegration:** Mary Murphy 2yr, Pat Williams 1yr  
Steve Dudra 3yr

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

**Pensions:** .....Gary Drake, Don Klie, Gary  
Ewanski

**Sunshine Committee:** Dorothy Birkett

**Contracting Out:.....**Derek Smith, John Miller, Dino  
Stamatakis, Kevin Gentile

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

**Apprenticeship:** ....John Burget, Paul Wilson, Rick  
Wittmann

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

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

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

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

# WARNING!!!

THIS NEWSLETTER IS RATED:

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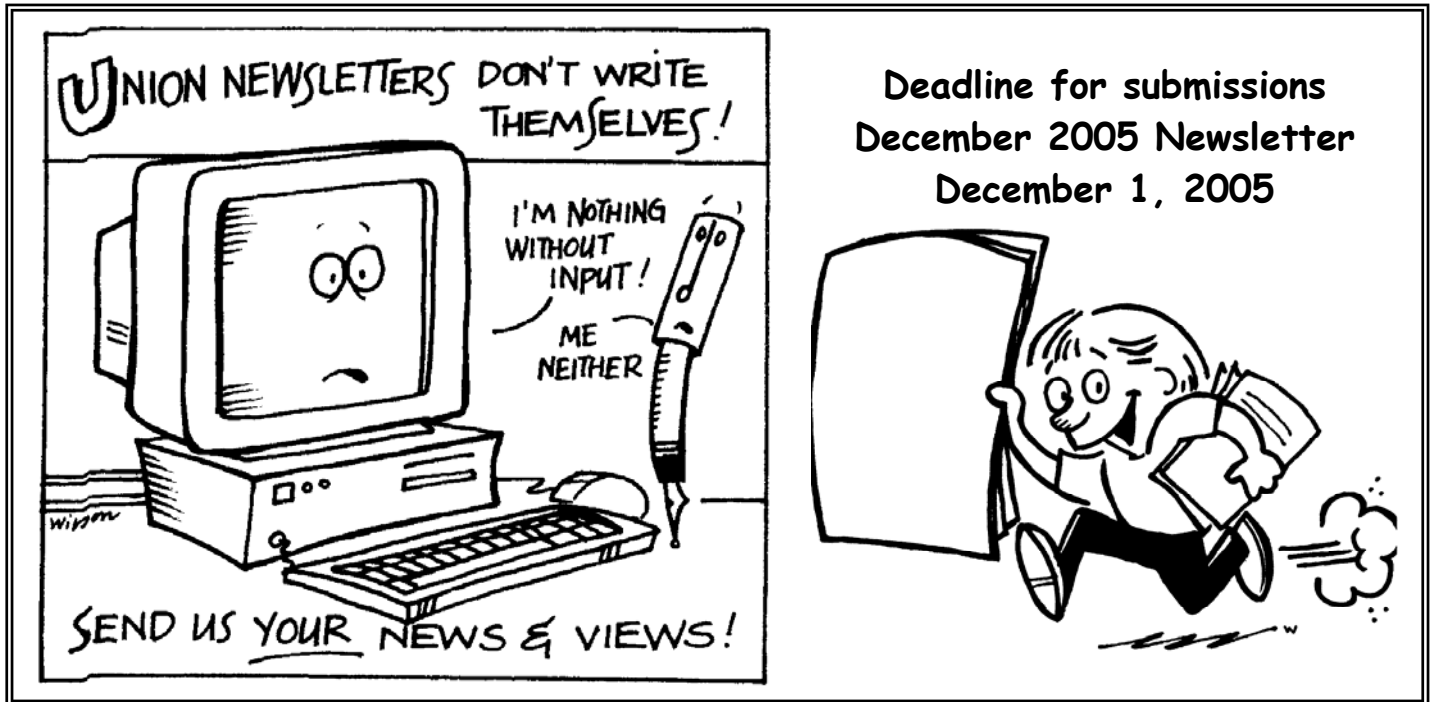
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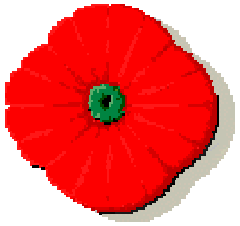
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Editor: Don Klie





## Lest We Forget

### "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.

**Pilot Officer John Gillespie Magee, Jr.**  
**No 412 squadron, RCAF**  
**Killed 11 December 1941**

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## REMEMBRANCE DAY

### CBC News Online

On the 11th hour of the 11th day of the 11th month, Canadians are asked to pause and remember the thousands of men and women who sacrificed their lives fighting for freedom and democracy during the First World War, the Second World War, the Korean War and during peacekeeping missions.

During the First World War, (1914-1918) more than 600,000 soldiers volunteered to go overseas. As of November 2004, Veterans Affairs Canada is aware of 8 veterans of the First World War who are still alive. One is a woman. Their average age is 103.

These soldiers fought in a series of costly and bloody battles and by the end of the war, more than 69,000 Canadian soldiers had died and 172,000 were wounded.

They died fighting at Vimy Ridge, Hill 70, Bourlon Wood, Mons, Passchendaele and Ypres. In Ypres, Canadian soldiers were exposed to German gas attacks, yet continued to fight. They showed amazing tenacity and courage in the face of danger.

During the Second World War, (1939-45) more than one million men and women from Canada and

Newfoundland served in combat in the army, air force and navy. More than 47,000 men and women did not come home from that battle.

Canadians lost their lives fighting in Dieppe, Normandy, the North Atlantic, defending Hong Kong, during the liberation of Italy, and in many other important air, sea and land campaigns.

As of November 2004, 268,110 veterans from this world war were alive, with an average age of 82.

In Korea, 516 Canadian soldiers died during the 1950-53 conflict, in which 26,791 Canadians served. The battles of Hill 355 and Hill 187, among others, saw Canadians fighting in swamps and rice fields, through torrential rain and snow, in the air and at sea.

In 2003, Canada marked the 50th anniversary of the Korean War Armistice by unveiling the Monument to Canadian Fallen at Confederation Park in Ottawa.

The words "WE WILL NEVER FORGET YOU BRAVE SONS OF CANADA" are inscribed at the base of the monument, which also contains the names of all 516 Canadians who lost their lives in Korean War service or subsequent Korean peacekeeping service.

In 2004, Canada also remembered the 60th anniversary of D-Day and the Battle of Normandy, where Canadian troops suffered 18,444 casualties. Among them, 5021 were killed. Of all the divisions which formed part of the 21 Army Group, none suffered more casualties than the 3rd and 2nd Canadian.

It was a huge sacrifice – and a huge factor in turning the tide of the war against Hitler's Germany.

The first Remembrance Day, held in 1919 throughout the Commonwealth, was originally called Armistice Day. The day commemorated the end of the First World War on Monday, November 11, 1918, at 11 a.m.: the 11th hour of the 11th day of the 11th month.

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## 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, 1915

## President's Report

***Meet and Greet***

By Don Klie

In September I had the opportunity, along with Ilona Kenny, First Vice President, and Kevin Read, Pulpmill Shop Steward, to attend a meeting in Prince George involving Local 1127 and the two CEP Locals who represent the members of West Fraser's newly acquired pulp mills, Local 855 from Hinton Pulp and Wood Products in Alberta and Local 1115 from Cariboo Pulp in Quesnel.

The meeting offered the four locals a forum to talk about their similar issues and to start the process of coordinating our efforts when dealing with the Employer. This is a similar format to what the Norske CEP locals are doing in BC and what the Weyerhaeuser local unions are doing across Canada. The name given to this forum was the West Fraser Union Council meeting.

The Hinton and Quesnel mills had previously been owned by American based International Paper, a large player in the Pulp and Paper industry and a very powerful company. They have gone through various owners over the past few years, which usually mean a shake-up with how the plants were run.

Obviously, Locals 855 and 1115 were very interested in hearing our experiences with West Fraser. In Hinton, Local 855 got a rude awakening when they were finally able to get a meeting with Gerry Miller, Vice President of Pulp and Paper for West Fraser. Apparently, Gerry is not very fond of pulp mills.

Among other things, we discussed issues regarding top West Fraser brass, apprenticeships, flexibility, contracting out, health and safety, grievances and arbitrations.

Local 855, being situated in Alberta is a bit of an anomaly. It has a strong union presence not only in the town of Hinton but also in the province and nationally in our union. On the whole their wage and benefits package is superior to the BC Pulp and Paper unions. That was based in part on being able to use the (old) BC Standard Labour Agreement as their basis for negotiations and building onto it. Conversely, it could be observed that the BC locals would see the benefits that the Hinton Local was able to negotiate and set that as its basis for negotiations. Local 855 will be celebrating 50 years of service to its members and community next year.

Local 1115 have a very similar history to that of ours. Their mill was built roughly around the same time as ours (starting operations in 1972). One of the first changes noted when West Fraser became their owner was that the cheques their retirees were receiving for their bridging portion of their pension



was actually being issued from Eurocan, or at least with Eurocan letter head.

Tentatively another meeting has been scheduled for late winter or early spring in 2006.

***Pension Bridging Trigger Trips***

As most have already heard the Pulp Price Trigger has tripped. Basically, what this means is that anyone who retired/retires after May 1, 2003 and was 60 years of age will be entitled to receive bridging payments from the date of retiring. That's right, it is retroactive and there are two retirees from Local 298 who have qualified; Merry Christmas.

Previous to the trigger having tripped, members who retired after turning 60 would have received bridging only when they turned 61. Bridging pays out at \$20 per month per year of service and is payable until age 65. Bridging is an incentive to retire prior to age 65 and is roughly equivalent to the Canadian Pension Plan benefit.

The bridging trigger is tied to the price of newsprint, as reported by the Newsprint Pricing Standard and is set at \$600 US per tonne for 48.8 gram newsprint, or to the price of pulp, as reported by the RISI Eastern US Benchmark NBSK and is set at \$700 US per tonne. RISI is the pre-eminent economic forecasting group in the international forest products industry (RISI – Research and Intelligence and Statistical Information {?}); NBSK – Northern Bleached Softwood Kraft pulp).

When the price of newsprint or bleached kraft pulp exceed the target price for three months the Company is required to pay \$500 per active employee into a trust fund, and the money is to be used to finance the paying of pension bridging for individuals who retire at age 60 until they turn 61, when the Company will become solely responsible for the benefit. In order for the next \$500 payment to be

made the price of newsprint or bleached pulp will have to meet or exceed the target for another 3 consecutive months.

Once the trust fund has become fully funded (i.e.: the trigger having tripped three times - \$1500 per active member – approximately \$525,000) any extra money collected will then be used for the purpose of improving benefits of active or retired employees.

We are tied to the Canfor formula for the Pulp Price Trigger (which to my knowledge has not yet reached the \$700 mark) which means that our trust fund will only receive money when the newsprint price trigger trips for any of the first three occasions. After which we will have to wait until the Pulp Price Trigger has been reached.

We are currently in discussions with the Company to setting up the trust fund. When more information is available we will pass it along.

### ***Pension Trustee Training***

In September I had an opportunity to attend part one of the basic course for pension investment and plan governance for union trustees. This course was recommended by Dave Coles and the BC Fed for union leaders and or pension plan trustees and prospective pension plan trustees. The course was put on by Shareholder Association for Research and Education – SHARE.

Part One is a two-day course and it covers an introduction to the Canadian retirement system, plan documentation, fiduciary duty, plan governance and understanding you actuary.

The Pulp and Paper Industry Pension Plan - PPIPP is considered to be a defined benefit, occupational pension plan. The other type of occupational plan is known as a defined contribution plan. With the defined benefit plan the individual basically knows today what level of benefit he will receive when he retires. A defined contribution plan allows the individual to invest his money where ever he believes best suit his needs and desires. However, with a define contribution plan the certainty is the level of contribution being paid. Benefit levels can vary widely between individuals based on what the individual chooses to invest his money in and the particular rate of return he earns on his investments.

SHARE and the CEP believe most strongly in the defined benefit type of pension plan. Defined benefit plans ensure that everyone receives a reasonable (negotiated minimum) level of benefit payout and that the employer remains responsible for ensuring that the pension plan lives up to its commitments.

Trusteed pension plans such as ours are the second largest pool of investment capital in Canada after the chartered banks.

A few years ago the Ontario teachers' pension plan was in the news quite often because of its \$30 billion in assets and its ability to significantly influence the financial community with its investment clout. At one point the teachers' pension plan had such a surplus of funds that the employer, basically the government of Ontario, had to suspend contributions to the tune of \$6 billion. The reason for this suspension of contributions was because of the federal law which prevents employers from contributing to pension plans that have a surplus of more than 10%. The reasoning here is that the federal government wants as much income tax revenue as possible while still allowing for tax exempt status for pension plan contributions. But, when a plan has a significant surplus, that then allows those pension plans to basically hide money from the tax man, and that is forbidden.

A main goal of unions is to be in control of the pension plan. Our pensions are bargained collectively and it is our view that it is the union that should be in control of the Plan. From the beginning in 1975 when our pension plan was first negotiated the unions have had at least equal representation on the board of trustees. Control was evenly split between the employers' group and the two unions. Today, the Pulp and Paper unions have a majority of trustees on the board. While it is the Union's position to have control of the Plan, it is also important that we maintain the presence of the employers' group as well. This ensures that the employers will still be held accountable for ensuring that agreed upon benefits levels will be maintained.

It is the union's position that pensions should provide security to workers in retirement and be invested in a way that serves worker interests while they are in the workforce.

### ***Fiduciary Duties***

Pension plan trustees are fiduciaries. A fiduciary is a person whom trust, reliance or confidence is reposed; they exercise discretion in managing the assets of beneficiaries; they are in a power relationship with beneficiaries. The fiduciary relationship is the highest level of obligation known to law.

Basically, a fiduciary is a person or persons who make decisions for other people. Our pension plan trustees carry out the wishes of the members of our union when administering the Plan. Trustees have to do what's best for the individual beneficiaries, active or retired, not necessarily for the union as a whole. Having said that, the trustees like any other individual will approach issues from their own perspective; and our perspective is the union's perspective.

Fiduciary duties include the duty of prudence; that is, to exercise the care, diligence and skill that a

person of ordinary prudence would exercise when dealing with the property of another person.

Also, there is the duty of loyalty; to act honestly, in good faith and in the best interests of the members and former members and any other persons to whom a fiduciary duty is owed.

This does not mean that the trustee has to be an expert in every field of pension plan management. What it means is that the trustee must be able to show that for any action they take what steps they took which led them to make those decisions. Like any other organization or company, the trustees are responsible for employing the appropriate people and seeking the appropriate expertise.

Each pension plan, like each company, will have its own character and preferences, which are derived from the trustees and the groups they represent. How the pension fund is invested and what benefit level to pay out are the kinds of decisions the trustees have to make. Each pension fund may utilize different strategies to accomplish this goal; again, it will depend on the goals of the members of the pension plan what course of action the trustees will take and it will be based on the advice they receive from their consultants.

Trustees will need to be able to show what they did or how they arrived at the decisions they made.

## ***Actuaries***

Over the two-day session we had different speakers, experts in their field, explaining the subject material. Two of the speakers were from Ontario, and three were from BC.

The actuary who spoke to us was from Ottawa, Ontario and was a consultant for the Public Service Alliance of Canada - PSAC. He actually is an employee of PSAC advising them on internal staff pension matters. (Bruce Rollick is the actuarial consultant for our Pension Plan.)

Actuaries are usually trained in mathematics and they try to put the "price tag" on future uncertain events. They use statistics to try to determine how much money has to be invested today in order to pay for the benefits that will come due in the future. They have to consider things like termination of employment, death and disability, retirement, expected rates of interests, etc.

Usually there are generally accepted statistics that can be applied for how long a person will live, expected rates of interest on investment and the like, but a simple adjustment of these accepted statistics can seriously affect a Plan. A good example of this is the increase in life expectancy. Currently the PPIPP experience is that if a member reaches the age of 65 their life expectancy is 85. However, Stats Canada suggests that the overall average life expectancy is 75 for males and 81 for females.

It is the actuary who advises on whether or not the Plan is properly funded and solvent. Solvency refers to whether or not the plan could cover all of its liabilities if for some reason the plan were to come to an end today; would there be enough money in the plan to cover all of the earned benefits if it had to be paid today? Being fully funded means having enough assets and investments to cover earned benefits when they are due in the future.

One of the most important issues for a trustee to consider when making decisions is the actuarial assumptions being made or used. The actuary speaking at this seminar told us he had advised his employer in early 2001 that there was a 90% chance that they would not have to make any more contributions to their pension plan because of the large surplus their fund had accrued because of the large earnings their investments were making. He made that claim based on projecting what had occurred over the previous years and what was expected to continue happening. Unfortunately for the actuary, and the employees, the stock market started to decline in 2001 and in September that year "911" occurred and the stock market went into a tailspin. Eventually, those employees would have to increase their contributions in order to meet the expected earned benefit requirement.

I questioned all of the speakers about our pension plan and the advice we had received from our actuary about our investment strategy; that is, as long as interest rates were decreasing the long term bond market would out perform the equity or stock market. The strategy our Plan follows is to try to match the liabilities we incur today with our investments; that is, look for the safe investment that guarantees (almost) a certain level of return. The trustees chose not to try to fund the pension plan by making risky investments on the equity market and hoping for windfall profits. I also informed the speakers that we were told that since 1980 the long-term bond market had out performed the stock market.

All of the speakers were curious about that strategy. Most were used to more evenly spreading your risk out. I had mentioned that our Plan had earmarked about 10% (now about 20%) of the assets for the equity market (following a plan developed by Philips, Hagar and North).

The advice I received was to choose your trustees very wisely and make sure they were able to explain and show why they made the decision they did. Since not all investment strategies go according to the plan, it is important to continue to monitor things and to do regular (annual) valuations of the Plan so as to be able to respond appropriately to any problems that do occur.

Part Two of this course is scheduled for November 21 and 22, 2005. It will focus on pension fund investment fundamentals.

## ***Welfare Plan Insurer Change***

The Company recently informed the Union that it has changed insurance carriers, effective January 1, 2006 for some of its Welfare Plan coverages.

Manulife Financial, formerly Maritime Life, will no longer be providing Weekly Indemnity (WI) or Long Term Disability (LTD) coverage.

Pacific Blue Cross (PBC) has been chosen by West Fraser, on a Company wide basis, to provide WI, LTD, Extended Health, and Dental Plan coverages.

Over the years we have all had to deal with (suffer through) Maritime Life. It is my opinion that on the whole Maritime Life did its job the same way any of the other insurance carriers would have. Of course, anytime a person was denied or cut off benefits I didn't agree with the carrier, but I just assumed they were doing what any other carrier most likely would have done.

In the past I have received queries from other unions and locals asking what our experience was with Maritime Life. Usually, the other groups were looking to change from their current carrier. Having very little experience with other carriers I could only say I wouldn't wish the carrier we had on anyone else.

Pacific Blue Cross has only been providing our Extended Health and Dental Plan coverages for a few years, having taken over from MSA and CU&C respectively (actually absorbing those two carriers). PBC initially had a number of difficulties providing proper coverage. Things seem rather quiet now with the carrier but I am expecting some disruptions and disputes once they start to take on WI and LTD claims. Only time will tell.

For those who are currently receiving benefits from Manulife, they will continue to be covered by that carrier until such time as their current claim is concluded. Those people currently on LTD will most likely not see any change at all to their coverage.

I am hopeful things will go well with the change over and with the new carrier.

As an aside and a reminder, I assume PBC will have some type of authorization statement on their forms which will allow them complete and unilateral access to your medical providers. It is my advice that you do not have to sign such an authorization form. All you need to do is simply cross off any part of the statement that allows the carrier access to anyone other than yourself and sign the form and send it in. The carrier will most likely inform you that decisions regarding your benefits might be delayed, but in the end the contract does not require any employee to allow the insurance carrier unilateral access to any of your medical (or other service) providers in order for you to receive benefits.

**Fraternally, Don Klie**

## ***Weyerhaeuser mothballs pulp and paper mill***

By PETER KENNEDY

Tuesday, October 4, 2005, *Globe and Mail*

Weyerhaeuser Co. announced plans Tuesday to shut down its pulp and paper mill in Prince Albert, Sask., and analysts said they expect more closings as the North American industry is squeezed by excess capacity, sluggish demand and rising costs.

Senior Weyerhaeuser officials said they had no choice but to either close or seek a buyer for the Prince Albert mill. It employs 690 people and produces 130,000 tonnes of market pulp and 280,000 tonnes of uncoated freesheet paper.

"Unfortunately market conditions have reached a point where we have no alternative," said Craig Neeser, Weyerhaeuser's senior vice-president in Canada.

Analysts said soaring energy prices, when combined with the impact of a strong loonie, have made Canada among the world's most costly regions for pulp and paper producers to operate. As the industry struggles to rid itself of excess capacity and raise prices, they say more shutdowns are likely in Ontario and Quebec where operating conditions are considered to be the toughest in the country.

"No one is making money in the Canadian paper industry," said Steve Chercover, a forestry analyst with D.A. Davidson & Co. "If the system is in oversupply, the first choice is usually to close in Canada."

Industry sources say plans for an indefinite shutdown in Prince Albert and the elimination of the mill's jobs, could rob the city and its 35,000 residents of its biggest employer.

The company has invested over \$800-million since it bought the plant in 1986.

Saskatchewan Premier Lorne Calvert moved swiftly after the announcement to set up a task force that will examine issues surrounding the closing. He said the province will examine all options at its disposal to keep the plant operating at some level, and he didn't rule out investing taxpayers' dollars in the facility.

The Weyerhaeuser announcement came on a day when another U.S. giant, Georgia Pacific Corp., said it will stop up to four of its tissue paper machines, while trimming its North American and European work force by about 850.

Other Canadian companies, from Domtar to Tembec and Abitibi-Consolidated have also been cutting costs and streamlining operations to improve their finances in an increasingly difficult market.



Demand for uncoated freesheet paper is down by 4.2 per cent in the last year, a trend that is not expected to be reversed as other paper grades make inroads into its traditional market share. That, in turn, has put pressure on prices, which slipped to \$700 (U.S.) a tonne from \$770 in April.

While production in Saskatchewan is scheduled to cease on Jan. 2, 2006, Weyerhaeuser said it intends to explore all available options, including identifying possible purchasers.

But in light of existing market conditions, a permanent closing would be "more appropriate," said Mark Bishop, a forest industry analyst with RBC Dominion Securities Inc. in Vancouver.

The Communications, Energy and Paperworkers Union said the facility should be sold and kept running, and union officials said they plan to meet with the company and government officials to challenge the decision.

"We think both the paper and the pulp mills are viable," said CEP vice-president Dave Coles. "They may not fit in with the global synergies of Weyerhaeuser but that is no reason to abandon this community, its workers and their families."

With files from CP

## ***HEU reaches first contract with ARAMARK Corporation***

**Tentative agreement improves wages, secures workplace rights** (October 27, 2005)

The Hospital Employees' Union has reached a tentative first contract with ARAMARK Corporation that improves wages and guarantees other rights and protections for 700 cleaners working in health facilities operated by the Vancouver Coastal Health Authority.

HEU is recommending the settlement to its ARAMARK members who will take part in ratification votes to be held over the next two weeks.

The tentative collective agreement raises the hourly wage rate from \$10.67 to \$12.47 upon ratification by incorporating temporary bonuses and a wage adjustment into the pay grid. Workers also receive a signing bonus.

Additional increases over the next two years will bring the hourly wage to \$13.05 by October, 2007.

"This agreement provides an immediate and much-needed financial boost for our members and their families," says HEU secretary-business manager Judy Darcy. "And better wages will reduce staff turnover and improve services to patients and the public."

In addition to wage increases, the tentative contract includes a comprehensive grievance procedure, harassment protections and seniority and other workplace rights.

"It's been a long road for our ARAMARK members and they should be very proud of what they've been able to achieve," says Darcy. "This is a significant first step towards recognizing the critical role they play on the health care team."

More than 3,000 workers employed by ARAMARK and its competitors, Sodexho and Compass, have joined the HEU since health support services were privatized by some BC health authorities beginning in 2003.

## ***Sodexho employees at two more hospitals vote to join HEU***

**Choice is unanimous for housekeepers at Eagle Ridge, Mission Memorial** (June 14, 2004)

The Hospital Employees' Union has scored two more organizing victories as employees of the French global giant Sodexho who provide housekeeping services at two B.C. hospitals vote unanimously to join HEU.

On Friday the Labour Relations Board, based on an earlier decision affecting Sodexho employees at MSA Hospital in Abbotsford, ordered that ballot boxes be opened and votes counted for Sodexho workers at Eagle Ridge Hospital in Port Moody and Mission General Hospital.

In the vote counts held yesterday, all 24 Eagle Ridge workers who cast a vote chose to join HEU, while all 14 Mission workers made the same decision.

On June 8, a ballot count revealed that Sodexho housekeepers at MSA Hospital had voted 34-1 in favour of HEU.

The vote counts follow a June 3 ruling by the Labour Relations Board dismissing an objection to HEU's certification application by both Sodexho and the Industrial Wood and Allied Workers (IWA) of Canada, Local 1-3567. In that ruling, the LRB concluded there was no evidence that the IWA represented these Sodexho workers.

"Once again, we're delighted that these front-line workers have voted to join our union and we look forward to representing them," says HEU secretary-business manager Chris Allnutt.

"We also look forward to the remaining ballot counts and anticipate a positive response to our organizing efforts. This is not only a victory for workers – it's also a victory for quality health care."

JOHS Report

## ***Committee Reps Must Be Present***

By Dan Belleville

### **REVIEW JOINT HEALTH & SAFETY MINUTES**

We were able to complete many of the items in the minutes but there are still a few still open. The product truck remodeling, to help prevent the rolls from leaving the truck while on route to the terminal, and the acid/NASH tank rebuild to prevent our workers from being gassed, these two items will stay on the minutes until they are completed and we sign off on them.

The deflector hood for hot falling lime mud will not be done during the water wash because of the time. It will be done during the spring shut down and we were told that the temporary one in place now was similar to the permanent one to be installed.

Mill evacuation will happen soon and a day has been picked so we will then be in compliance with the regulations. Money is not available at this time for the lights and alarms. This is like the heated eyewash stations something will have to happen before the Company finds this money.

Fire watch and Fire Extinguisher training will take place, but when only the Company can tell. It does take time to set up and plan for the training, but the big question is how long does it take to plan things around here?

Safety Captain training will take place early in December after all the Safety Captains have been elected.

Dave Coates is still reviewing the MSI's in different areas and hopefully we will get a report.

Jack Patrick is to set up a meeting in January for updates to our HEALTH & SAFETY MANUAL.

### **REVIEW INCIDENT INVESTIGATIONS**

A few of the investigations involved equipment damage and the Company asked why a JH&S Rep was required on minor incidents. The Union said that there were many reasons why the Union had requested that a rep was to be present at these incidents. Two of the main reasons were one, to make sure they were being done and if the potential for a serious accident was there it was a requirement by WCB. I said I would ask Don, but we gave several reasons why we need to be there.

One of the incidents that happened at the dock that the Company said was so minor was an employee that hit the back of the truck and had reported it. They said it was a good thing the worker reported it but they conducted an incident investigation just to show how it worked. The only

thing needed here were tinted glasses to solve the problem. Our investigator, Mary, talked to the worker and found out there was a little more to it. The seat was not working properly, the seat belt wasn't being used, the employee received injuries to the knees and a lump on the head after hitting the windshield and the fact the employee wasn't told that if a safety item is needed what to do.

This is something the WCB is very concerned about, the fact Employers are failing to train the new workers properly. Now if there had been a JOH&S Rep there these facts might have come out and the root cause identified.

This is one of the reasons the Union has decided to continue to request that a JOH&S Rep be present during incident investigations. The Company doesn't always tell the whole story and we don't want to hear it on the News.

Another concern regarding an incident was a worker who was told to come back to work because they had light duty work for him and had his Doctor's OK. The Company had called his Doctor and told him they had a clean room for him to work in and all he would be doing is working on the computer. Another of our investigating team, Ilona, took a paper towel and did a couple of swipes in this clean room and the results were that the room was not so clean. She had a chance to talk to the Doctor and show him the paper towel. Then he told her if he had known the area was that dirty he would not have allowed the worker to return to work in that area. The Union was also upset that the Company went behind the workers back to contact his Doctor (Privacy Act) just to avoid a lost time. The investigation was conducted outside the mill at the Eurocan guesthouse, so why couldn't the light duty work be done there too? Remember, we only have one set of eyes, so why did the Company put this worker at risk by putting him in this area when it could have cost him dearly.

The Incident Investigations are being done a lot better now and all we have to do now is include our Safety Captains more.

### **NEW AGENDA ITEMS**

Jack Patrick handed out the Eurocan Pulp & Paper Divisional Safety Plan for 2006. We are to review and discuss at next meeting.

**Papermill Staff Report**---Juha asked if we could get a rep and an alternate from the Papermill on management side. Lately there has been a different person each time if there is one at all. When Rekedal attended he was very involved in many of the actions for the Papermill and we were effective. Since he has decided to drop from the committee we feel that the Papermill isn't concerned about safety as much.

**Training and Lockouts**----Paul Jeffrey wanted to have the Committee meet to discuss the concerns for

training. Jack Patrick is to set up a meeting and noted that this committee is to meet every three months.

#### **Working on the Paper Machines near moving ropes and felts when the Machines are Running--**

---There has been many times workers have been asked to do jobs when the machine is still running and I have been one of them. I have told them I will not work until the machine is shutdown so call me back when it's down, and they have. Senior workers know their right to refuse unsafe work and will tell the Supervisor who will not force the issue. New workers are asked, and do the job and are not told of the risks. They want to show they are good workers and can do all the jobs but we don't need to have then putting themselves in harms way. Remember, the Company has said there is no job worth getting hurt over. A Risk Assessment will be done and I have asked to be involved.

**Car Wash Investigation**---I asked where this investigation was and many seemed surprised and didn't know about it. I wanted to know if it was an insurance job that had to be done, when it was to be done because this car wash was a contract obligation to provide. Glen said it was done by and out side contractor and the repair will be done as soon as the contractor's insurance comes through.

**Paper Blocking Road View**---As many of you may have noticed the Company had some of the old parking space paved near the old yard office to store the cull that had been blocking the road. Well, they didn't pave enough because it's all filled up and when I asked why they didn't pave more I was told we don't make cull. I think the Papermill manager should look outside and see that we do make cull and need an safe storage area.

**Bear Proof Dumpsters**---The Company said they are getting some because they are aware of the problem. They also noted that there is a need for everyone to close the lids after we use them.

**Safety Improvement Fund**---Everything is approved or else it has been looked at. We are nearing completing this Central Safety item and are about to issue forms for next year's \$500,000 Safety Fund. If you have any ideas, feel free to put in a form with your suggestions. We will be looking at anything to improve our safety through out our mill.

Well, that's all for now, so think safety and WORK SAFELY for the month or ONE Day at a time.

**Thank you, Dan**

### ***Why Bother With The JOHS Rep***

Dan reported on the issue regarding the requirement for Local 298 to have one of its JOHS committee members participating in all incident investigations. Dan correctly pointed out some of the

reasons that our Local insists on having one of our representatives participating in these investigations.

There is also a bit of history behind this issue. For many years the two union locals have been pushing the Company to improve the quality of the incident investigations that are being done. The Company has provided a number of training sessions for the supervisors and safety captains, but there are still some deficiencies showing up in the reports.

Also, Local 298 is concerned that there is a lack of understanding and connection to what is going on at Central Safety and what is actually happening out on the floor. The issues of safety are too important for there to be a lack of understanding between what is occurring at the floor level where people work and in the offices and meeting rooms where decisions and directions are taken that affect what is happening on the floor.

Local 298 believes that one way of improving Central Safety's response to what is happening on the floor is to involve its representatives directly in those investigations. The WCB regulations state that the committee is to participate in incident investigations. Also, the regulations state that a JOHS representative is to participate in all investigations and inspections preformed by a WCB Accident Prevention Officer.

Local 298 only took the step of insisting on following the regulation regarding involvement in incident investigations after a number of very serious incidents had occurred on the mill site. The Union believed it needed to raise the profile of safety and its safety representatives as much as possible. At the time the Company was continuing to deny allowing the Union's JOHS representatives from participating in investigations and inspections performed by the WCB Prevention Officer. Also, in one very serious incident, management was interviewing witnesses and individuals without involving a safety captain, which was counter to the Accident Prevention Manual's procedures. Those procedures were jointly agreed to by the Union and Company and as such form part of the Labour Agreement.

We cannot allow safety in this mill to return to the dreadful level that it was only a few short years ago. We have members who will have to live for the rest of their lives with the scars they got in an incident here at work. We not only had a fatality during this Spring's shutdown (albeit an employee of a contract firm) but we had a gassing of two employees a few months prior to that that had the very real potential for causing a fatality. We must not our guard down!

The role of the JOHS representative is to provide any assistance with the investigation as needed, to ask for or provide clarification on any issues that arise and to observe the investigation first hand. Should any immediate action need to be taken by the JOHS

representative that can easily be accomplished without delay.

So, in the future if anyone asks why Local 298's JOHS representative has to participate in an incident investigation, simply tell them it's so we can make Eurocan the safest mill possible.

**Fraternally,  
Don Klie**

## ***Supreme Court of Canada to hear charter challenge to Campbell Liberals' contract-breaking law***

**BC Nurses' Union and HEU  
April 21, 2005**

The highest court in the land said today that it will hear arguments on whether the Gordon Campbell government's contract-breaking law violates the equality and freedom of association rights of health care workers in B.C.

On trial is Bill 29 - the 2002 legislation that shredded legally negotiated collective agreements paving the way for an unprecedented privatization of health care services and the mass firing of more than 8,000 health care workers - mostly women.

The legislation also made it easier for the government's health authorities to close down or downgrade health care facilities across the province.

Hospital Employees' Union secretary-business manager Judy Darcy says that in addition to causing chaos in the delivery of health care, Bill 29 has had a devastating impact on health care workers and their families.

"Decades of progress towards pay equity were erased. Thousands of decent, family-supporting jobs - nine out of ten held by women - were eliminated. And the subsequent privatization of health services has generated an entire workforce surviving on poverty level wages.

"Everyone knows that Gordon Campbell violated his pre-election commitment to health care workers that he would respect their collective agreements," says Darcy. "Now the Supreme Court will hear how he violated their constitutionally protected charter rights as well."

HEU, the B.C. Government and Service Employees' Union, the B.C. Nurses' Union and several other unions first launched their constitutional challenge to Bill 29 - the Health and Social Services Delivery Act - in March, 2002.

The unions' charter challenge was dismissed by the Supreme Court of B.C. in September, 2003 and by the Appeal Court of B.C. in July, 2004. But today, the Supreme Court of Canada granted the unions leave to appeal the latter court's decision.

BCGEU president George Heyman says the unions' charter case is central to the preservation of the rights of workers to engage in free collective bargaining.

"This government has treated the collective bargaining process with contempt and has been condemned by a United Nations' agency no less than nine times in two years for its poor labour practices," says Heyman.

"Today's decision by the Supreme Court of Canada to hear our appeal is a clear signal that Gordon Campbell is taking B.C. in the wrong direction when it comes to labour policy."

B.C. Nurses' Union vice-president Anne Shannon says that Bill 29 makes it more difficult for registered nurses and registered psychiatric nurses to look after their patients.

"By a legislative stroke of the pen, this government has closed off training opportunities, restricted our ability to move into new jobs, and resulted in the layoff of hundreds of RNs and RPNs to the detriment of patients."

The unions' constitutional challenge to Bill 29 involves both the equality and freedom of association provisions of the Canadian Charter of Rights and Freedoms.

In seeking leave to appeal the case to the Supreme Court of Canada, the unions' argued that their challenge raised questions that are of national and public importance.

One such question is whether certain aspects of collective bargaining are protected by the freedom of association provisions contained in Section 2(d) of the Charter.

Counsel for the unions, Joseph Arvay, says that the "granting of leave is very significant since the Supreme Court of Canada had ruled in the late 1980's that there is no constitutional right to collective bargaining in our Charter and this decision today would suggest that the Court might be prepared to reconsider that critically important constitutional question."

Another question raised by the unions is whether legislation that targets the collective agreements in the most female-dominated sectors of the economy - such as health care and community social services - violates the equality provisions contained in Section 15 when the legislation is aimed at depressing wages which have been subject to pay equity processes.

Bill 29 was passed in January, 2002 and voided many long-standing provisions of health care and community social services collective agreements including protections against contracting out, seniority rights and labour adjustment programs.

The Court has not yet scheduled hearing dates but is expected to do so in the next few weeks. The case will likely be heard later this year or early in 2006. The unions' legal counsel is the B.C.-based firm Arvay Finlay.

**To CEP Local 298**

Thank you very much for the lovely flowers when our son was born.

**Kristen & Samantha Eck**

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**To CEP Local 298**

On behalf of the membership of local 514 please accept my thanks for your generous donation to the Port Alice Food Bank. It will be one year this month since the mill was shut down and with employment insurance benefits ending in September for many of our workers, the food bank will be used even more than it has been up till now.

We remain optimistic that a proposed deal will be concluded and the mill started up again.

**In Solidarity**

**Don Vye**  
**President**  
**CEP Local 514**

*(We received two different thank you notes from Local 514 for the donations we made to their food bank in September and October. Editor.)*

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**To CEP Local 298**

I want to thank Local 298 for the fruit basket I received. Your thoughtfulness was very much appreciated. I am now out of hospital and recuperating at home.

**Bob Burke-Smith,**  
**Retiree**

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**Hello Brothers and Sisters,**

I cannot believe it, but here we are in the last week of October and just over a week away from the Port Alice lottery draw.

The response to the lottery has been fantastic and we want to thank all of you for your tremendous support of our brothers and sisters in Port Alice.

Thank you to all those Locals that have returned their book(s) of tickets to the Western Region office. For those who have not yet done so, please be reminded that the tickets must be back at our offices no later than Wednesday, November 2 for the draw which will be held on Friday, November 4. Unsold books or partially sold books of tickets should also be returned by the deadline (in fact, we have a waiting list for Locals wanting more books!)

Once again, thank you all. We look forward to announcing the lucky winner of the Grey Cup tickets on November 4.

**In solidarity,**  
**Shawna Soles**  
**Administrative Assistant**  
**CEP Western Region, Vancouver**

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**Hi Don.**

I hope everything is fine in Kitimat, with union and the company. Sorry I couldn't keep in touch earlier as my wife and I are just settling down in our new place. We've been busy with this high rise building, Residential, which belongs to Telus. It's a pension fund for the union workers. We took this job as managers. My wife works in the office and I supervise the scheduling of contractors for maintenance. It's a very busy building, over 500 people live here.

I don't do any physical work; just make sure every thing is running smoothly.

Please give my regards to my union brothers and sisters and work safely. It's been a good 32 years as a union member. Yes there's been ups and downs, but there is always a bright side to focus on.

Thanks to all, past and present union executive committee members, for a job well done.

I don't mind the city life, there's always something to do here.

Well Don, take care and thanks to you and Pat Williams in helping me out with WCB.

Please give my regards to Pat (office sec.) so bye for now.

**Yours Truly**  
**Robert Doig**

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**Hi Don**

I have an air compressor at my brother's home in New Westminster that I need to get brought up to me in Terrace. I am enclosing a (small Word file) bulletin asking if anyone is interested in helping me out here, for some gas money in return for picking it up and transporting it to me in Terrace.

I was wondering if you would mind if Pat would post it up in hall for me. I realise, for internal union reasons you MAY not want to do this and that is why I

am sending this request to you. If you have no objections, would you kindly let Pat know for me? I would really appreciate it. Also, if it's appropriate, would you please enclose it in the next Newsletter.

Thanks in advance,  
Wilf Butters.



## Joaquim (Jack) Pires Nunes

On August 3, 2005, our loving father Jack passed away in Guarda, Portugal. His illness and passing were sudden, but his impact on his family and friends will be everlasting. He was a gentle and compassionate father, brother, uncle and friend.

He was laid to rest in his birthplace, Pega, completing the circle of his life. He was accompanied by his son and daughter, brothers and sisters, family and many friends, his warm smile and friendly face will be missed by all who knew him. He had a way of connecting with everyone he met, including strangers, which made him an unforgettable character.

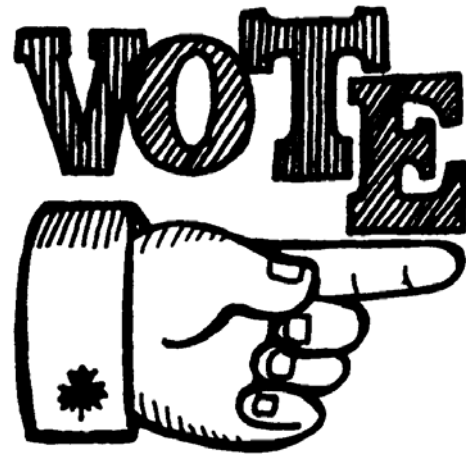
To all those in Kitimat, we thank you for your kind thoughts and condolences. Kitimat is a special place that has provided overwhelming support to our family over many years.

To all his new friends in Vancouver, we thank you for welcoming him into your community.

**In Loving Remembrance,  
Nancy Nunes, Donna and Rui Nunes**

*(The above obituary appeared in the October 15, 2005 Weekend Advertiser. Editor.)*

*(From Eurocan's official notice - Jack originally worked for Eurocan as a Painter from March 22, 1972 to August 1972. He rejoined Eurocan on May 31, 1976 as a Painter/Mason and held this position until June 27, 2000, when he went on Long Term Disability. Jack officially retired on December 29, 2001.)*



The notices are already up indicating that there is an election for the position of President this year for Local 298. Voting will be taking place at the main gate on Friday, November 4 and Tuesday, November 8, 2005. Times: 5:30 am to 7:45 am, and 3:30 pm to 7:15 pm, and, if there is a ship in voting will take place at the Terminal Warehouse lunchroom at 11:30 am to 12:00 pm.

The three candidates running this year are: incumbent Don Klie, Mary Murphy and Paul Wilson.

Mary Murphy has been Financial Secretary for several years and prior to that was a trustee. She is also currently serving as a Wage Delegate, on the JOHS committee (for several years), the EFAP Committee and is a member of the Re and Re Committee.

Paul Wilson has in the past served as Recording Secretary on the executive, is currently the Local's representative at the Kitimat and Terrace Labour Council, is a shop steward, and is on the Apprenticeship Committee.

Don Klie has served as President, Vice President, Financial Secretary, Chief Shop Steward, and has served varying amounts of time on several committees – Standing Committee, JOHS, Re and Re, and Contracting Out.

All of the candidates have served this union proudly and are deserving of your support. Please remember to vote; it is one of your most important rights and duties as a member of Local 298.

### ***This is your Life-and your contract***

The Guild Reporter/CWA/CALM

When Time Inc. resurrected Life magazine a year ago, it advertised it as the return of "one of America's most iconic magazines." But when the New York Guild asserted that Life employees are covered by its contract, which for decades has included Life magazine, Time suddenly insisted this was a new Life.

Now an arbitrator has weighed in, declaring that Time can't have it both ways—and agreeing that Life is Life, contract and all.



## ***TWU members reject tentative agreement***

October 30, 2005

### **The struggle continues**

The members of the Telecommunications Workers Union have voted to reject the terms of the tentative agreement that their Bargaining Committee reached with Telus on October 9.

The TWU's Executive Council voted earlier to endorse the Bargaining Committee's recommendation of acceptance of the settlement package, believing that it was the best deal that could be achieved under the circumstances. But TWU members have rejected this view. Of the 9027 votes cast, 4487 – 49.7% – voted yes and 4540 – 50.3% – voted no.

"A majority of our members have voted to reject the tentative agreement. This was the membership's decision to make," said TWU president Bruce Bell. "We accept that decision and will resume the struggle for an agreement that better addresses their concerns."

TWU members walked off the job July 21 to prevent Telus from unilaterally imposing its version of a collective agreement. Over the ensuing weeks, the union has maintained picket lines throughout Alberta and British Columbia. Throughout this period, TWU members have enjoyed unprecedented support from other unions as well as members of the general public on picket lines and at public rallies.

"A huge thank you goes to the rest of the labour movement in BC and Alberta, across Canada and around the world that has provided us with tremendous support throughout this struggle. Given our members' decision, however, we will be requesting their continued support and solidarity to see us through to a successful resolution of the dispute," he explained.

Bell stressed that the union will focus on engaging members in increasing the pressure on Telus. "At the same time, we will approach the company to get them back to the bargaining table," he concluded.

## ***Teachers could be sued for mills' shutdown***

Oct 31 2005, CBC News

A forestry company is taking the B.C. Teachers' Federation and the Steelworkers' Union to the Labour Relations Board following the recent school strike.

Tembec claims that striking teachers broke the law when they set up pickets at two Tembec mills in the East Kootenays on Oct. 19, shutting them down for a day.

Because of the teachers' pickets, 150 mill workers – members of the Steelworkers – refused to go to work at the Canal Flats and Elko sawmills.

Tembec spokesperson Tom Kirk says that cost the company \$60,000.

"We're very upset with what transpired. If we, for example, decided not to operate a shift because we were protesting something politically, the unions would be down our throats."

The LRB will be asked to decide if the pickets at the sawmills were illegal.

If they were, the company could sue the unions for lost business. But at this point, Tembec won't say if it will go that far.

BCTF president Jinny Sims won't comment on the company's complaint, saying only that the union's lawyers will save their arguments for the LRB.

## ***Unions = Terror?***

### **LaborNotes/CALM**

The U.S. National Right to Work Foundation recently submitted a legal brief to the U.S. National Labor Relations Board arguing that privately employed airport screeners should be prohibited from holding union elections.

Why? According to the foundation, if these screeners were to get a union, "there is a risk that the union hierarchy will be infiltrated by a terrorist agent or that the union will be controlled by someone working with terrorists.

"The terrorist could then use his influence with the union to make it easier for a terrorist colleague to board a plane or to get a bomb through baggage screening. Or the terrorist could more indirectly weaken national security by organizing a strike or work slow-down."



## ***GET OUT OF NAFTA -- CEP PRESIDENT***

October 27, 2005

**Vancouver** -- The President of Canada's largest union of energy workers says it is time to get out of the North American Free Trade Agreement.

Speaking to delegates from energy sector local unions from across the country, Brian Payne of the 162,000 member Communications, Energy and Paperworkers Union of Canada, said our country "needs an energy policy" that is good for Canada and Canadians.

"...it isn't good enough to mine the tar sands," Mr. Payne said. "We need to regain control of our energy resources and then manage them in a way that is good for Canada and Canadians.

"As we have found out from the softwood lumber dispute, NAFTA is not the two way deal that it was sold as. The Americans use NAFTA when it suits them and when it doesn't, they ignore it.

"We need to send Canadian oil and gas not just south -- but east and west also. We have to make sure that we get the balance of jobs in energy right. If we can't accomplish these goals within NAFTA, and it appears we cannot, then it is time to get out of NAFTA," Mr. Payne said.

Mr. Payne reminded delegates, representing workers in the tar sands, in refineries and many other parts of the industry, that Canada is the only partner in NAFTA which has ceded sovereignty over our own energy supplies.

"We agreed to energy sharing with the U.S. that assigns a proportional share of our energy to the U.S. market and which prevents us from providing a regulated or lower price for Canadians," he said.

The result is that while oil companies rake in windfall profits and some jobs are being created in pockets of the country, thousands of jobs are being lost in other parts of the economy and Canadian consumers are facing unprecedented high prices for gasoline and home heating fuel.

## ***PROTECT ENBRIDGE CUSTOMERS' PRIVACY SAYS CEP***

October 12, 2005

The provincial and federal governments are being asked to investigate the potential loss of privacy rights of customers of Enbridge Gas, the Ontario based utility.

The call for an inquiry comes from the Communications, Energy and Paperworkers Union of Canada which says that billing and other information

about Enbridge customers is being shipped to the Philippines by Accenture Billing Services.

"Accenture has told us that it is eliminating 180 of our members' jobs in Ottawa and Toronto. Our information is that much of the work involving billing Enbridge customers is going to Manila," said Bob Huget, Administrative Vice-President of the CEP's Ontario Region.

"There are obvious implications in that move for our members and their families and we think Accenture and Enbridge should keep these jobs where they are. They are making their profits on Canadian consumers and they should spend that money here, not overseas," Mr. Huget said who added that many of the affected workers are long term employees with little other options open to them.

"If they do ship that billing data out of the country, what assurance do consumers have that their privacy will still be subject to Canadian rules and regulations? We want both levels of government to look into the issue before it is too late."

Mr. Huget also called on Enbridge to speak out on behalf of the Canadians losing their jobs. "First Enbridge contracted out the work to Accenture and now it is sitting back while that same work flees the country. We think Enbridge owes its customers an explanation," Mr. Huget said.

## ***CEP FIGHTS TO SAVE PRINCE ALBERT***

October 04, 2005

**Prince Albert, Sask.** -- The Communications, Energy and Paperworkers Union of Canada says the Weyerhaeuser operations in Prince Albert should be sold and kept running.

"We think both the paper and the pulp mills are viable. They may not fit in with the global synergies of Weyerhaeuser but that is no reason to abandon this community, its workers and their families," said Dave Coles, Western Region Vice-president of CEP.

"CEP will meet with senior Weyerhaeuser officials as soon as possible to discuss all the options and, as quickly as we can following that, we want to meet with Premier Calvert to put together a plan to save Prince Albert," Mr. Coles added.

Brian Payne, the national president of CEP called for "urgent action" on the part of the federal government to save the Prince Albert and literally dozens of other mills across the country.

"Forest based industries are the backbone of this country. Hundreds of communities rely on the jobs and economic activity from paper and other mills to survive. In recent months, thousands of those jobs have disappeared because of closures and cut backs.



"We urgently need a national strategy to revitalize this industry which directly employs some 350,000 people. We need direct intervention in the short term and we need a National Task Force to examine the long term health of Canada's forest based industries," Mr. Payne said.

Industry Minister David Emerson, Mr. Payne added, has already delayed too long in announcing federal initiatives to help save jobs.

## ***CEP National Executive Board Meeting in Ottawa***

September 13 – 15, 2005

The most important debate occurred around the budget and other financial discussions. The 2005-2006 budget is the largest budget that CEP has ever had. Many important line items are increased, but we are trending overall in a way that we cannot continue. This budget will be focused on holding the line on expenditures to ensure meeting local priorities. We will not be cutting services to locals, but we will be doing things differently.

The NEB approved a CEP Telecommunications conference to be held January 26 and 27 in Montreal. The focus for this conference is on coordinated bargaining. The Bell locals will be holding a separate meeting one day prior on the 25th.

As part of our due diligence, a motion was adopted to exclude from "bonding" coverage any locals who fail to meet the requirements for audited financial statements.

As many already know, the strike fund replenishment mechanism has been triggered. A strategic plan for organizing was tabled at the meeting that included data on sector density in our union. We also received a report on the progress of the initiative to organize freelancers into CEP. A separate website has been launched at [www.cepmedia.ca](http://www.cepmedia.ca).

As Canada's largest forest industry union, CEP has launched a national campaign to revitalize the industry based on a new national forest sector strategy. We are developing an action plan for the Western Region that we hope to launch in the next couple of weeks.

The NEB has endorsed supporting the World Peace Forum and the United Nations Habitat Conference, both being held in Vancouver, BC in June 2006.

A new round of mediation between CEP and Bell Canada on the issue of pay equity has begun at the Canadian Human Rights Tribunal. Given that Bell has dragged its heels at every step of the process to achieve pay equity, we are not getting our hopes too high with this process. We must keep up the pressure on Bell through other more public means.

CEP's Humanity Fund has begun implementing the HIV/AIDS mandate from our last convention, working in partnership with the Nigerian Labour Council, to provide support in Africa. The focus of this partnership is education. In addition, we are spending more than \$130,000 to assist rebuilding villages and supporting fishers to acquire equipment in the state of Gujarat, India as a result of last year's tsunami.

The next Board meeting is scheduled for January 17-19, 2006.

**Dave Coles, Vice President Western Region**  
**Don MacNeil, Administrative Vice President**  
**Wendy Sol, Administrative Vice President**

## ***Cranbrook Wal-Mart goes UNION***

UFCW/CALM

The B.C. Labour Relations Board has certified a union at the Wal-Mart Tire & Lube Express in Cranbrook, B.C. after a majority of the workers there voted to unionize with UFCW Canada Local 1518.

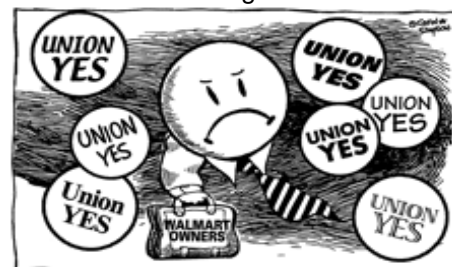
The Cranbrook workers are the latest Wal-Mart members of the United Food and Commercial Workers Canada. Workers at three Wal-Mart locations in Québec are already certified as UFCW Canada bargaining units and first-contract talks with Wal-Mart are underway there.

Under B.C. labour laws, if a majority of the employees within a defined workplace vote to unionize, the board can certify their workplace as a union shop and certify their union as their agent for collective bargaining.

It is the first time a majority of workers at a Wal-Mart location in Canada have voted to unionize and a sign that the tide is turning against Wal-Mart's union busting tactics according to UFCW Canada's national director Michael J. Fraser.

"Wal-Mart says that, given a chance to vote, their employees always reject the union. Those days are over," says Fraser.

"Along with the Wal-Mart units in Québec, the Cranbrook vote is proof that a growing number of Wal-Mart Canada workers aren't scared by Wal-Mart's bully tactics," says Fraser. "They realize nothing will change at Wal-Mart unless they have a union and a fair collective agreement."



## Editorial

## *How Do We Change Government Direction?*

By Don Klie

The BC teachers (BCTF) have backed away from the precipice and the children are back at school. The recent strike action and the teachers' refusal to obey legislation and back to work orders from the courts were reminiscent of the Hospital Employees' Union's (HEU) strike in the spring of 2004.

There was a great deal of public support for the teachers, as there was for the HEU workers in 2004. However, the intensity of the support in 2004 was at a much higher level. I believe this was due to the fact that many were disgusted with the Campbell Liberals and how they had used their legislative power to tear up negotiated and agreed to contracts with the HEU workers, even though Campbell had emphatically promised not to do this during his election campaign in 2001. There was also a great deal of support for the HEU members; they had rejected an earlier tentative agreement, which allowed for the layoff of thousands of members and wage roll backs, and other union members believed that now was the time for a general strike to try to force the government to backtrack.

The emotional climate at the time was at a fever pitch, higher than it had been at anytime since the November 1983 Operation Solidarity strike. But things were a bit different this time around. Even though there was a groundswell of support for the teachers, I had many members coming up to me on the floor and asking "When are we going out?", I wasn't seeing the kind of communications that occurred in the HEU strike.

The HEU strike also had the allusion of being appropriately timed, just a year ahead of a provincial election and many wanting to use the mobilization of thousands of workers and community groups to build momentum to rally support for defeating the Liberals in 2005. This time around the Liberals were only five months from having won a sizable majority at the polls. While it is most likely that the teachers had good public support, how long would that have lasted had the province begun to shutdown because of others illegally striking?

And just what would have been the goal of such an illegal strike? Tell the government to accept the teachers' demands? Pay the teachers more money; give them better benefits/ reduce class size; how about giving amnesty to the teachers, who were fined \$500,000?

Just how far would the government have gone to restore order? If the teachers (or other private

individuals) had decided to bring others into the fray by picketing other work sites, public and private, the courts would most likely have been used to fine or increase fines for those doing the picketing. Already Tembec, in the Kootenay region, is taking the BCTF and Steelworkers (formerly IWA) to the LRB to seek permission to go to the courts to recover their lost production costs for the one day of picketing of their sawmill during the strike.

How long could the strike action have been sustained? Could the government have crushed the BCTF by using the fines to bankrupt them or laws to outlaw them? If civil unrest had continued would the government have requested the Canadian Armed Forces to be called in?

There are lots of questions and speculations but few, if any, certain answers. I believe that had there been a mass demonstration or general strike that the outcome would have been very bad. The immediate results, while unpredictable, would not have been very good for teachers or workers. Any benefits of such an action would most likely only be recognized or appreciated many years in the future. Some would try to link what happened during such a struggle as being the reason for some future social benefits.

Certainly a general strike would have been an act of desperation, but I don't believe that we are yet in desperate need.

Our Union believes in democratic action; that the strength of our positions must rely on the numbers of people we can rally together to our side. If we don't like how the government is being run, then we must follow legal means to convince the government it must change its direction, or, failing that, change the government. We must rely on our democratic principles, get involved, educate ourselves and others on the issues, rally support and work towards our goals.

I believe the best way to support the teachers now is to keep the pressure on the government, learn more about their (the teachers) issues, discuss those issues with others and use every forum possible to pursue them. And most importantly, when the elections roll around, make sure you exercise your right vote and "throw the bums out".

This type of action will require patience and commitment but in the long run it will make government more responsive rather than reactionary.

In February 2005 David Camfield, an assistant professor of Labour and Workplace Programs at the University of Manitoba wrote an analysis of the HEU strike of 2004. The report provides some interesting insights into what occurred at that time and I believe it helps to understand the course of action taken in the teachers' recent dispute. It is a 28 page document and I will attempt to provide most of the important excerpts over the next few issues of the newsletter. Part 1 starts on page 19.

## Part 1

## *An Analysis of the Hospital Employees' Union Strike of 2004*

David Camfield

### **Acknowledgements**

I owe an enormous debt of gratitude to the members and staff of HEU and other unions who spoke with me, engaged in correspondence, and provided me with materials. Their aid was invaluable. Any errors are my responsibility alone, as are all interpretations of issues and events.

Comments from readers are most welcome, by e-mail to [camfield@ms.umanitoba.ca](mailto:camfield@ms.umanitoba.ca) or by surface mail to David Camfield, University College, University of Manitoba, Winnipeg, MB, R3T 2M8.

In the spring of 2004, the strike by over 40 000 hospital and long-term care facility workers in British Columbia gripped the attention of many people in that province and beyond.

This was certainly not the first large strike by public sector workers determined to resist attacks from governments or other public sector employers. However, it was distinguished from other recent strikes in a number of ways. These workers were overwhelmingly women, including many women of colour. Most were organized in the Hospital Employees Union (HEU), which has one of the more left-wing leaderships in the Canadian labour movement. The workers showed great determination when the BC government tried to end their strike by passing draconian back-to-work legislation. Their struggle received an unusual level of support from other working people, and much of this was active solidarity, not just passive sympathy. Some workers in BC felt that HEU's struggle was an opportunity to hit back at a provincial government that had been implementing an aggressive agenda of cuts and employer-friendly legislation since it was elected in 2001. At the base of the labour movement, pressure for meaningful action to support HEU was strong enough that it pushed top leaders towards calling solidarity strikes, which have been banned by labour law since the mid-1940s. Thousands of workers defied the law -- and the union traditions that say laws must be obeyed, even if they're unjust -- and walked out for a day to support HEU. Many thousands more were preparing to do the same when a deal was reached to end the strike. The terms of this agreement and the fact that HEU members were not allowed to vote on it left many strikers and supporters angry at the BC labour

leadership as well as the government and employers. Some compared it to the Solidarity movement in BC in 1983, when mass strikes against another right-wing government were averted by a last-minute deal.

This report aims to explain what caused the strike and how it unfolded. It also addresses important questions raised by HEU's experience: Why did such a strong and widely-supported strike end with a concessionary settlement just hours before province-wide solidarity strikes were to begin? What did the outcome represent? What does this strike tell us about the challenges facing the working-class movement and how they might be tackled?

### *Health Care Restructuring in British Columbia*

Since Gordon Campbell's BC Liberals were elected in 2001, they have been restructuring many public services, including health care. But the cuts to health care did not begin with them. In 1995, the Liberal federal government cut health care spending at the same time as it created a new arrangement for funding public services delivered by provincial governments, the Canada Health and Social Transfer. Although these cuts were partially offset by later infusions of money, the federal government has quietly accepted a number of initiatives by provincial governments to privatize aspects of health care. Roy Romanow's much-hailed Report of the Commission on the Future of Health Care in Canada (2002) supported publicly-funded healthcare, but it explicitly encouraged the contracting-out of support services and did not reject public/private partnerships (P3s). In 2002, the BC Liberal government eliminated coverage for some services and made cuts to the Pharmacare programme for drug coverage. It closed some hospitals and long-term care facilities, and cut services and beds in others. The Campbell government also encouraged more corporate involvement in health care, including the building of a P3 ambulatory care centre in Vancouver and a P3 hospital in Abbotsford.

Another important piece of the Campbell government's restructuring of health care was Bill 29, The Health and Social Services Delivery Act. This piece of legislation was passed in the middle of the night on January 28, 2002 after only a few hours of debate in the legislature. Bill 29 allowed for extensive privatization and the elimination or transfer of services without consultation. It also made it illegal for health care workers to discuss alternatives to privatization with their employers and made it possible to close hospitals with two months notice. In a direct attack on unionized workers, it stripped key provisions from the Health Services and Support Facilities Sub-sector collective agreement that covers members of HEU

along with members of nine other unions that have a small presence in hospitals and long-term care facilities, and added new provisions too. Workers lost their strong “no contracting-out” protection as well as successor rights and bumping language that had helped higher-seniority workers avoid unemployment. Retraining and job placement rights were cut, along with the Health Labour Adjustment Agency, a body responsible for assisting laid-off workers that had been established as part of the Health Accord signed under the previous New Democratic Party (NDP) provincial government. Employers were given the power to move workers between hospitals and send them to temporary assignments at distant workplaces. This bill was obviously favourable to health care managers and private sector contractors and “arguably... the most severe government intrusion into collective agreements in Canadian history.” It also contradicted Campbell’s commitment in a pre-election interview with HEU’s newspaper Guardian: “I am not tearing up any agreements.” Health care workers who had actually believed the Liberal leader’s promises were especially furious.

This restructuring of health care in BC is about much more than Campbell, however. It is not an isolated BC issue that people elsewhere can afford to ignore. The restructuring of health care in BC is part of a process that is reshaping states and state-funded organizations across Canada and around the world.

Contrary to what is sometimes suggested, the state is not being dismantled. Rather, the welfare state is becoming a “lean” state. The lean state aims to supply employers with “flexible” workers who have lower expectations about what citizens can expect from the state. Within the public sector itself, building the lean state involves reducing the number of workers employed by governments and public sector organizations and expanding the ranks of lower-paid, less-secure employees, including workfare recipients, who work for non-profit agencies and private firms that move in to take advantage of new opportunities to make money from contracting-out and other kinds of privatization. The lean state also helps private sector employers restructure.

The development of the lean state is part of how global capitalism has evolved since the mid-1970s, when the long economic expansion that began after the Second World War ended. The kind of public policy agenda associated with this restructuring of capitalism is often referred to as neoliberalism. In the end, neoliberalism and the lean state are all about trying to create a society in which corporations can reap higher profits, with little opposition from unions or any other force. Around the world, governments of all political stripes, from traditional right-wing parties to parties associated with the labour movement like

the NDP, are implementing the neo-liberal agenda. Once we understand this we can see that the pro-corporate, anti-worker changes taking place in BC are about much more than Gordon Campbell. They are an example of what capitalism is doing all over the world today.

## *Health Support Workers and the HEU*

Most of the workers who have been most dramatically affected by health care restructuring in BC have been members of HEU, the union that represents over 90% of health support workers in hospitals and long-term care facilities in the province. HEU members include a broad range of clerical, food services, housekeeping, laundry, maintenance, technical, trades and patient care workers, including Licensed Practical Nurses (LPNs). This workforce is overwhelmingly made up of women, many of whom are women of colour. When HEU last had its membership surveyed, in 2002, 85% of members were women and about three in ten HEU members were workers of colour. HEU workers were, on average, significantly older than workers in other sectors; 57% of HEU members were aged 45 or more. Many were also long-service workers: on average, HEU members had belonged to the union for 13.6 years. Only 20% had been members for five years or less. 46% of HEU members had at least one dependent child living with them and 26% had at least one adult dependent in the home. Two-thirds were fulltime employees. Part-timers worked, on average, 25.6 hours per week -- a significant commitment. In addition, 15% held another paid job in addition to their HEU work. In short, this was a mature and mostly-female workforce, including many women of colour, whose jobs were very important to them and the other members of their households.

One of the reasons that HEU members have been so committed to their jobs was HEU’s successful track record in raising workers’ wages and benefits, including fighting for pay equity. Beginning in the 1970s, HEU made real progress in achieving pay equity through collective bargaining, arbitrated settlements, complaints to the BC Human Rights Commission, political pressure and a 1992 strike that won pay equity increases for over 90% of HEU members. BC is one of the most expensive parts of the country to live in – for example, housing costs were 26% above the Canadian average in 2002 – and HEU was able to raise the wages of many members to levels much higher than what workers doing similar jobs in other provinces were paid. For example, in 2003 HEU cleaners made \$18.60 per hour. This was 31.2% above the average rate for cleaners in hospitals and long-term care facilities in Canada.

HEU was a union whose leaders took seriously the proclamation in the preamble to its constitution that it is “the right of those who toil to enjoy to the fullest extent the highest standard of living compatible with life within Canada.” It was also a union that since the late 1960s had been pushed by women members and staff to try to reduce the inequalities between female and male health care workers.

HEU was based in a sector whose workers were for many years paid wages below the provincial average, in a province whose working class has sometimes been quite militant. However, HEU was never just concerned with its members’ wages, benefits and working conditions. It fought for a comprehensive public health care system and other progressive goals. HEU engaged in hard bargaining with Social Credit provincial governments and saw the BC NDP government change the Labour Code in 1975 to remove the newly-gained right to strike from health care workers designated “essential.” It was involved in major hospital strikes in 1976, 1989 and 1992 as well as sometimes-bitter strikes against smaller employers and the 1983 Solidarity movement. Women’s activism has been crucial within HEU. All of these experiences help explain why, at the beginning of the 21st century, HEU was more militant and took more progressive positions than most Canadian unions.

Nevertheless, HEU could not escape the influences that have made unions in Canada bureaucratic and led many workers to “view their unions as distant, though vital, service organizations.”<sup>8</sup> Activist networks and traditions of radical and democratic working-class politics declined in the prosperous Cold War decades. Another cause of the bureaucratization of unions was the framework of labour law created in the mid-1940s to tame the militancy of the time. It banned mid-contract strikes and solidarity strikes, required unions to recognize management’s right to run the workplace, and directed union officials to police their members. By requiring all conflicts during the term of a contract to be resolved through a formal grievance and arbitration system, it took the initiative out of the hands of workers in the workplace and gave it to union officers, staff and lawyers. All this has made unions more bureaucratic, encouraging workers to be passive and follow the lead of officials. The new duties of union officers and the penalties for breaking the rules made the interests of union officials as a group (especially full-time officers) more unlike the interests of rank and file workers. In HEU, a visible sign of bureaucratic unionism is the central role of the Secretary-Business Manager, a full-time hired staffer who serves as a full voting member of the Provincial Executive (PE), whose other members are elected.

*(Part 2 From Bill 29 to Strike in 2004 next month.)*

## Work Law

# *Constitutional right to collective bargaining*

by Alison Warrian/CALM

In February, 2006, the Supreme Court of Canada will hear an appeal on the constitutionality of the Health and Social Services Delivery Improvement Act or Bill 29.

Bill 29 gutted hospital collective agreements in British Columbia of all restrictions on a hospital’s ability to contract out non-clinical services or lay off any member of a bargaining unit. The bill also renders void any provision of a hospital collective agreement that allows for bumping or notice periods leading up to lay off.

A coalition of hospital unions has challenged this outrageous attack on collective bargaining, saying it infringes rights guaranteed by the Charter of Rights and Freedoms. At the lower courts, the coalition’s primary argument was that the legislation violates the Charter’s guarantee of freedom of association. The unions took the position that the right to freedom of association must mean more than the basic right to join a union; it must also mean protection of the collective activities that give that right meaning, such as the rights and protections negotiated under collective agreements.

The unions also argued that Bill 29 infringed the Charter’s equality rights guarantee as the bill attacked a female-dominated sector. By overriding the protections in collective agreements, the legislation further entrenches women’s inequality in the labour force.

Unfortunately, the courts in B.C. disagreed. The courts held that Bill 29 did not infringe the associational activities of trade unions—the legislation did not restrict the right to join a union or collectively approach an employer—and, therefore, did not violate the right to freedom of association. On the question of the equality rights, the courts held that the bill did not differentiate between hospital workers because they are mainly female and therefore dismissed the union’s equality rights arguments.

Although the results in the B.C. courts were disappointing, unions will continue the fight. The Supreme Court recognized that the case is of national significance and gave the unions permission to appeal. The Supreme Court’s decision will be binding in all provinces. This decision could have serious implications for collective agreements in hospitals, and possibly the broader public sector, across the country.

• *Alison Warrian practises law with Sack Goldblatt Mitchell in Toronto. For more information on labour law issues, visit the firm’s web site at [www.sgmlaw.com](http://www.sgmlaw.com)*

From [www.themilitant.com](http://www.themilitant.com)

## ***Striking meat packers in Canada get labor support Counter scabs with unity on picket line***

BY JOHN STEELE

**BROOKS, Alberta**—Meat packers on strike against Tyson-owned Lakeside Packers are maintaining strong picket lines despite efforts by the bosses to restart production with scabs and restrictions on picketing by the Alberta Labour Relations Board. The workers, members of United Food and Commercial Workers (UFCW) Local 401, walked out October 12 in a fight to get their first contract with the company.

At the same time, strikers are reaching out and receiving growing labor solidarity.

At an October 21 press conference, Doug O'Halloran, UFCW Local 401 president, said that representatives of UFCW Local 7 in Colorado had visited the picket line, bringing solidarity greetings and a donation of \$100,000 to help the strikers.

"We are mobilizing to do everything we can to support the strikers in Alberta," said Johnny Rodriguez, president of UFCW Local 540 in North Richland Hills, Texas, according to an October 21 union press release. "Tyson has been bullying its workers around for far too long.... Local 540 is raising money to support the strike and will sponsor a striking family. We're reaching out to our allies at other labor unions, community and religious organizations. Together, we are demanding a just and swift settlement for the Alberta Tyson workers."

"I call on every working woman and man in Brooks, Alberta, to remain strong and to hold their solidarity," said Ken Georgetti, president of the Canadian Labour Congress (CLC), in an October 19 statement in support of the strike. The CLC called on the government of Alberta "to intervene to uphold and protect the dignity of the workers at Lakeside Packers."

A disciplined and committed core of about 900 unionists, from a workforce of 2,100, are maintaining the picket lines now. There is about an equal number of scabs, who include several hundred office employees and management staff.

The workforce includes more than 600 immigrants from 36 countries—from Africa to South America and Asia—speaking dozens of languages. Strikers are working hard to build unity, trying to convince line crossers to join them in picketing.

The strike has effectively crippled production at Canada's largest beef slaughterhouse despite tough

picketing restrictions. Under a court injunction, the union is following a guideline of no more than 50 pickets per gate and a hold up time of no more than three minutes for vehicles trying to enter the plant.

While pickets danced to the beat of a Bob Marley song saying, "Stand up for your rights," long lines of scabs have been held up for hours waiting to get in. As a result, production start-up times by Tyson have been late in the day. Scabs are often sent home after a few hours.

In response, Tyson has built 11 new access roads at the back of the plant in an attempt to speed up entry of strikebreakers. Union members are organizing to cover these gates as well.

A tragic car crash the evening of October 20 between two cars carrying strikers on the road to picket resulted in the deaths of two young strikers, both from Ethiopia. Four others were injured, two critically. As a sign of respect, the strikers are wearing their union bibs inside out and the picket line was pulled down for one day.

Striker Edil Hassan, 21, was furious seeing smoke billowing from the plant after the line was pulled down for the day of mourning. "I feel humiliated," he said, referring to the Tyson bosses. "They have no sense of humanity."

According to CBC News, production on October 25 was "halted for a second day, after federal food inspectors refused to cross the picket line, citing safety concerns." The inspectors are members of the Public Service Alliance of Canada.

In other developments, the Alberta Labour Relations Board has banned Lakeside's head of security and chief of human resources from any further contact with pickets or union officers. They must stay at least 200 meters away from the picket line. Both face criminal charges after they and other company officials chased with their cars Local 401 president O'Halloran while he was driving near the plant. The bosses forced the unionist's car into the ditch, injuring him.

Meanwhile, the Royal Canadian Mounted Police (RCMP) has begun to victimize strikers. RCMP cops have arrested and charged at least four workers with alleged acts of vandalism and "uttering threats." One other has been charged with assaulting a police officer.

These events have hardened the determination of the strikers. The workers voted in the union over a year ago but have yet to get a contract with food giant Tyson. "It's not about the dollar," bargaining committee member Peter Jany told the Militant. "They don't want the union in the plant." Jany reported that through the organized efforts of strikers, in particular those of Sudanese origin, a significant number of scabs have walked out and joined the fight for the union.

*Natalie Doucet and Edwin Fruit contributed to this article.*

## Welcome to New Members

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

<u>Member</u>	<u>Department</u>	<u>Initiated</u>
Kevin Hamilton	Raw Materials	----
Lance Armstrong	Steam Plant	Yes
Colin Taylor	Steam Plant	----
Mika Vossi	Steam Plant	----
Chad Fournier	Steam Plant	----
Stephen Stone	Electrical	----
Teresa L. Nyce	First Aid/Stores	----
Scott MacGregor	Stores/First Aid	----
Chris Gielens	Maintenance	----
Gene Dielschneider	Painter	Yes

The next General Membership Meeting is at 4:30 pm, Wednesday, November 9, 2005 at the Union Hall, 623 Enterprise Avenue. General Membership Meetings are held on the second Wednesday of every month unless otherwise notified.

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

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

## Employee and Family Assistance Program - EFAP

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

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

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

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

## Notice

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

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By Anita Ward  
"CLASSIC"

“CLASSIC!” By Anita Ward — Edited By Timothy E. Parker

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