

Local 298 Newsletter

Issue #4 Volume 7

cep298@monarch.net

www.cep298.com

October 2003

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LABOR HISTORY



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Published by CEP Local 298
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Editorial

HAPPY THANKSGIVINGS

By Don Klie

Well, we're back to work and it almost seems like we were never on strike. I remember thinking early in the strike, a week or so into it, time for the stress of negotiations and hitting the bricks to wear off a bit, that there were some good things about the strike. It was important to acknowledge those things; like the weather, more time with the family and around the house, etc. And, I remember thinking at one point (and I heard this sentiment from several others) how am I going to find time to do everything once we're back to work (oh, if only I could retire at 49).

Some might notice that the cover of this issue of the newsletter is almost the same as the last one that was published in March. I thought the cartoon was very appropriate for what we had been through.

One of the reasons for not putting out a newsletter during the strike was that our information was getting out as fast as possible by way of the web page maintained by Peter King. Another reason was because I didn't want to write anything that would hurt our position. There were lots of other things that I could have put together for the membership and published but it just didn't feel the same, and quite frankly I couldn't find the time to do it.

During the summer I had lots of time to think about the newsletter and how I should approach writing my articles. I must admit some of my articles were quite tough on the Company. I believe that while the issues must still be reported on that I should try to be a little less aggressive in my style. That might be tough considering some of the issues that have already come to my attention since being back at work (check out my column in the JOHS Report).

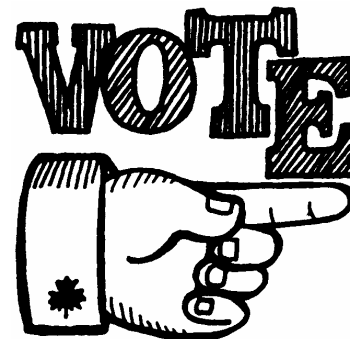
What I will try to do is make sure that the issues are still reported on and that supervisors' actions that affect the membership are fully explained. But, I will try to do so in a way that is factual, not rhetorical or bombastic. The Company has long promoted that "...we should be hard on the problem but easy on the person...". Well, I believe that the facts should do the talking but we must also have passion for the issues especially when it comes to our safety and our rights.

I will still write the names of the company officials who are responsible so that each individual will know who and what we're dealing with.

I also encourage anyone to submit a letter or article to the newsletter for publishing. As you will see there are a number of letters to the Editor and they are well worth reading. We need more of them.

There will be an election this year for the position of President and I encourage everyone to make sure you vote. The times and places are listed on this page.

(continued on page 21)

NOTICE**VOTE FOR POSITION OF
PRESIDENT FOR CEP
LOCAL 298 FOR 2004****Running for office:****Incumbent – Peter King****Challenger – Don Klie****VOTING WILL TAKE PLACE AS
FOLLOWS:****MONDAY, NOVEMBER 3RD, 2003 – AT
THE MAIN GATE FROM:****6:00 A.M. – 8:00 A.M.
3:00 P.M. – 7:30 PM****THURSDAY, NOVEMBER 6TH, 2003 – AT
THE MAIN GATE FROM:****6:00 A.M. – 8:00 A.M.
3:00 P.M. – 7:30 PM****TERMINAL, IF NECESSARY, AT
APPROPRIATE TIMES.****ADVANCE POLL:****WEDNESDAY, OCTOBER 29TH, 2003 –
AT THE UNION HALL FROM:****2:00 P.M. – 8:00 P.M.**

Executive Officers For 2002

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

Committees

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

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

Job Evaluation:Dave Burrows, Jack McCamy

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

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

Pensions:Gary Drake, Don Klie, Gary
 Ewanski

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

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

Apprenticeship:John Burget, Dennis Urbanowski,
 Lawrence Closter

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

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

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

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

Newsletter Editor: Don Klie;
 donklie@telus.net

WARNING!!!

THIS NEWSLETTER IS RATED:

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FOR UNION!

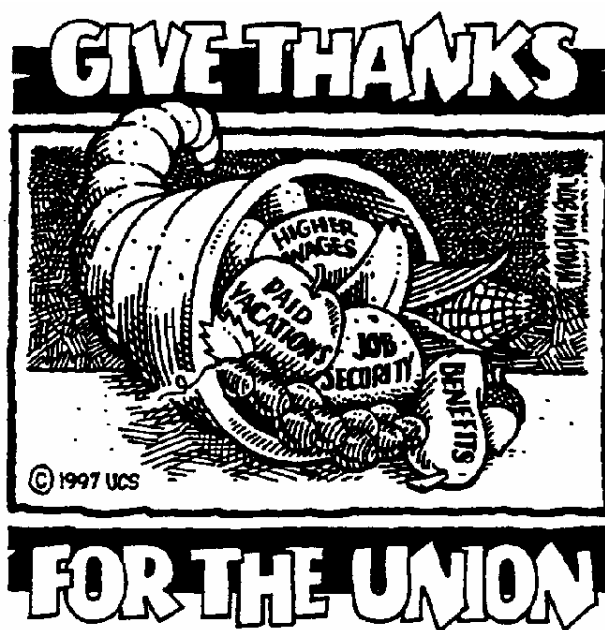
This newsletter is solely for the entertainment and information of the members of CEP Local 298.

Union Office Hours:

9:00 am to 5:00 PM
Monday to Thursday
Closed Friday, Saturday
And Sunday
Phone 632-3231
Email: cep298@monarch.net

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

Editor: Don Klie



1st Vice President's Report

The Lesson Is Clear

by Don Klie

This summer for most in Kitimat was beautiful, warm and sunny. There were lots of fish in the river and Douglas Channel. For me, the cherry trees in my back yard produced the most cherries ever (almost 40 litres). I was able to get a bit of a suntan and I was able to start a running conditioning program (something I have been trying to do for the last 10 years). At the end of July there was a wedding in my sister's family and several members of my family from Ontario were able to attend. I was able to enjoy all of this and more without having to worry about showing up for work.

I assume many others in our Local had similar experiences. It's was unfortunate that there was a strike to deal with but that's another issue.

There were hardships and worries regarding our financial situation but I found that in order to get through each day I had to also appreciate all of the good things that were happening. I know many felt the same way.

This was the first time in my 28 years at Eurocan, and almost 25 years of union officer involvement that I had been involved with negotiations start to finish. It was a great learning experience that I will be able to relate and refer to in the future.

The "final" package that both sides agreed to was basically the "Norske" deal that the CEP Wage Caucus had negotiated at the Locals that work for Norske Canada (Powell River, Port Alberni, Crofton and Elk Falls/Campbell River). That pattern setting agreement was a conceptual based and substantive based agreement. The concept being that there would be no concessions, and the substance being what was actually written down and agreed to (5-year agreement, 2 ½, 2 ½, 2, 2 and 2, etc.).

Our decision to not be part of the CEP Wage Caucus was based largely on our desire to try to craft an agreement with Eurocan that was not necessarily better than the "Norske" pattern agreement but to try to more effectively deal with the particular problems we were having with our employer. It is our belief that Eurocan was interpreting the contract differently than the other employers in the province and we wanted the freedom to be able to address those particular issues. Had we belonged to the CEP Wage Caucus we were concerned that our issues would not get addressed.

Breaking away from the main wage caucus had been done before. In the 1994-1997 contract negotiations PPWC Local 4, in Prince Rupert, went on their own, probably for some of the same reasons that we had.



At the time it was the first negotiations that the employers' group had been successful at breaking apart the provincial bargaining group. The CEP and PPWC decided to target bargain using the Fletcher Challenge mills as the target. In February 1995, after a six week, or so, strike an agreement was reached. The rest of the mills in the province signed onto the agreement without anyone else going on strike.

All except of course for PPWC Local 4. Local 4 eventually went on strike for almost the exact amount of time we did. A special mediator was appointed by the government and in the end the mediator used the provincial pattern as the basis for an agreement. There were a few differences, a 6-year agreement instead of the 3-year industry pattern; and Christmas Statutory Holidays running in exchange for a one time lump sum \$2,500 payout to "qualified employees" (all those who had worked 1000 hours in the year prior to the strike) plus \$250 to each employee for each ensuing year that the Company decided to run through the Christmas period. The mediator also felt compelled to comment that the relationship between Local 4 and the Company could not be more strained.

In the run up to the strike the two sides had used the services of a mediator but were unsuccessful at reaching an agreement. At the end of the mediated effort the company presented the union with a last offer consistent with the settlement which had been negotiated between the other Companies and pulp unions in BC. The Company then applied to the Labour Relations Board for a last offer vote. Eventually, after Local 4 had tried to void the last offer in an application to the Labour Board, the vote was held. The offer was rejected by the members of Local 4 by a 78.6% rejection vote. Local 4 then held a strike vote that resulted in a 94.4% vote in favour of striking. The strike started on August 4, 1995 and in

early October 1995 Don Cott, Assistant Deputy Minister of Labour, met with both sides. Following that meeting the special mediator was appointed.

The similarities between the Local 4 experience and Local 298's experience are obvious. Eurocan grudgingly offered the substance of the "Norske" deal (but not the concept) even at the same time they were saying that the provincial pattern was too expensive for the times but they wanted to be fair to their employees and offer a competitive wage package.

Richard Longpre, the Assistant Deputy Minister of Labour this time around, started off both of his visits to Kitimat by asking when or if we were prepared to accept the provincial pattern. The special mediator between Local 4 and Skeena Cellulose, Vince Ready, commented on the industry pattern at that time:

"Although the parties were engaged in mill by mill bargaining, I accept that the pulp industry is an extremely competitive industry, and that significant economic differences negotiated between the mills, will have the most adverse ramifications for a mill which allows itself to become significantly out of sync with its competitors. In my view, the pattern which emerged from the mill by mill structured bargaining in this industry reflected that basic economic reality. Were it otherwise I would have expected that there would have been significant differences in the type and nature of the basic economic components negotiated from mill to mill."

The lesson is clear, if as a Local we want to have input in the main part of our contract with the employer we must be part of the CEP Wage Caucus. That is where the pattern agreement will be formulated and voted on and we must be there to give our assistance to making it the best offer possible.

As a Local we put in a great (meaning good) effort into this round of negotiations. We were well prepared, organized and motivated. We amply demonstrated to the Company that the Union leadership had the support of the majority of the membership.

I believe that we should be members of the CEP Wage Caucus and that we should fully participate in its activities. The effort and leadership that we demonstrated during this round of negotiations make clear what we can accomplish.



CEP Wins Big in Atlantic

For Hibernia Oil Platform Workers

The Communications, Energy and Paperworkers Union of Canada has won a court decision in Newfoundland worth potentially millions of dollars in back pay for a group of Hibernia oil platform workers.

Twenty-five CEP members were laid off by Hibernia during a Union certification bid in February 2000. The Newfoundland and Labrador Labour Board had ruled the lay offs were contrary to legislation and ordered reinstatement. The company appealed the Board decision and won before the provincial Supreme Court.

Late last week, the Appeal court over ruled the Supreme Court and ordered the case back before the Labour Board.

"We see this as a victory because we expect the Board will uphold its original decision and, in fact, has now been told by the Court that it has the jurisdiction to order full reinstatement," said CEP Atlantic Region vice president Max Michaud.

"With full back pay from 2000 to the present day, this could mean several million dollars owing to our members," Mr. Michaud said.

The Hibernia oil platform workers, represented by CEP national representative Ron Smith and legal counsel John Harris, are members of CEP Local 97.

"From the national Union, we send our congratulations to Local 97 and the Hibernia workers," commented CEP President Brian Payne. "This court decision has implications right across Canada."

Who's tougher?

UCS/CALM

A young construction worker was bragging that he could out do anyone based on his strength. After a while an older worker thought he had heard enough.

"Why don't you put your money where your mouth is?" he said. "I'll bet a week's wages that I can haul something in a wheelbarrow across the work site and you won't be able to wheel it back."

"You're on, old man," the young man replied. "Let's see what you've got."

The older man grabbed the wheelbarrow by the handles, nodded to the young man, and said with a smile, "All right, get in."

Joint Occupational Health and Safety Report

SAFOR NOMORE

By Don Klie

On September 19, 2003 Peter King, at the request of the Union Executive, sent the following letter to Rick Maksymetz:

"During negotiations the company was not interested in the Union's Safety issues. CEP Local 298 is not convinced the company's plans for safety (Safor program) is the way to go. CEP Local 298 will not be supporting the Safor Program. We realize the company can force Employees to attend. Thank you for your time."

The safety program at Eurocan is covered by Article XXVIII – Safety and Occupational Health of the Labour Agreement. It states, "Employees and the Company are to comply with established safety rules as amended by the Joint Safety Committees from time to time." The Union Executive and Joint Occupational Health and Safety Committee do not support the Safor Program. Therefore, should the Company continue with the program the Union will be forced to file a grievance. In the future anyone forced to attend any meetings or training sessions involving the Safor Program is advised to file a grievance.

Safety was one of the major items at negotiations. The Company was unwilling to address any of the Union's concerns regarding this issue. This does not mean that we are to give up on our issues and concerns. We must be vigilant and continue to strive to make our mill the safest possible.

The Union encourages each crew in the mill to elect or appoint a Safety Captain. This is a Union position just like the Shop Steward's position. It is important that crew meetings are held once a month. The Departmental Accident Prevention Committee (DAPC) meetings are also very important and should be held on a monthly basis as well. We realize that volunteering for this position requires the individual to give of their own time and effort but if we are to improve the safety in our mill for all of us this is a small sacrifice.

Follow-up is one of the most important parts of the Safety Captain's job. Whenever an issue is identified, whether it is in the field or at the Monthly Safety Meeting, it must be pursued and followed-up until the matter is resolved and/or completed.

If an issue is raised at the Monthly Safety Meeting and the supervisor refuses to resolve it to the satisfaction of the crew then the issue should be moved on to the DAPC meeting. If the issue is not resolved to the crew's satisfaction at that level then

the Safety Captain must bring it to the attention of the Union's JOHS (Central Safety) committee member.

At each level the management representative(s) must either resolve the issue to the satisfaction of the crew or put in writing what they propose to do to resolve the issue. If, in the end, there is still no resolve to the issue then the Union's JOHS committee member can contact the WCB and ask for assistance in resolving the matter.

Some issues may have more urgency and cannot wait to go through the above process. We would encourage the Safety Captain to bring any issue to their JOHS representative for advice and possible other action. Again, process and follow-up are the keys to raising the standard of safety in the mill. Your supervisor is much more likely to be encouraged to resolving your issues, and in a timely manner, if they believe that you are going to consistently pursue and follow-up every issue.

Same Shit - Different Day (SSDD)

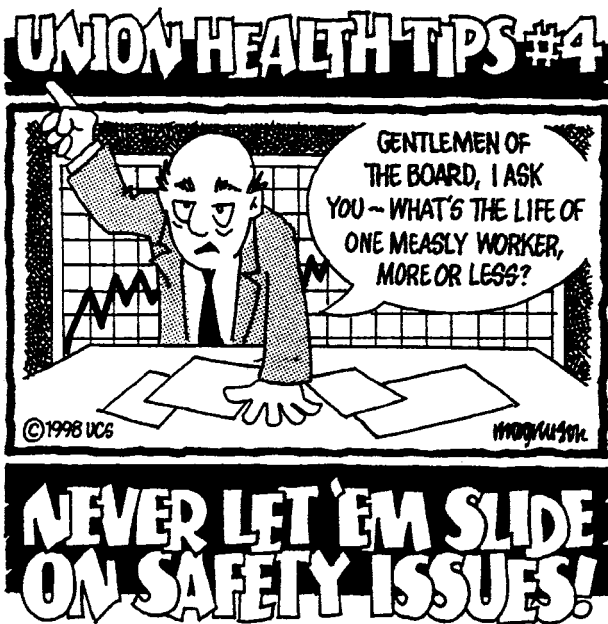
We all heard the talk from Rick Maksymetz on our first day of return to work following the strike. West Fraser had two very serious accidents in two different parts of their operation this summer. A summer student was fatally injured while working cleanup in the planer at Fraser Lake. Also, a senior employee had to have both his legs amputated after a serious incident in the Quesnel Planer.

Hank Ketcham has, as a result of these two disturbing incidents, announced that Sam Ketcham has agreed to take on the task of managing West Fraser's safety program. Also, the Board of Directors has pledged its support by creating a Board Committee on Plant Safety, which will oversee their efforts in this area. Hank Ketcham has stated, "The Board and the Management of West Fraser are fully committed to continuous improvement in safety throughout the organization."

I have seen all of this before, both in recent times and in the distant past (some 25 years ago).

For most of the last five years we had Lon Schroeder's Safety Policy statement. If anyone is wondering what it stated all you have to do is read Rick Maksymetz's Safety Policy in the new Employee & Contractor Safety Handbook that everyone has been given; they're identical.

Remember what happened under the previous signer's regime; four people over approximately a 14-month period ended up in the Vancouver burn ward with chemical burns. Eurocan worked its way to the bottom of the Industry's Injury Report statistics list. There was little or nothing to brag about in



safety terms at Eurocan. (It would be nice if we could just blame the Company for all of this. But the reality is that most of the time it is us, the hourly employees who are being injured, hurt or maimed).

After a prolonged strike, a new manager in charge, a fatal incident and double amputation in two different sister mills and the chairman of the board taking renew efforts to improve safety, I was hopeful that it would be different than before the strike. I was hopeful that this time there would be more than just talk, more than just nice words on a piece of paper or in the Safety Policy. You can imagine my disappointment when just 4 days after returning to work I could point to an issue that made me think of

SSDD.

The following letters are self explanatory:

September 22, 2003

Dear Wayne Muzylowski:

On Friday, September 19, 2003 there was an incident in the Papermill where millwrights, Dennis Clarke and Orin Cox, were working on a condensate pump. In order to accomplish the job the millwrights were required to disconnect both of the flanges and then reconnect them later. No pipefitter was assigned to assist the millwrights with the job (connecting and disconnecting the flanges).

When it came time for the millwrights to reconnect the flanges Mr. Clarke went looking for Dan Belleville, a pipefitter, to ask for his assistance with finding the appropriate gaskets. Before Mr. Clarke could find Mr. Belleville he came across one of the Papermill maintenance supervisors, Kerry Kandall, and told him who and what he was looking for. Mr. Kandall tried to assist Mr. Clarke and directed him to where there were some gaskets hanging in the maintenance shop. The gaskets that

came out of the flanges were Garlock Flex Seal gaskets of different sizes. While Mr. Kandall was able to find one appropriately sized gasket he mistakenly selected an incorrectly sized gasket for the other one (the new gasket was larger than the old gasket). The assumption was that since the numbers on the new gasket seemed to match the numbers on the old one it would do. When Mr. Clarke encountered problems trying to install the incorrectly sized gasket another Papermill maintenance supervisor, Dave Watson, advised Mr. Clarke that all he needed to do was to grind the metal edge of the gasket until such time as it would fit. Fortunately, Mr. Clarke thought it would be more appropriate to seek the advice of a pipefitter before proceeding and did so. Mr. Belleville safely reconnected the flanges.

The Union is very concerned about what occurred in this matter especially considering what management representatives said on the first day of work after the strike. Rick Maksymetz was unequivocal in his statements regarding safety being the prime consideration when doing a job. No one was to do a job unless they could do it safely. However, when the Papermill Mechanical Maintenance crew had their indoctrination meeting with their supervisors, Misters Kandall and Watson, and superintendent, Les Condon, one of the issues that were stressed was flexibility. On this issue Mr. Watson informed us that flexibility was negotiated in the last agreement and that the Company was paying for it and we were expected to comply. Mr. Watson said that in the future if a millwright needed to tack a nut, they knew who had those skills and it would simply be expected of the millwright to do it. We were explicitly told not to go get the welder to do that type of job. He also said that the millwrights were not to go get the pipefitter to reinstall the gland water connections to any of the equipment they were working on but rather they were to do it themselves. These were simply examples of the types of jobs that the Company expected the maintenance force to work flexibly on. The message was clear; to disobey the order not to seek assistance could be met with discipline. I made no comments at the time because I assumed that he was referring to people doing jobs they were trained to do. The above incident clearly indicates my assumption was incorrect.

To make matters worse Mr. Watson has claimed that his suggestion to grind the metal edge of the gasket is an acceptable procedure. He also stated, in defense of his claim, that he had contacted two different individuals at different suppliers and they supposedly assured him that this was an acceptable procedure. This claim clearly exposes Mr. Watson's total lack of understanding in this issue. Firstly, a knowledgeable person would simply find the correct sized gasket or make one from the appropriate gasket material, both readily available in stores.

Secondly, the type of gasket that the millwrights were using was a Garlock Flex Seal gasket. This gasket clearly has stamped on it the following, "ASME B 16.20". As you are probably aware this is an engineering specification stamp. It would be illegal to alter this gasket without following an engineer-approved procedure. Mr. Watson himself said it would likely be impossible to get such an approved procedure.

At the 3:40 p.m. Papermill mechanical maintenance meeting on Friday, I requested, as a senior Union official and Joint Occupation Health and Safety (JOHS) Committee representative, a meeting with Les Condon, Kerry Kandall and Dave Watson along with Dan Belleville, another Union JOHS committee representative and crewmember, for Monday to discuss this issue. My concern then as is now was that a supervisor had instructed members of his crew to do work that these employees were not properly trained to do. The Company has no records of these millwrights ever being trained in this specific type of work. Also, of greater concern was that the supervisors were giving incorrect information and directions to their employees even though the supervisors themselves have not been trained in this specific type of work nor can they produce records that prove they have been trained in this area. My request for a meeting was subsequently refused.

I am therefore requesting a meeting as soon as possible with yourself and anyone else you deem appropriate plus Dan Belleville. I believe it is very important to discuss this very serious matter and to make sure that this type of incident does not reoccur.

Yours truly,
Don Klie

Mr. Muzylowski quickly agreed to our request for a meeting which was arranged for Thursday, September 25, 2003. Attending the meeting were Dan Belleville and myself along with Misters Muzylowski, Condon, Kandall, Watson, and Rod Elbers, Engineering Superintendent. The following letter dated October 3, 2003 from Mr. Muzylowski outlines the position the Company took:

Friday, October 03, 2003

Dear Don:

Re : Your letter dated September 23, 2003

I would like to thank you for your participation in the meeting we held September 25th as a follow-up to your letter.

There appeared to be two issues you raised in your letter. The first issue, on page 3, alluded to safety concerns. If there is an unsafe condition or situation it is the right and duty of the worker to invoke WCB regulation 3:12. I respect and encourage the use of this right, if and when the

situation warrants it. As we discussed, it was felt that this particular incident did not fail within these parameters; although, it was stated by Mr. Dan Belleville, that he had sent a letter to WCB requesting some guidance in this matter.

However, in spite of my opinion that our Supervisors acted correctly, I asked Mr. Rod Albers, P. Eng., our Engineering Superintendent to investigate the use of the 300# seal gasket in this application. He concluded, and stated at our meeting, that use of this seal gasket with the spacer ground to fit, would not have been a problem and would not have required an engineer approved procedure.

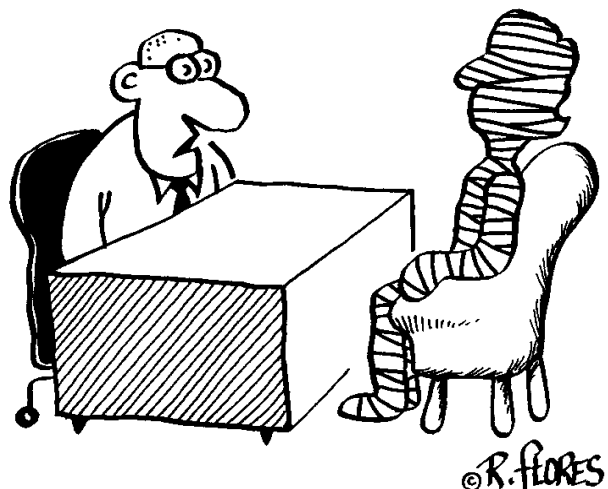
Although, I agree, using a 300# flange in a 150# application would not be the preferred maintenance fix, it would function in that service.

The second issue you raised is truly one of flexibility. I have clearly stated, on many occasions, that our employees are expected to work under the terms of our Collective Agreement, and that no one will be expected to perform work that they cannot do safely. The Millwright assigned to change out the pump did not question his ability to do the work, including changing the gasket. In fact, he recognized that the gasket he had did not fit properly and raised this issue with his Supervisor.

To further address the issues and questions raised over this incident, and the number of gasket leaks throughout the plant, a training session on gaskets has been scheduled for the week of October 20th for Millwrights, Instrument Mechanics and Pipefitters.

If you have any other questions please call me at local 3514.

Yours sincerely,
Wayne Muzylowski, P. Eng Engineering and
Maintenance Manager Eurocan Pulp & Paper



"We'll wait until someone else gets hurt,
then we'll fix the machine."

When this incident first happened Peter King was out of town at the CEP Western Region conference in Saskatoon. On his return he was informed of this incident and sent the following letter to Hank Ketcham and the Board of Directors of West Fraser:

September 29, 2003

To Hank Ketcham and the Board of Directors of West Fraser

Dear Hank Ketcham

I am writing you about a disturbing thing that has happened at Eurocan. C E P local 298 and Eurocan have just been through a 3 ½ month strike. Our main issue was safety, dignity (the way Employees are treated) and contract language.

It was my hope that Eurocan would want to resolve some of these issues. So we would not have a repeat of the strike in five years' time. Unfortunately this is not the case. We've heard the comments about your new interest in safety. Partly because of the death of a 19 year-old girl, and a serious accident the resulted in. another employee losing their legs.

Unfortunately it is my opinion that there has not been enough deaths at West Fraser and West Fraser has not lost enough money for there to be an interest in true change at Eurocan, The very first week we were back to work we had an incident in the mill. Obviously your management team did not listen to the message you sent to Eurocan about safety.

The other possibility, which is probably more likely, is you've been told, "there is no safety problems, and it is a flexibility problem." On page L-14 of the contract:

The company commits to utilize flexibility in a common sense, good business practice context and agrees that work will be a sign using these principles, however the company will not use the "stick in your eye approach"

What does "stick in your eye approach" actually mean, I know the union has an understanding of what it means but obviously we do not agree. So let me quote Kent Elliott when he gave his explanation of what "stick in your eye approach" actually means he said under oath at an arbitration case between C E P Local 298 and Eurocan,

"If a supervisor sends 2 millwrights out to do work of pipe fitters and there is pipe fitters available to do it and the supervisor sends millwrights out just because you can, that is stick in your eye approach."

It is clear from Don Klie's letter that is enclosed, any employee who asks for assistance from someone who knows how to do a job will be disciplined.

Prior to the strike and negotiations I told you that if there were a strike it would not be over a meal ticket. I told you that a strike would be over safety, dignity and contract language issues. I also told you "nothing was going to change at Eurocan because the same key managers and supervisors that got us to a 3 ½ month strike in the first place are still there. These managers and supervisors have no interest in changing and there is no incentive for them to change."

It was my opinion that after Eurocan lost \$35 million in a strike there may be interest in running the operation a little smarter. I can only come to 2 possible conclusions:

- (1) You did not tell the truth when you're talking about safety. Or*
- 2) You have no control over your management team at Eurocan*

Otherwise there would be a change in management style at Eurocan.

If you would like to talk to me about anything please feel free to call me at the Union Hall at 250632-3231 or on my cell phone at 250-639-4269

Thank-you for your time.

Peter G. King President CEP 298

As of this printing there has been no response from Mr. Ketcham. Also, the Union has not yet responded to Mr. Muzykowski's letter but will be doing so in the near future (that letter will be reprinted in next month's Newsletter).

However, at the meeting on September 25th it was clearly stated to the Company that neither the millwrights doing the job nor their supervisors had the proper training for the job. One of the reasons the millwrights didn't invoke WCB regulation 3.12 is because they didn't know that the assistance that they were being given by the supervisors was in fact in error. The Company was reminded that just last year they had been written up twice by the WCB for providing inadequate training and supervision. Had someone been injured on this occasion it is most likely the WCB would have had grounds to again write Eurocan up for the same offense.

The Union said at the meeting, in no uncertain terms, that the supervisors had erred in their instructions to the millwrights. At the meeting, as in Mr. Muzykowski's letter, the Company tried to justify the actions of their supervisors. They admitted it wasn't the preferred way of doing the job but continued to insist everything would have worked out for the best.

The Union believes that the main driving force behind this affair was "Flexibility". We gave Mr. Muzylowski some advice on properly training individual trades in the work of other trades areas. He informed us that he had been appointed to a committee that was to investigate ways to get the workforce trained in such a way that would be most efficient and profitable (these are my words) to the Company. He also said he would likely be asking for our assistance on this issue.

Mr. Muzylowski also advised us, as in the letter, that the Company would be bringing in some outside experts to put on a training session in regards to gaskets. We advised him not to assume that just because someone got a few hours of training in a classroom that they would be qualified to do the job. We stated that if that was the case then apprenticeship programs would only entail going to school for 8 to 10 months and then an individual would be given their trade's certification. The reality of the situation is that the individual also has to have the 4 or 5 years work experience out in the field before they can be considered competent enough to be given their journeyman status.

which case, the gasket would not have provided the appropriate seal and the flange would have leaked. How bad it would have leaked or would someone have been injured is hard to say, but the potential existed. The Union would have hoped the position the Company would have taken on this issue is to try to eliminate, as best possible, any potential for wrong doing and injury.

In the end the Union informed the Company that it will continue to advise its membership that they should not do any work that they do not have the necessary training and experience to do. Furthermore, the Union that it would advise its members that if a supervisor assigns them work that is outside the realm of the members' training and experience they should refuse to do it on the grounds of safety until such time as they have the assistance of a knowledgeable, trained individual. Also, should the supervisor offer advice that is out of the supervisor's expertise then the member would be advised to refuse that advice on the grounds of safety and seek the advice of an individual(s) that have the appropriate training and experience.

It will be hard in some instances to know when not

to accept the supervisor's direction because quite often we don't know the extent of the supervisors' training and experience (plus there is the very real possibility that the supervisor will want to discipline the individual[s]). In general, for example, in the maintenance department, if a millwright supervisor is advising a millwright on how to do pipefitting I would advise the individual not to accept the advice until such time as they have had time to check it out with a qualified, trained and experienced pipefitter. If the supervisor threatens anyone with discipline for seeking the assistance of

another qualified trades person then my advice is to refuse to do the work on the grounds of safety. That act automatically requires the supervisor to bring others in to review and resolve the issue if possible.

Be aware that this provision is included in our contract as well as the WCB regulations and that your concerns must reasonably held, and accepted by either an arbitrator or the WCB Accident Prevention Officer.



In the end the issue is about raising the level or the standard of safety in the mill, not trying to find any possible excuse to justify a mistake. Also, the issue is that the two supervisors didn't know that the millwrights were using the incorrect gasket. If the gasket selected had actually been too small for the application the millwrights could have installed it in the flange and possibly not notice that it was not sitting centred on the raised portion of the flange face. In



(Over the past few months, and especially during the strike, there were a number of published articles or letters written to the editor of the area newspapers, most often the Terrace Standard but others as well, that were quite negative towards the members of Local 298. Some members and other concerned citizens took up our cause and wrote letters back to the newspapers to challenge or rebut what had been printed. Some members simply wrote to the Local 298 Newsletter. Some of those letters are printed here for your information. Editor.)

With Honour

We have a tentative agreement, reached with the help of Richard Longpre, Assistant Deputy Minister of Industrial Relations. I voted to accept this agreement not because I agree with it totally, but believe that it is all we will get from West Fraser (Eurocan) at this time without a long bitter strike.

Its time to stop and think how and why we are in this position up to today.

Remember five years of arbitrations, walkouts over unjust discipline, lack of training and unsafe conditions. We decided to stay out of caucus so we could be more flexible in our negotiations if Eurocan wanted to stick it to us. Staff had said they couldn't wait to negotiate with 298. Many other Locals, our sister Local and a few of our own members told us we were crazy to go alone. We were told that it was a bad time to go on strike. But, to that I say there is never a good time to strike and what other option did West Fraser give us.

Safety, manning and the Norske package without concessions was the main drive for a settlement.

The Company told the public that the Norske deal is what we were offered. But in the end they were told by Richard Longpre that they had not offered the Norske deal that had no concessions.

If Eurocan had offered the Norske deal with the little crumbs they gave and addressed the safety issues, do you think we would have got the strike vote? This we will never know, but our wage delegates told us up front that we would not get much more, if any, than what was in the Norske deal right from the start. Yes, we asked for 10-hour shifts,

a card to make it easier to get back our medical cost, training standards and things that we felt didn't cost all that much.

But West Fraser wanted to teach Local 298 a lesson and crush us. They did not think that we would stand up to them and would crumble when they forced the government supervised vote.

CEP Local 298 was the bad guys when this strike started. Eurocan blamed it all on a few people and said they tried everything to prevent it. Yes they told Local 1127 and the Terrace sawmill workers they had to lay them off because we wouldn't accept the rich Norske deal.

As time went on Eurocan's actions during the strike and the stories we had to tell slowly changed the public's thinking. People started asking, what is West Fraser doing? Businesses, other unions and people started changing their thinking and we were gaining more and more support. There are a lot of thank you's that we owe businesses and individuals for their support. I will even thank Mr. Malo for phoning the grocery stores, crying why he wasn't allowed the 10% discount. This showed the people a little more of West Fraser's true colors. *(Emphasis added. Editor)*

After all is said and done even though we didn't get all we wanted in language changes and safety, our members can go back to work with their heads held high. Not only did little Local 298 stand up to a giant like West Fraser we also played a big roll, and stood up for, another group of workers at Carnaby.

We have earned the respect of other unions and opened other people's eyes without telling lies or any violence on the picket lines. I don't think West Fraser's team can say the same.

I know it's been hard on many people and still will be for a while until we get back on our feet.

Personally, I'm proud of our negotiating team and all Local 298 members that supported one another and showed people we can make a difference and protect our rights.

So, when we return to work remember, safety first, last and always; and it's your right.

**In solidarity,
Dan Bellville**

P.S. Don't let us forget the spouses that stood by and supported us. I had some ask what they could do at the picket line to show support. They too took it on the chin by people who didn't understand or care at the time. I honour all of you too.



Together we can be STRONG!

Easier To Bash Than Stand

I feel that I have to respond to the letter in the paper titled, "Unions have it wrong" by Mr. Gordon Blakeburn (*printed in the Terrace Standard*). I'm glad that Gordon was able to change his anger to giggles after reading Pete Weeber's letter.

But of course he never saw the workers burnt by hot contaminated water or acid. He's not aware of all the near miss incidents that were not being reported. Or, workers being told if they refused to do the job after they asked for help or to have some training they would be suspended.

Never heard him mention the fact that big companies are sending raw logs out of the country. They say they need to do this to raise money and have time to get backing to build new mills, but never do. Or, the fact companies send their profits out of the province to rebuild mills in other areas and let ours fall apart.

One thing I do agree with Gordon is that we do make real good money. But if I was just greedy I would have voted to keep on working or quit and went and worked somewhere else.

Yes, everyone loses in a strike, money that will never be recovered, but we all can't run and hide and let others do the fighting.

I think Petro-Can may be getting a raw deal because Eurocan forced them to cross a picket line. After this Eurocan's trucks carrying fuel tanks in the back to fill up ever time they went out. One of the things I disagree with Gordon is I think the unions are needed as much today as they ever have been. Maybe he should stop and ask himself how come he is making the wages he is today.

With the government selling off all our resources that make profits to big business or friends we need the unions to make them accountable.

Maybe we all should give our heads a shake and question everything your government representatives tell us.

We could use these profits from our resources to pay for health, education and many other things.

Besides unions we the people of B.C. or all the people of Canada should be asking a lot more questions and getting answers to these questions. Remember, it is our Country.

Dan Belleville



A Strange Thing Happened At Work Today

On October 8, 2003, coming onto day shift, I found a letter in the Steam Plant Control Room that Claudette Sandeckki had written in the *Terrace Standard* regarding the strike. The shift people were visibly upset by her comments. Claudette writes an editorial column in the paper. Many of the people present said they were going to write her, phone her, etc.

At approximately 9:00 a.m. I decided to phone her and maybe explain the strike. I explained to her about the Norske deal and the concessions that Eurocan wanted. She was of the understanding that Eurocan was not asking for concessions and sounded surprised that they were.

I told her of some of the safety problems such as, the Company's seemingly willingness to pay the WCB fines instead of correcting safety infractions, and their past lack of attention to the asbestos problems on our mill site. I informed her that our union executives were not getting regular wages while on strike. There were other issues I brought to her attention.

She stated that she got a lot of her information on hearsay and on her own personal opinion. I informed her that maybe she should get her facts straight and that our union president would probably be glad to talk to her. I also told her I didn't agree with what she wrote but respected her right to have an opinion. I also told her I was glad to live in a land that enabled us to have free speech. I was neither abusive nor threatening to Claudette and ended the conversation with the feeling that she understood the situation better.

I didn't feel I was overstepping my bounds in talking to this lady as the things I mentioned were communicated to us by the union executive, and that I too had the right of free speech. At no time did I give her direction that this Local union should follow or information that wasn't readily available to any CEP member. I hung up the phone satisfied that she could see a little bit clearer our side of the strike issue. At approximately 3:30 p.m. my shift supervisor informed me he had a meeting with someone in upper management. At approximately 4:00 my shift supervisor came back and told me there would have to be a meeting between me and him and he contacted Danny Belleville, a shop steward, to be in attendance.

At approximately 5:00 Danny, myself, Don Lacey and Al Greene met. Danny told the group that if Don was there we couldn't meet because Don was a member of upper management and this wasn't following to proper practice. Don left and Al Greene asked Andrew Wozney to sit in.

Al Greene asked a few questions that were already prepared. We asked, was this in response to Claudette phoning the company and the answer was yes.

We asked, if I phoned from home would we be going through this exercise and they said no. They asked a few more questions and I thought we were finished then Dave Stein interrupted us and said that he had gotten a hold of Frank Verde and he would be here in a few minutes.

Dave said that it wasn't good enough to have Al Greene and Andrew Wozney conducting the meeting. Dave wanted upper management involved now. Don Lacey came back in and Andrew Wozney left. When Frank arrived Dan Belleville left. The Company started to ask the same questions over again. I interrupted them and told them what I had told Claudette about the right of free speech. We concluded the meeting. I have not heard yet of any direct disciplinary action.

What bothers me most is their reaction. I was hoping for a better climate when I came back to work. It appears to be worse. They have tried in the past to use intimidation to get their way and it now appears worse. I have heard some of the horror stories in the maintenance department. Now they are trying to stop us from voicing our opinions with those outside the mill.

Free speech is a constitutional right, and when Eurocan tries to take that away it is a time for deep concern. It looks like five more years worse than the previous five years.

My time at Eurocan is almost at an end; please do not let all the strikes and lockouts be in vain. I have spent many years at Eurocan and have fought hard and endured many, many work stoppages so the future generation would not have to go backward. Please do not let Eurocan take us back to the 1920's, to the Master/Slave [Servant] relationship.

Yours fraternally,
Ron Dame



Dear Claudette:

(To the editor of the Terrace Standard)

Editor: We all know that freedom of the press is vital but you have allowed Ms. Sandecki to cross the line into the "National Enquirer" category.

There is no way that her column of September 24, 2003 "Eurocan Strike Hurt us all Badly" can be called journalism. It is trash.

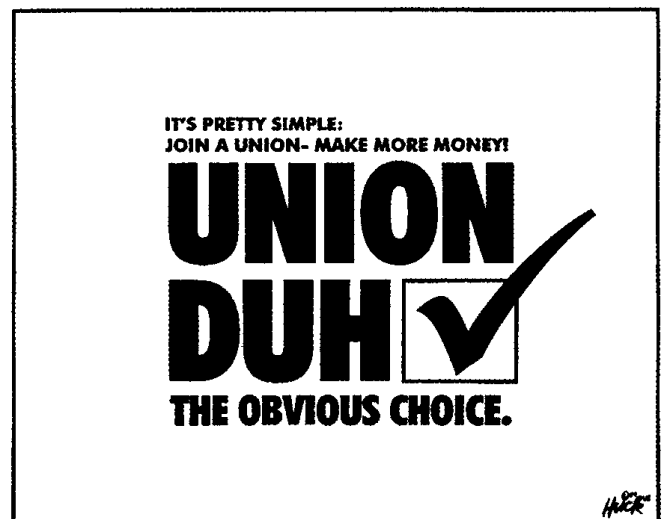
As a citizen of Kitimat and as a spouse of a union member (*working at Eurocan*) I am outraged. Instead of having her "financial planner" on hold for the trickle of extra income she might be better served to have her lawyer on hold.

My husband was on the Negotiating Committee for CEP Local 298 and Ms. Sandecki can rest assured that my husband took the Strike very seriously. My husband did not receive his normal pay; he received strike pay like every Union member. He knew the issues; he knew it was "concessions" on the line and eventually job losses and not "extra income", albeit dishonestly earned. After all, Kitimat (*supposedly*) doesn't have any entrepreneurs and our dollars are not earned honestly.

There are so many errors, half-truths and downright lies in this column that it's not even worth my time to educate this woman – we, the people of Kitimat, although decimated, are fully aware of the facts. It would be unfair for us here in Kitimat to judge all Terrace people by this one person's view but my first reaction was what would happen if all Kitimat union people (and their dishonest money) boycotted shopping in Terrace? Where would the extra income trickle come from?

Please allow me to sink down to Ms. Sandecki's level for just a moment – how can this person see through Bifocals when her head is up her butt?

Yours truly,
S. Verde, 47 Carswell, Kitimat BC



Let's Make The Record Straight

Dear Sir/Madam:

I don't normally respond to articles in the newspaper, but there are too many inaccuracies in this article to ignore.

I will preface my remarks by saying, I am a retired member of cep.loc.298 and worked at Eurocan for 31 yrs.(actually 30yrs.10mos). Following are some of the inaccuracies:

CEP Local 294 voted to accept the company offer...WRONG; it's CEP Local 298, trivial but wrong.

Two other unions at the plant, couldn't cross the picket line and go to work...WRONG; there is only one union at the plant, there are two locals in that union, they are...CEP Local 298 (on strike) and CEP Local 1127, whose members were laid off due to lack of work and in all likelihood would have supported the picket line (that's how organized labour works). Even Ms. Sandecki, I'm sure understands that.

I'll bet many businesses went bankrupt and many families moved away in search of work elsewhere, etc., etc.; I'm certainly not aware of ANY businesses that went bankrupt and there wasn't any evidence of moving vans leaving the city.

Why wasn't a mediator brought in the first week of the strike, to settle the dispute, etc., etc.; although not during the first week of the strike a mediator DID meet with both parties in July. It was his determination that the sides were too far apart, so he booked himself out (which is not an unusual decision for mediators to make).

She told me her husband had been working in Fort Nelson for two months and won't be home until October, (a lady Ms. Sandecki met at the equipment auction, Sept. 18/03); what relevance does this have to the strike at Eurocan? Was her husband a Eurocan employee/union member? If so, how did he know the strike was going to last until October?

Terrace, according to a survey, has far more entrepreneurs than Kitimat. I suspect it may be because Terrace folk have to earn a dollar any honest way they can; is Ms. Sandecki suggesting that earning a dollar in the pulp and paper industry is DISHONEST? Would she care to convey that message to the many Terrace and district residents, that work and earn their "dollars" at Eurocan?

It wouldn't hurt either, if union executives had to live on strike pay during the length of a strike, rather than collecting their normal pay.....WRONG; let me assure Ms. Sandecki union executives DO live on

strike pay during the length of a strike. Their NORMAL pay is derived from their employment at Eurocan, the same as their members who, by the way, voted to go on strike. I would hope that in the future Ms. Sandecki will get the facts BEFORE she goes to press.

As an interesting aside, I heard the new manager of Eurocan, Mr. Rick Maksymetz, on "To The Point" with host John Crawford, the week of Sept. 22/03 (I don't recall the day...sorry) he told John that he had arrived at Eurocan just three (3) days before the strike commenced and therefore had very little (if any) input into the negotiations (completely understandable). He went on to say that he had talked to a few people on the picket line (executive??) and suggested that, he thought he knew what issues could be addressed to settle the impasse (interesting) and here we are sixteen (16) weeks later with those issues that I had suggested (3 days into the strike) solving the problems (comments made on "To The Point").

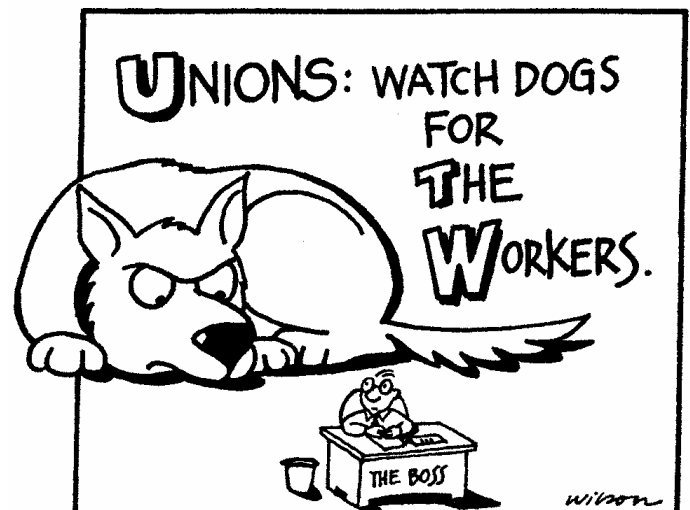
What do I, YOU, WE take from those comments? Did the company NOT want to run? Did the union NOT want to work?

We are all free to draw our own conclusions, but has anyone EVER considered that MAYBE, just MAYBE, the company welcomed the down time?

It is my understanding that the difference between July and September, when the mediator (assistant deputy labour minister) Mr. Richard Longpre, met with both parties, was Eurocan's agreement to remove the "concessions" from their agenda. Had those "concessions" NOT been part of Eurocan's original agenda the chances of CEP Local 298 accepting the NORSKE agreement (like the rest of the province) and AVOIDING a strike, was a VERY, VERY REAL possibility.

In closing, it takes two (2) to tango (or strike) and...MAYBE, just MAYBE...

William (Bill) Whitty



In Memoriam

(During the summer Silvestre de Andrade passed away. Silvestre, a retired member of Local 1127, worked for a number of years in the Papermill in the Additives department. I had the pleasure of working with Silvestre and remember him as being a quiet, pleasant, gentle man who was dedicated to his work. The following was copied from the Northern Sentinel Editor.)

Silvestre de Andrade

November 10, 1929 – August 23, 2003

Silvestre was born in Sao Miguel Açores, Portugal where he received his schooling and supported his mother for many years. He came to Canada in 1956, settled in Kitimat, B.C. and started his employment at Alcan, where he worked for over 20 years. He married his wife Lidia of 41 years in 1962 and soon afterwards they had their twin daughters, Rosa Maria and Natalie and raised their family in Kitimat. Silvestre also worked many years at Eurocan, retiring at age 65. He loved working in his garden over the years, growing various vegetables, fruit, flowers, trees and a beautiful hedge. He also enjoyed landscaping projects at the Catholic Church, trying to enhance the beauty of the grounds. He was an active, faithful parish member, helping those in need, visiting the sick in our hospital regularly and expressing always his love of our Lord Jesus Christ. Silvestre took wonderful, loving care of his family for many years and will be greatly missed. After his heart attack Silvestre died in St. Paul's Hospital in Vancouver on August 23 at age 73.

Forever remembered and loved by his wife Lidia and daughters Rosa (Harvey Hartmann) and Natalie (Al Ricard). Always loved and adored by his 5 grandchildren; Chelsea and Kaitlyn Hartmann also Kristy, Brayden and Brittney Ricard.

Our family would like to express our heartfelt appreciation, love and gratitude to the hospital staff, paramedics and everyone that has shown their kindness through prayer, thoughts, deeds and support.

Husband, Father, Vavo and Friend. We love you so much – you will remain forever in our hearts. May you be God's gardener now.

"For God so loved the world that He gave His only begotten Son that whosoever believeth in Him should not perish but have everlasting life." John 3:16.



2003 Strike Donations from other Locals: As of October 6th, 2003

Local 298 has sent a big "THANK YOU" to all of the union locals, businesses and others that donated money and support to us during our strike. Money that has arrived since September 18, 2003 has been redirected to CEP Local 404 in Carnaby. So far over \$9,000 has been forwarded to Local 404.

CAW Local 2300 (District) -	\$ 500.00
CEP Local 76 -	1,000.00
CEP Local 1119 -	520.00
CEP Local 1092 -	200.00
CEP Local 76 -	1,000.00
CEP Local 920-m -	200.00
CEP Local 84Q Que. -	100.00
CEP Local 46 -	100.00
CEP Local 94m -	100.00
PPWC Local 9 -	500.00
CEP Bill Hickey Local 603 -	1,000.00
CEP Local 410 -	200.00
SCEP Local 195 -	50.00
SCEP Local 501 -	300.00
CEP Local 63 -	500.00
CEP Local 128 -	270.00
CEP Local 141 -	500.00
CEP Local 649 -	250.00
CEP Local 975 -	100.00
CEP Local 2-s	600.00
CEP Local 609	25.00
CEP Local 88	500.00
CEP Local 1-s	200.00
CEP Local 583	200.00
CEP Local 9670	25.00
SCEP Local 153-2	25.00
CEP Local 900	300.00
CEP Local 672	500.00
CEP Local 1129	250.00
CEP Local 465	100.00
CEP Bill Hickey Local 603	1,000.00
CEP Local 43	25.00
NABET CEP 714-m	250.00
CEP Local 59n	150.00
CEP Local 605	200.00
CEP Local 26	50.00
CEP Local 800	200.00
CEP Local 448	500.00
CEP Local 31x	100.00
CEP Local 29	500.00
CEP Local 658A	200.00
CEP Local 160	100.00
CEP Local 87m	350.00
Boise Cascade All Joist Ltd.	316.00
CEP Local 539	500.00
CEP Local 252	300.00
	\$14,856.00

Some Helped, Some Didn't...

During the strike there were several individuals who came to the Union Hall or to the Picket Line and offered support, money, donuts, pizza, chicken and many other things. There were also businesses around town that did whatever they could to help. I know that I'm not alone when I say that I will always have a spot in my heart for these people and businesses. Official letters from the Union Hall have been sent out to as many as we could remember and account for. We apologize to anyone or group that was missed.

As some of the letters to this newsletter have indicated there were a number of articles, reports and letters to area newspapers that weren't exactly friendly.

For those that have been at Eurocan since the seventies there have been many strikes here. From my perspective as an individual and a union representative I believe that when a union or local goes on strike the situation the members are in are not easy. For whatever the reason a union decides to go on strike I believe that they are entitled to my respect and concern.

Quite often all the public sees are the money issues. Those issues are easiest for the media and the public to pick up on and understand. But most often there are many other more important issues at stake.

Most of us at Local 298 know what our issues were and still are. It wasn't the money issues that we went out for but for safety, language and dignity. How do you explain that to the media and the public. We explained to the membership by having meetings almost every were during negotiations. We did it by living it for 5 years and keeping people informed as best we could.

I know that when other unions go on strike that I won't know all of their issues are or even understand them like that particular union does. What I do know is that I will give them the courtesy of my respect and concern and wish them the best. I know they want to continue to live and prosper in their community and that means that the Company they work for must also continue to live and prosper in the community.

For those that wrote or were reported as saying the nasty things that they did in area newspapers and news programs we will forever remember and know them for what they are. For those that crossed our picket line without our endorsement they will forever be scabs to us.

The following is a list, somewhat incomplete, of the local individuals and businesses that showed

support and gave us comfort during the strike. It doesn't necessarily mean that they agreed with our position only that they knew we were in difficult times and wanted to make our lives just a little bit easier: Rick Belmont, Ross Slezack, Deb Soltau, Martin Kenny, Toni Denny, unnamed Eurocan staff (so as to protect anyone from harm), Alcan Pipe Shop, Clovis Amado, Elvis Resendes, Ralph Hoyles, Kelly and Russell Ruff, Connie Daum, Dorothy Birkett, the women that cut the children's hair at the Union Hall, Wilf Butters, Sean O'Driscoll, Frank Barcelos, CAW 2300, 2301 and 2303, Gord Lechner and the area CSSE committee, Kitimat Overwaitea and Super Valu stores, staff and their unionized employees, Mathew Peterson (cub reporter for the Northern Sentinel), management and employees at the cedar shake pile where we got all the fire wood needed for the picket line, CUPE locals in town at the hospital and school district, Dave Barrett, Par Sihota and American Income Life Insurance Company and, again, my apologies to anyone that has been missed.

Following (ex BC Premier) Dave Barrett's visit (with Jim Pattison of Overwaitea fame) to our picket line he arranged to have the American Income Life Insurance Company deliver about ten large boxes of food to our food bank for both Local 298 and 1127. The donation was most appreciative. The following letter from the company has been reprinted here as a gesture of appreciation for their donation.

September 23, 2003

CEP 298

Peter G. King, President 623 Enterprise Avenue
Kitimat, B.C.

Dear Peter,

I was delighted to hear that your members had voted to return to work. I trust our contribution of food assisted our brothers and sisters during the difficult time. As a follow-up to my earlier letter, here is some information about American Income Life (AIL) and the benefit program we offer to union members. AIL is a 100% union life insurance company with a 50 year history of providing benefits to working families. Refer to the attached information sheet for more information.

With approval of your local's executive, AIL will provide all your active members and retirees with \$2000.00 of Accidental Death & Dismemberment (AD & D) coverage at NO COST to your local or your members. What we ask is that you do a mailing to your members and retirees informing them of this benefit. A sample copy of the letter is attached. It would go on your local's letterhead.

All printing and mailing costs are paid for by AIL. Because AIL respects the confidentiality of your membership lists, we neither ask for them nor do we

require them. You would receive the stuffed and sealed letters with the postage already affixed. You may then run your memberships labels, place them on the letters and send them out.

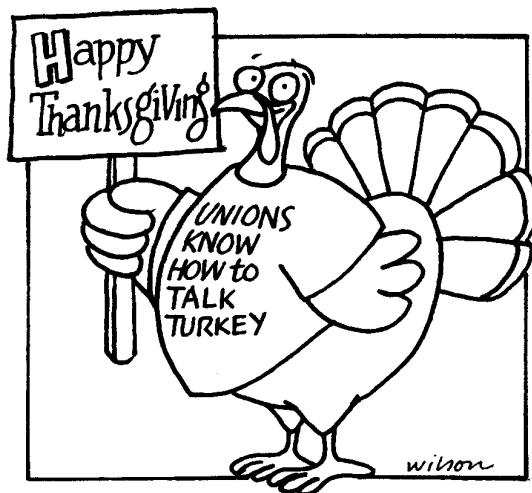
Your members would have the option to return the response card enclosed with the letter or respond online. If they respond, an AIL rep will contact them to deliver their own personalized certificate, a Family Eye Care Program discount card and receive their signature designating a beneficiary. With their permission, our reps would also explain other benefits we offer on a voluntary basis with no obligation. If they do not respond, they are still covered for the AD & D benefit but any claims would be paid to their estate, which may be subject to probate.

I would appreciate the opportunity to discuss this matter with you, and hope you would be able to take this issue to your next executive meeting. In the meantime, I am enclosing the TG-13 form that must be signed once your executive has given their approval. Once this form is signed, I also require three sample signatures in black ink on the enclosed signature page. This will be used on the letter to your members.

Once these forms are signed could you please mail them back to me in the enclosed self addressed envelope along with a couple of your letterhead and envelopes. Our union print shop will then be able to prepare the letters.

I am also attaching a letter from former Premier of British Columbia, Dave Barrett and former Premier of Manitoba and former Governor General of Canada, the Rt. Hon. Ed Schreyer. Both are consultants to AIL. Mr. Barrett is also on the AIL Labour Advisory Board. Please call me at (250) 514-4366 when you receive this package. Thank you for your consideration.

In Solidarity,
Par Sihota Public Relations American Income Life
OPEIU # 15



Committee blasts media cross-ownership

The Guild Reporter/The Newspaper Guild-CWA/CALM

Things have gone too far. That's the verdict of a long-awaited report on the state of Canada's broadcasting system from the House of Commons Standing Committee on Canadian Heritage.

"Our Cultural Sovereignty" is the title of the 872-page report, which recommends as a first step an immediate freeze on further corporate concentration of TV and radio ownership. As a second step, the report challenges the federal government to turn back the tide by enacting legislation to undo some of the existing cross-ownership of print and broadcast media.

Such dramatic action is needed to "protect the integrity of editorial independence and journalistic freedom," the committee explained. While the landmark recommendations-based in part on testimony by Lise Lareau, president of the Canadian Media Guild, and Arnold Amber, director of TNG-Canada-were lauded by Canadian union members, media coverage of the committee's work illustrated the problem.

The report failed to garner big headlines in any of the newspapers published by CanWest Global Communications, which controls the nation's largest newspaper chain and its second largest private TV network.

The *Montreal Gazette* didn't run the story at all, while the *Vancouver Sun* dismissed it with a brief 71 words. The *StarPhoenix* in Saskatoon did only slightly better, giving it 138 words.

Confirming the widespread belief among journalists "that too much (media) power is falling into too few hands," the report specifically recommends that a new federal policy on media cross-ownership be announced by June 30, 2004. Existing broadcast licenses for cross-media owners, including CanWest Global, BCE Inc. and Quebecor Inc., would be continued for a maximum of three years, expiring in 2006.

One way to force a gradual corporate retreat from cross-ownership, the report suggests, would be to use the licensing powers already held by the CRTC. The government and the CRTC, the report advises, must "develop clear and firm policies to ensure that newsroom independence is maintained and that no handful of large corporations can dominate either the local or national media landscape."

The report also opposes an earlier recommendation by the federal industry committee that foreign-ownership restrictions be removed.

Grievance Report

Dues Vacation – What A Deal!

by Don Klie

On the first day back to work after the strike, Tuesday, September 16, 2003 there was a short Standing Committee meeting. Some of the issues discussed were as follows:

1. Union dues will not be collected for the months we were on strike including September.
2. Regarding the issue of arrears for RRSP's, 42-hour special leave and any other accounts the Union requested the Company to post a notice in the mill advising each individual to contact payroll and inform them of what their wishes were. Any other arrears that occurred during the period of May 1st to 26th, for people who may have been on vacation or off on sick leave the Company agreed to take that off the cheque October 9th.
3. The Company and Union agreed to send the issue of prorating the benefits costs for September to Heather Wuensche and Steve Welsh. They are also to discuss the matter of retro pay benefits for people who collected WI benefits during the strike and the corresponding insurance premiums.
4. On the issue of vacations the Union made it known to the Company (by week's end) that the Union expected that all vacations cancelled during the strike would now have to be rescheduled. The Company stated that all vacation that had been previously schedule from this date on would still be accepted. All rescheduled vacations would be on a first come first booked basis and that after October 3rd the Company would be scheduling all remaining vacation time. Once the time is booked it can only be rebooked if there is time available.
5. The Company informed the Union that they expected everyone back to work by Monday, September 22nd or to at least have contacted the Company and make arrangements with their supervisor on the return to work. The Company was willing to allow individuals to use up any remaining leave available to accommodate the people who, because of circumstance, were unable to return to work immediately.
6. The Company indicated that they would exchange any of the old meal tickets that were paid out between May 1st to 26th for the new meal tickets.
7. The Union informed the Company that on return to work several member found that their lockers had been broken into and that some of their personal

belongings and been taken. Others had personal notes, books and binders sitting on shelves in lunchrooms that have been taken and possibly thrown away. The Company stated that they agree that personal belongings should not have been taken or thrown out. For items that can be replace the Company has asked individuals to submit a list and the Company will pay to replace those items. However, on the issue of personal notes, much of it being Union business, the Union acknowledged that these items will be impossible to replace. Therefore, the Union has requested that the Company provide an appropriately located office on the mill site for the Union to use and store its material. The Union also requested a Safety Resource office for its Joint Occupational Health and Safety Committee members.

8. The Company informed the Union that no one will be allowed to park their personal vehicles on the main mill site unless they have permission and/or reason (such as a medical slip). The Company is also limiting people driving their personal vehicles and contractor's vehicles on site as much as possible.

The next meeting is scheduled for October 16, 2003.

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

Grievances at Arbitration

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

CEP Local 298 – filed Nov. 14/01 – case #01-53 – unjust discipline, “Do-not-rehire” put on employees’ file after employee laid-off. **Arbitration date Oct. 20 & 21, 2003.**

Fourth Stage

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

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

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

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

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

Grievances at Standing Committee

DaSilva, Garg, Fulljames & Aujla – filed May 11/99 – call list violation;

Jurgen Schiemann – filed May 6/02 – case #02-13 – O/T violation, not following call list and asking Spareboard employee first.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Eurocan – filed Dec. 2/02 – case #02-76 – harassing of Company employees by articles and reports published in the *Local 298 Newsletter*.

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

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

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

Grievances at Fact Finding

'B' shift – filed Sept 13/02 – Equalization of OT for shut down.

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

Contracting Out Committee – filed Dec 17/02 – Failure to Notify.

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

Kevin Gentile – filed Feb 17/03 – Chemical employee doing union work.

Paul Wilson – filed Feb 25/03 – Harassment by Kerry Kendall and Eurocan Pulp and Paper Co.

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

Completed Grievances

Dorothy Birkett – filed July 3/01 – Weekly Indemnity benefits denied. **This grievance is being processed through the new Dispute Resolution Process for W/I and LTD claims.**

The ruling finally came in and unfortunately the best that can be said is that the operation was a success but the patient died. The arbitrator ruled that the Company was responsible for finding an insurance carrier to provide the appropriate dispute resolution process or they would be held responsible for the cost of any award. However, the arbitrator ruled that the insurance company had just cause for terminating Dorothy's claim. (I will be writing a review of this award in a future column.)

Chris Levesque – filed June 13/01 – case #01-27 – seniority/progression line pay rate violation. **This grievance was resolved before going to arbitration. The griever was paid out an appropriate amount equal to the time the junior employee was paid at the ASPE rate.**

Karl Heinz Luethje – filed July 6/01 – case #01-43 – seniority violation and improper notice for job qualifications upgrade. **This grievance was resolved during negotiations. A number of senior employees will be given the opportunity to obtain their 3rd Class Steam Engineer's Ticket (6 months paid school leave over the next two years).**

Dan Belleville – filed Nov. 19/01 – case #01-54 – unjust discipline, written warning. Several other grievances have been submitted for the same incident and discipline and are listed here: E. Powell, G. Drake, R. Woods, J. Virk, P. Martin, T. Agren, R. Bennett, D. Clarke, O. Graziotto, P. Amado, D. Hedde and C. Amado, case #01-55 thru 66. **The Company agreed that the resolve of this grievance would include all employees that were disciplined based on this incident. Grievance resolved at negotiations.**

John Burget – filed Nov. 20/01 – case #01-52 – unjust discipline, discipline without representation.

Grievance resolved at negotiations.

Tom Dwyer – filed May 31/02 – case #02-12 – unjust discipline – written warning – for attending safety meeting on May 16/02 without Company permission.

The following names have been combined with

this grievance. Darris Schlosser, Brian Thompson, Sat Gill, John Burget, Michelle Sage, Bob Lowe, George Wilson, M.W. Bashir, Kevin McKelvey, Ron Venman, Brian O'Neill, Jaswant Dhillon, Bill Jonkman, John Schikowski, Rodney Gutknecht, Joe Verde, Cliff Gardener, Steve Dudra, Tom Dwyer, Rey Palacios, Rick Wittmann, George Schibli, Eng Son, Jim Boguski. **This grievance was resolved at negotiations; discipline removed from file.**

Orlando Graziotto – filed June 3/02 – case #02-10 – unjust discipline – suspension – for attending safety meeting on May 16/02 without Company permission.

The following names have been combined with this grievance. Paul Amado, Clovis Amado, Tom Foley, Wayne Strain, Larry Best, Pablito Mendoza, Ralph Hoyles, Terry Lam, Robert Miller, Roger Wood, Ted Metz, John Kenny, John Miller, Dennis Urbanowski, Elvis Resendes, Marcial Carcueva. **This grievance was resolved at negotiations; discipline removed from file and the grievors were paid for the one day suspension.**

(Editorial continued from page 2)

Strange Things Have Been Happening

You can image my surprise upon returning to work after the strike at hearing that certain tradesmen were told that they had too many tools and tool boxes at work. There are some individuals who have spent thousands of dollars on tools and keep and use them at Eurocan.

There is a minimum tool requirement list for each trade but many tradesmen go well beyond that list, depending on their own particular needs and desires. I can only assume that an individual buys these extra tools so as to make their job at Eurocan that much easier and efficient. I would have thought Eurocan would want this extra efficiency out of its tradesmen but, apparently I was wrong.

Some were able to reason with their supervisors that the need for these extra tool boxes was to safely store the extra tools they needed for doing particular jobs.

I have been told that some individuals actually had to take their extra tools home. Talk about "stick in the eye approach."

We are also now being told that we are allowed 2 lockers in the locker room and only one locker out in the field. Again, some of us are keeping too much in these lockers and will now be forced to take much of this material home or return it to stores.

Actually, this could work to our benefit. I remember a time when the tool crib at Eurocan was just a near empty room of tools no one needed. All of

the tools that people needed had been taken out, permanently, by people who needed the tools but, because there were so few tools in the tool crib, could never rely on being able to get the tools when they needed them. Therefore, people simply took the tools out and never returned them. The tools were locked in some individual's tool box and never available to the other tradesmen.

Finally, the Company started making money again and, the powers that existed in the maintenance department decided to properly stock the tool crib. It is now something that Eurocan can actually be proud of. There are many jobs that are now possible to do and do in a safe and efficient manner. All thanks to a properly stocked tool crib.

I fear that we are going to have to go through some tough times again until someone has the understanding that it takes to figure out how to address the locker situation in this mill.

Random Acts of Vandalism

The locker situation in this mill is something else. They are poorly organized throughout the mill. So much so, that some supervisors were so frustrated with the state they were in that during the strike the only thing they could think of doing to improve the situation was to cut locks off, throw away personal property and relocate the lockers elsewhere.

The Company will have to atone for this excess. They have committed to replacing all lost items. For items that are not replaceable there will have to be a more creative solution.

For me personally, I had several notes and binders on shelves in the maintenance lunchroom in the Papermill. The members of the maintenance crew had gotten their supervisors' permission to have these shelves in the lunchroom for the purpose of storing the notes and books that we had. There were books on scaffolding, WCB Regulations, incident investigations, gas fitting and pipefitting, Clupak steam and condensate system, union notes and files, and many other items. All of this was thrown away in what appears to have been a fit of fury.

I know how the Company, and anyone else for that matter, feels when they are victims of random acts of vandalism. That is why I can't quite comprehend why they would allow or stand for their staff people performing these acts of vandalism. I think it is a good indication of just how emotionally upset the staff and management were at the outset of the strike.

I think I also understand now why the Company called the police every time they wanted to bring scabs across our picket line. They probably believed we were going to respond the way their own people had when "cleaning" up the mill.

Work Law

Workers have rights

by Tim Gleason/CALM

There was a time when arbitrators refused to consider violations of statutory rights-including human rights-unless collective agreements specifically included them.

A collective agreement that didn't explicitly prohibit discrimination on the basis of disability, sex or race provided no protection. You could complain to the human rights commission and-in ten years or so, if you were one of the three to six per cent of the cases to make it that far-you might get a hearing.

Until recently, there was no general rule that a grievance could be based on statutory rights such as those found in human rights legislation. That changed on September 18, 2003 when the Supreme Court of Canada released its judgment in *District of Parry Sound Social Services Administration Board v. OPSEU, Loc. 324*. This case established that statutory employment rights are automatically incorporated in all agreements.

The Parry Sound case was about a probationary employee who was dismissed following her pregnancy leave. The agreement said the discharge of a probationary employee was at the discretion of the employer. The employer argued that the case shouldn't be in arbitration, but the majority of the board of arbitration disagreed, saying that they had the jurisdiction to apply the Ontario *Human Rights Code* despite the terms of the agreement.

The Divisional Court quashed this ruling, but the Ontario Court of Appeal reversed that decision. The Supreme Court of Canada upheld the decision of the Court of Appeal and laid down some expansive principles affecting the jurisdiction of labour arbitrators in Canada. Three things are striking:

1. The Court found that human rights legislation and other employment-related statutes were implied in all collective agreements and are, therefore, enforceable at arbitration.
2. The Court went on to rule that employers and unions could not negotiate terms below minimum rights afforded by human rights and employment laws. Two members of the Court disagreed, but the ruling still promises to expand the scope of employees' rights in collective agreements.
3. The Court endorsed, for the first time, a long-established common law principle that a grievance should be liberally interpreted and not be defeated by errors or defects of form.

The Supreme Court found that the Ontario Court of Appeal was correct in applying the *Employment Standards Act*, even though the grievance itself had not alleged a violation of the Act, and even though it

had not been raised at arbitration or the Divisional Court.

The Supreme Court has ended the debate about whether an arbitrator can enforce human rights or other employment-related legislation.

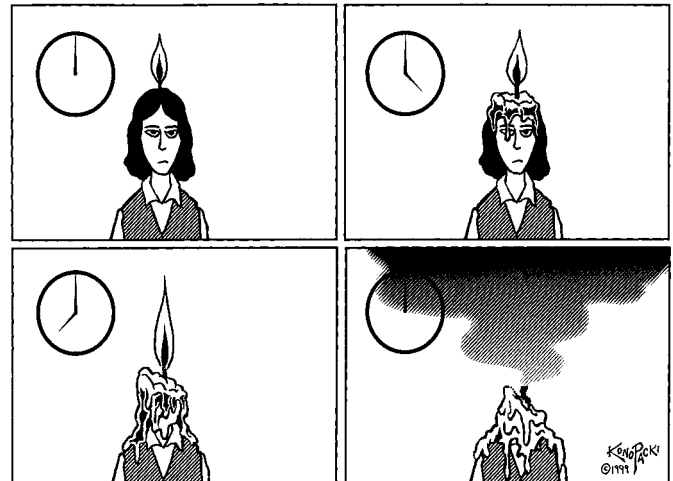
- *Tim Gleason practices law with Sack Goldblatt Mitchell in Toronto. For more information on labour law issues, visit the firm's web site at www.sgmlaw.com*

Night shifts may increase disease risk

UCS/CALM

A study by Harvard researchers for the *Journal of the National Cancer Institute* found some women who work late-night shifts have a 35 per cent increased risk for colorectal cancer. It also supports findings of two other studies that showed women working night shifts have a risk of breast cancer up to 60 per cent higher than those who never work nights.

The Harvard study gathered data for more than 25 years from more than 78,000 female nurses and compared cancer risks among day and night-shift workers.



The prime suspect linking night work and cancer is melatonin, a brain hormone whose production peaks during sleep between 1:00 a.m. and 2:00 a.m. Nighttime sleep deprivation or exposure to bright light interrupts melatonin production.

When melatonin levels drop, a woman's ovaries kick out more estrogen, a hormone known to promote breast cancer. Melatonin also slows the growth of cancer cells.

Some workers are permanently assigned to work outside the traditional day shift and their bodies' sleep cycles usually adjust to night work. But many more employees rotate through day and night shifts.

They may have more problems sleeping during the day, staying awake at night and avoiding accidents.

"The findings from our current study, together with previous reports on increased breast cancer risk among night workers, are clearly alarming," said Dr. Eva S. Schernhammer, who directed the study. She added, "There's no reason to believe that the results for colorectal cancer would not also apply to men."

Pay equity case hits 20-year mark

Union Update/PSAC/CALM

Canada's longest-running pay equity case celebrated its 20th anniversary this year, but the good news is there is light at the end of the tunnel. The Human Rights Tribunal heard final arguments from the PSAC/Union of Postal Communications Employees and Canada Post over 11 days in May and June.

The union filed the complaint under the *Canadian Human Rights Act* in 1983. Hearings started in February 1992, running for more than 400 days. The transcript of the proceedings is more than 46,000 pages.

The tribunal is expected to take about a year to make its decision.

Argentinean déjà vu

Union Update/PSAC/CALM

The public health care system in Canada is heading towards the same slow death that Argentina's health system experienced over the last two decades.

That's the message from Dora Martinez, representative of the Argentine Workers Central (CTA). Martinez is a hospital worker in Buenos Aires and an elected official of the Union of State Employees affiliated to the CTA. She is on a tour of several cities to raise awareness of the dismantling of Argentina's public health care system and the possible effects of globalization on Canada's health care system.

She explained that Argentina used to have a decent public health care system before two right-wing governments came in and destroyed it with policies that favoured the private sector and the race for profits. The same thing could happen in Canada soon, she said, because of globalization, U.S. influence and the under-funding of the Canadian public health care system.

The Free Trade Agreement of the Americas was used to destroy the last remnants of a network of hospitals that had served the Argentinean population very well for decades. Now Argentina, with a population of 34 million people, can count on only 33 hospitals, some of which are completely profit-oriented, while others are public and a few try to serve both the general population for free and a more privileged clientele for a fee. The public hospitals are not as well equipped as the private ones and are constantly struggling to survive on shrinking government subsidies.

Martinez emphasized the need for solidarity in fighting globalization and its devastating consequences. In Argentina and neighbouring countries like Brazil, Uruguay and Venezuela, globalization is also destroying the remaining social programs. Martinez predicted that the same situation could soon prevail in Canada if Canadians do not unite in their efforts to protect their public health care system.



BOTTOM LINE MEDICINE

Understanding youth injury

Institute for Work and Health/CALM

Young workers, 15 to 24, have a higher-than-average risk of being injured on the job. Research shows they have 1.5 to two times the rate of injury compared to workers 25 years and older, says Institute for Work & Health scientist Dr. Curtis Breslin.

"There are several things that may contribute to higher injury rates among this age group, including inexperience, lack of training and working conditions common in the types of jobs where youth tend to be employed," says Breslin. "As well, young people often don't stay at the same job for long."

Some early findings from Breslin's work show that all new employees-regardless of age-are at four times the risk of injury in their first month on the job. "If young workers are changing jobs as frequently as we believe, it may partially explain the higher injury rates," he says.

While more research will help scientists better understand these rates, Breslin says the work to date has implications for policy and prevention programs focusing on young workers. It also sends an important message to employers.

"Employers must ensure young workers and all new workers are trained early about handling equipment safely, safety procedures, and the risks associated with the job, especially in small workplaces," he says. "This training, combined with active workplace policies and procedures, such as graduated entry and close supervision, will help prevent injuries and keep our young workers safe."

Breslin and his colleagues are also interested in whether certain age-related psychological factors, such as "risk-taking" behaviours in young males and biological factors (for example, growth spurts during adolescence) play a role in work injury.

Wal-Mart narrowly escapes union drive

UFCW/CALM

Wal-Mart workers in Thompson, Manitoba, narrowly lost in their efforts to get a voice on the job with the United Food and Commercial Workers Union. If they'd won, their store would have become the first unionized Wal-Mart store in North America.

The Manitoba Labour Board released the results of the representation vote of the Thompson Wal-Mart workers. It showed 47 per cent of the votes cast supported the union. UFCW Canada applied for the vote after more than 40 per cent of the workers signed cards authorizing UFCW Canada Local 832 to represent them.

"It's not a question of 'if' but of 'when'," says Michael Fraser, the national director of UFCW Canada. "We'll continue to campaign and monitor the situation in Thompson. The vote demonstrated that a democratic process is in place and that in time we will win; in Thompson and at other Wal-Mart locations."

"The B.C. Labour Board recently ruled that Wal-Mart was guilty of intimidating workers during our organizing campaign in Quesnel," said Fraser. "We have charges pending against them in Quebec. The courts in Texas have ruled that Wal-Mart has to go back to the bargaining table and re-introduce the meat department they closed in Jacksonville after

UFCW won a vote there. And looking at Thompson vote results, Wal-Mart can't be feeling comfortable."

Under Manitoba's labour laws, UFCW must wait six months before applying again for certification vote at the Thompson location.

(The following article was a speech given by Mauri Skogster, a past Senior VP, Operations at Eurocan at a management seminar. Many of us were around when the events referred to in his speech happened. More lives were lost at Eurocan in the months and years that followed this speech. It is an interesting speech and I think well worth reading. Editor)

EUROCAN PULP & PAPER CO. LTD.
MANAGEMENT SEMINAR
9 JUNE 1978
KITIMAT, B.C.
SAFETY PROGRAM

"RESPONSIBILITY FOR IMPLEMENTATION OF
THE SAFETY POLICY AND PROGRAM -
INVOLVEMENT OF EMPLOYEES IN ACTIVE
IMPLEMENTATION

PRESENTATION BY:

M.O. SKOGSTER
SENIOR VICE-PRESIDENT, OPERATIONS

My presentation is not going to be a pleasant one for you to hear.

Eurocan organization was shaken by six fatal accidents during the 36-month period which ended on January 8, 1978, the date of the last fatality. The latest fatality, combined with the highest lost-time accident frequency rate in the British Columbia pulp and paper industry, prompted a thorough review of all the Company accident prevention programs as well as the level of safety, equipment, and housekeeping in every department in the mill. Both of our local unions took active part in the review.

Comfortable perception, supported by some favourable Workers Compensation Board inspection reports and by similar comments from our own Central Safety Committee that we have basically a safe mill with well protected turned out to be an illusion. In too many instances, for example, guards were missing or they had not been replaced after work had been performed. Personal safety equipment was not used.

It was identified that the attitude towards safety at various levels of management and among the workers left much room for improvement. Sufficient follow-up did not exist to coach and enforce safe work

practices and, when necessary, to use disciplinary action to correct repetitious negligence. Too many in the supervisor personnel chose to close their eyes when violations of safety and housekeeping rules were taking place.

As a result of the review:

- 1) The Accident Prevention Program for the Manufacturing Division was rewritten. The program has also been printed in a small booklet form and distributed to each employee at home.
- 2) Accident Prevention Program for the Woodlands Division was rewritten to provide uniformity with the Manufacturing Division where applicable. Also, that program will be printed in a small booklet form to make it practical for everyday use.
- 3) At various levels of Accident Prevention Committees, terms of reference were detailed and strengthened.
- 4) Safety indoctrination of new employees and of old transferred to other departments was reformatized.
- 5) Safety training has been increased and orders issued to use disciplinary action whenever required to enforce safety.
- 6) Safety Coordinator's role has been strengthened by allowing one person in each Division to concentrate on safety on a full-time basis. He provides the administrative follow-up to see that Accident Prevention Committee meetings are being held, minutes written, accident investigations carried out on time, hazard reports attended to and safety statistics are being kept. He also coordinates the inspections and follow-up of W.C.B. orders arising from inspections, carries out inspections himself and monitors adherence to safe work practices and use of personal protective equipment.
- 7) Use of safety posters and slogans to keep "safety" up front has been intensified. New safety boards, showing the number of lost-time-accident-free days worked and the daily production figures, have been installed on mill gates and at the Terminal.
- 8) A concerted effort has been made to complete outstanding safety work orders, including manufacturing of missing equipment guards. One additional tinsmith was hired to prevent falling behind on this important task.

- 9) Supervisory training assistance from B.C.I.T., Northwest Community College and W.C.B. has been solicited in order to help our supervisors to better understand their role.
- 10) To enhance the involvement of hourly-paid employees in the safety program implementation, I am meeting once a month with the executives of both our Canadian Paperworkers Union locals to exclusively review safety matters.

Any non-compliance of orders, procedures, and/or lack of progress in safety can be directly brought to my attention for action.

Besides internal efforts, our safety work and attitude has been put under a magnifying glass by several outside agencies. It is understandable that Workers Compensation Board, Safety and Boiler Inspection Branch, Kitimat Fire Department, and Environment and Occupational Health Officials are equally as concerned as we are that the safety performance must take a turn for the better.

Workers Compensation Board inspections are almost continuously being carried out and orders about non-compliance with Industrial Health and Safety Regulations are being issued to eliminate hazards. Threats of penalty levies are being handed out, as we recently experienced in the case of a non-compliance with a repeat order to put guards back in place after repair work had been completed.

Outside agencies are also cooperating directly with the Unions.

Accident Prevention programs, instruction-booklets and manuals of work methods and hazards, together with detailed job safety breakdowns, exist. Personal protective equipment is available from a separately organized safety stores. Safety work is being carried out at every level of the organization.

The unpleasant thing about all this is that we do not, in the Manufacturing Division, see any results as measured in lost-time-accident frequency rate improvement.

Slide #1 shows the Manufacturing Division and Slide #2 the Woodlands Division performance in this regard as compared with the corresponding periods last year.

In addition to the dismal accident frequency performance, we have had since the beginning of the year in the Manufacturing Division too many reported accidents and/or near misses - total of 224. Respectively, Woodlands Division has filed 30

accident/near miss investigation reports. Seven of these could very easily have been fatalities.

Managers and Supervisors at Eurocan - and I mean everyone of us!

With a safety performance record like that continuously hanging over our heads, we are living on borrowed time. If we cannot soon turn the tide, a serious accident will again hit one individual among our employees. Don't think for a moment that it cannot be you or me; statistics like these have a tendency to predict what is to come.

So, the questions are:

- 1) What else must we do to achieve an improvement?
- 2) How can we activate the implementation of our safety programs which is comparable with good safety programs in other companies?
 - We are presently working to make eye protection mandatory in most parts of the mill in a similar manner as we have to wear hard hats and safety shoes. 8.5% of the lost-time injuries in 1977 were eye injuries. In 1978 the respective percentage is 13.3%. Our target has been set for July 15th. Presently our two local unions endorse the idea but disagree to which departments, if any, should be exempt.
 - Noise levels in every mill department are being measured and the Central Safety Committee will propose guidelines as to what type of hearing protection must be maintained in the various departments.
 - Safety Manual is being up-dated. and will be reissued.
 - Woodlands is reviewing present safety procedures for each type of logging equipment being used.

All that is fine, but hardly sufficient!

We can write more regulations in the field which is approaching the point of becoming saturated with regulations. This leads to a situation where there is too much reliance on regulations and too little emphasis on personal responsibility and effort. Initiative must come from ourselves - a commitment which is necessary to effectively implement the safety program cannot be legislated or externally imposed. With the Management providing the initiative and follow-up, the commitment towards safety will be realized when both Management and the hourly-paid

workers live up to their responsibilities in performing safely.

Responsibilities for Accident Prevention are clearly outlined on the first page of our program:

- 1) Each Department Head is personally responsible for the safety within his department and will ensure that all matters relating to Accident Prevention receive equal consideration with quality, production and protection of property.
- 2) Each Supervisor is personally responsible for the safety of his crew and will be expected to set a good example by conveying and promoting an active interest in all aspects of Accident Prevention.
- 3) It is the responsibility of each employee as an individual to exercise maximum care and good judgment at all times in order to prevent injury to himself or others.

When analyzing what the mills with the lowest safety records in the industry have done, the key appears to be "attitude" towards safety at every level of organization.

When analyzing what the mills with the lowest safety records in the industry have done, the key appears to be "attitude" towards safety at every level of organization.

For individuals to assume the responsibilities, a consistent commitment towards safety will be required. Complacency towards health and safety on the job has to be replaced with positive attitude. There are a number of factors that nourish complacency and we should direct our efforts to minimize these factors:

- 1) Health and Safety is Management's Responsibility
Yes, that is true, but it could mislead to a view that health and safety are solely a Management prerogative and when the Management's responsibility is understood that way, it fosters apathy among the workforce towards safety and the end result is a deterioration in safety performance. A failure on the part of Management to genuinely include the hourly workforce in the development of safety programs and a failure to respond to suggestions from the shop floor does not promote correct understanding of responsibility on safety.
- 2) Accident Prevention rather than Concern for Compensation

At every level thinking should be directed to activities which will prevent accidents and eliminate conditions which cause injuries rather than labour consequences of accidents and compensations to be received.

3) Immunity to Injury Risk

A pervasive feeling - that accidents always happen to other people - contributes to the attitude of complacency. Serious injuries do not necessarily convey the message that bad habits and "risk-taking" must stop as we have experienced at Eurocan.

Statistics obscure that "risk-takers" will most likely be victims of the next serious accident. "Risk-takers" are the individuals that Management has to work on. A large percentage of young inexperienced employees without family responsibility requires more than mediocre attention from Management.

4) Safety Education is Inadequate

Among Management, there is a tendency to think that safe work practices are - by and large - a matter of common sense. What constitutes common sense is dependent on experience and training. It is unreasonable to expect a new employee to intuitively discover the safest and simplest way to perform his duties on the job. Very few of us would be capable of reinventing the wheel.

When I speak to a well qualified tradesman or an operator with years of experience, they usually explain with pride how their work continuously provides a challenge and how the work keeps teaching its humble practitioner. In order to obtain the desired results, safety training has to go the very heart of each trade or skill. Training, if superficial, will enhance complacency and will not assist in building up positive attitudes.

Safety training is a commitment to an ongoing effort with emphasis on training of new employees. Safety training, due to its very nature, cannot be solely the employer's responsibility - workers involvement through Safety Captains is a must.

5) The Pressure of Production

No employer in our industry can survive in the competitive world markets without a primary commitment-to production and productivity. As we have heard it many times, pressure of production displaces safety concerns. What is

gained with shortcuts and highballing over a short term to keep production lines in operation, is lost without exception through injuries and mess created by disorganized approach to work. When the work is planned, time can be made available for tag-out, use of proper equipment, clean up and removal of surplus material. An organized approach helps individuals get satisfaction from the feeling of accomplishment.

6) Human Error as a Cause for Accidents

When accident investigations are carried out without sufficient penetration into the real causes of accidents, it is easily over-simplified, showing statistically that 85-90% of the accidents are from human error. Recent investigations, however, reveal that when the real causes have been unfolded, only 30-35% of industrial accidents involved a worker's unsafe act, another 30-35% of the accidents were the result of violation of the Health and Safety Regulations and the remainder involved other unsafe working conditions. To turn things around provides plenty of challenges for thorough accident investigations.

7) Quality of Working Life

Every day we experience complacency in performing work safely and it certainly is not based on a lack of concern for our safety problems. However, contributing factors to apathy, to some degree, can be affected by the standards and quality of working conditions, for example, heat, smell, dust, noise and insufficient worker involvement in safety planning or his frustrations to have no control of his working environment.

To assist in motivating our workers in the safe performance of their duties, I would like to encourage more [hourly] paid employee involvement in safety planning and to make workers more responsible for their working environment - (Safety Captains and Shop Stewards).

8) Job Security

Last, but not least, employees, staff and hourly-paid alike, should be aware that repetitious non-compliance with safety regulations and display of indifferent attitudes towards safety will not be condoned without a reprimand and ultimately violations could affect the continuity of employment.

I would like to conclude with a note of encouragement: Safety attitude is like enthusiasm,

initiative or loyalty one cannot buy them, they have to be earned with hard and constructive work. I am confident that with effort and cooperation we can get our people to improve their attitudes and to accept new responsibilities towards safety.

With the direction and follow-up only you can provide, we can make Eurocan a safe place to work. I know it can be done - we have already accomplished a similar task by stabilizing production at a high level.

Having "liberated" Iraq, the U.S. now wants to "liberate" our energy

by Linda McQuaig /CCPA Monitor/CALM

President George W. Bush had planned to visit Canada in May. Luckily, we dodged that bullet. Many people took Bush's decision to cancel his scheduled Ottawa visit as evidence of his pique over Canada's refusal to join the U.S. invasion of Iraq. No dispute there. Punishing the disloyal is clearly something Bush enjoys.

Of course, the cool reception Bush would have likely received from the Canadian public was also probably a factor. This is not a president who enjoys seeing the dissent of democracy.

As the BBC reported, negotiations over an address by Bush to the European Parliament fell through when Europeans were unable to meet White House demands that a standing ovation be guaranteed.

The cancellation of Bush's Ottawa visit caused a lot of predictable hand-wringing. But we should just regard it as a lucky break. The key item on the agenda of his Ottawa visit was to have been energy, and, short of coming here to liberate us, the next most worrisome thing that Bush might have in mind was closer ties on the energy front.

In fact, that's definitely what he does have in his mind. Washington has always wanted guaranteed access to our fairly ample and easy-to-reach energy resource-oil, gas, electricity-and it largely won this with the North American Free trade Agreement. NAFTA prevents us from selling our energy resources in Canada at lower rates than we sell them in U.S.

It also prevents us from cutting back on the amount of energy we sell to the Americans in order to keep a larger share for ourselves-two things a sovereign country might want to do in a world where energy is one of the keys to a strong economy.

It might seem, then, like we've already sold the family furniture. Even so, the Bush administration, with its close ties to oil and gas interests, wants more. Shortly after taking office, it released a far-reaching report calling for a national energy policy. Produced by Vice-President Dick Cheney, the report argues for more closely integrated North American energy markets in order to guarantee greater U.S. energy security.

Ironically, then, the thing the U.S. is fixated on-national energy security-is the very thing that we've given up, under pressure from Washington.

The concept of "a national energy policy" is central to Washington's thinking these days and is, in fact, the title of Cheney's report. One might think this is because we have limitless energy up here, while south of the border SUVs routinely lie stranded for lack of fuel. But, Canada's remaining conventional oil reserves (as opposed to the more expensive, largely undeveloped oil sands) only amount to a nine-year supply-the same as the U.S.

The dismantling of our control over energy has been relatively uncontroversial here, largely because it has been championed by Canadian energy companies-many of them U.S.-owned-and by the Alberta government (also heavily influenced by U.S. interests), giving it the look of a purely internal Canadian spat.

But things are about to get even more contentious. A recent paper on energy by the business-funded C.D. Howe Institute notes, approvingly, that the dismantling of Canada's energy regulatory regime is almost complete.

But it points out that finishing off the deregulation job-as the Bush administration wants-may be politically unpopular here, "as consumers face higher commodity prices and perhaps sacrifice some direct sharing of the lower costs that are attributable to Canada's natural endowments."

In other words, Canadians are likely to be mad as hell that we won't be enjoying the low energy price we should enjoy because of Canada's natural energy endowments.

That anger was evident in Ontario last year, forcing Premier Ernie Eves to reintroduce controls on energy prices.

With Iraq's oil fields now secure, Bush will be looking for other ways to secure supply for the voracious American energy appetite.

Resisting U.S. pressure on the energy front has never been Canada's strong suit. At least let's not throw any standing ovation guarantees into the bargain.

- *Linda McQuaig is a Toronto-based best-selling author and political commentator. This column first appeared in the Toronto Star.*
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How Iraq was armed

CCPA Monitor/CALM

In the U.S., terrorists wear suits. They look respectable. Most people think of them as pillars of society, but they are really merchants of death who secretly sell brutal dictators everything from biochemical weapons to instruments of torture.

The German newspaper *Die Tageszeitung* recently exposed the Iraq weapons cover-up and revealed the names of the American companies, government agencies and nuclear weapons laboratories who had illegally armed Saddam Hussein.

The U.S. had managed to have most of the names deleted from the report on Iraq weapons that was presented to the U.N. Security Council last fall, but a copy of the unexpurgated report was leaked to the German paper.

Among the dozens of U.S. corporations and agencies listed as having illegally sold weapons to Iraq or assisted in such sales were DuPont, Hewlett-Packard, Lockheed Martin, Boeing, General Dynamics, General Electric, Raytheon, Honeywell, the U.S. Departments of Energy, Commerce and Agriculture and the nuclear weapons labs at Sandia and Los Alamos.

Work Law

Anything left for public sector bargaining?

by Tim Gleason/CALM

Public employees have struggled for decades for the right to bargain collectively. They have succeeded in fits and starts.

Governments have stepped in to end strikes in the public sector countless times. Governments have decided which are essential services employees, such as those in hospitals and fire departments, then prohibited them from striking at all. In Ontario, the Tories want to add teachers to that list.

Whether these workers are permanently prohibited from striking or sporadically targeted, the result is generally the same: an arbitrator determines their collective agreement. The results have been inconsistent, but governments and business groups have complained that arbitrated settlements are too generous. Thus governments have recently looked for ways to further subvert public sector workers' bargaining rights.

Now some governments have bravely stepped forward with oppressive restrictions on the so-called

neutral arbitration process. The most common is a requirement that arbitrators "consider the employer's ability to pay."

Recently, in proposing to end a teachers' strike in Toronto, the Tories in Ontario introduced legislation restricting an arbitrator to terms that would not impose any increased funding requirements on the employer. I wish I could get an arbitrator to set the price of my new fridge using these criteria.

The Supreme Court of Canada recently stepped in to set some limits on a government's attempt to taint the process of public sector interest arbitration.

In its recent decision in the "retired judges case" the Supreme Court found that the Ontario Tories had gone too far when they tried to impose arbitrators who were neither impartial nor particularly expert in labour relations. The government had tried to appoint retired judges, rather than experienced, acceptable labour arbitrators, to settle collective agreements under the *Hospital Labour Disputes Arbitration Act*.

The majority of the Supreme Court held that the fundamental purpose of the law was to provide an adequate substitute for strikes and lockouts and that, to achieve this purpose, the parties must perceive the system as neutral and credible. In this regard, the legislature intended that the minister, in selecting an arbitrator, would have regard to relevant labour relations expertise as well as independence, impartiality and general acceptability within the labour relations community.

The Court concluded: "The Minister's approach was antithetical to credibility because he excluded key criteria (labour relations expertise and broad acceptability) and substituted another criterion (prior judicial experience) which, while relevant, was not sufficient to comply with his legislative mandate..." The Court's decision was a welcome respite from the increasing attacks on public sector bargaining. Let's hope the Ontario and other governments take notice.

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

Teachers join BCFL

The Provincial/BCGEU/CALM

Public school teachers have voted to join the B.C. Federation of Labour.

"Teachers want to join with the half million other members of the labour movement and work to build a decent and equitable society for all British Columbians," said Neil Worboys, president of the B.C. Teachers' Federation.

"This is great news for the labour movement and public education in our province," said Jim Sinclair, president of the BCFL. Sinclair was reacting to news that members of the B.C. Teachers' Federation had voted 58 per cent in favour of affiliating to the BCFL.

"The vote outcome is just another example of how labour is uniting like never before in B.C." said Sinclair.

ACROSS

1. Like bugs on a windshield
6. Holds tight
12. Teheran native
13. Eminent composer
14. "____ Pyle, U.S.M.C."
15. Tycoon Onassis
16. Reagan nickname
17. Opposite of SE
18. Golf club
20. Actress Lollobrigida
21. Eternally, poetically
23. Roseanne's TV hubby
24. Outstanding
25. Old Russian ruler
27. Appoints
29. Used a broom
31. Selected
34. Actor Guinness et al.
36. Elevator inventor
38. Great honor
41. Shorten a dress
43. Toward the stern
44. Members of the GOP
45. Put into a carton

47. Scale syllable
48. "____ Maria"
49. ____ Alamos
50. Actress O'Neal
52. Act on stage
54. Beethoven's "Für ____"
55. Become interesting (2 wds.)
56. Develop fully

DOWN

1. Small seal
2. Bravery
3. Hasty escape
4. Freshly
5. Lost interest
6. Feel concern
7. Hawaiian wreath

8. Old ____ the hills
9. Las Vegas area
10. Likely
11. Naval device
13. ____ Carta (great charter)
19. "Inferno" poet
20. Relish
22. Like sushi
24. Fall mo.
26. Brings up
28. Aaron's brother
30. Layer
32. Airport abbr.
33. Distribute
35. Void
37. Flower part
38. Diagram

39. Protective embankment
40. "Carmen," for one
42. Metric measure
45. Large company (Abbr.)
46. Surrealist painter Salvador
49. Gehrig or Brock
51. Gratuity
53. ____ Worth, TX

