

# Local 298 Newsletter

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## Editorial

# In A Perfect World...

By Don Klie

In a perfect world government is established to better the lives of the citizens it represents. Law and order is maintained to protect us from evil deeds. Roads are built so we can get where we need to go and so that supplies can be delivered to us. Schools are built to teach us and our children. Hospitals are built so they can take care of our medical needs. And the list goes on.

Later in this newsletter there are a couple of articles on the perils of whistle-blowing as it relates to government employees. In particular three government scientists were fired for repeatedly making public their concerns about certain drugs they were testing for safety.

This scenario usually plays out as follows: a new drug or product is tested by the unbiased (*supposedly unbiased*) government agency to determine what affects, if any, there might be on the human population at large. This way the government knows whether or not to approve the drug based on its affects, negative or positive, on its citizens. However, the scientists are then pressured by their superiors to approve the drug products regardless of the results of their tests. The scientists publicize their concerns with the negative side affects of the drugs and the pressure they are under from the superiors to approve the drugs. And then finally, the scientists are disciplined for insubordination, disloyalty or some other such offence.

There is something obviously wrong when a system that is set up to protect the public is somehow co-opted and is actually used to promote a dangerous product. (You can be sure that the company making the product would advertise widely the fact that the government inspectors approved their product as being safe). Why would our government allow this to happen?

The handling of the three scientists in this story (*not an isolated situation*) seems to indicate that those in charge are either naïve or corrupt. Who and what did the superiors have to gain by pressuring the scientist to toe the line and approve the drugs?

A system needs to be designed to allow for the airing of legitimate concerns about these products. The public needs to be informed that not all is as it seems. Warning labels need to put in place if certain risks are present and then let the public decide if they want to buy and use the product.

The company that makes the product usually complains about such information being included on the labeling. They claim that the bad press would surely limit or kill the product or do irreparable harm to them.

Our laws recognize corporations as citizens and have the same rights as individuals. It's an interesting situation where the rights of a human being to safe and healthy products are put up against the rights of a corporation to sell its product.

The corporation is afraid that any negative information would harm their product. Hysteria could result and the masses would simply refuse to buy it.

Our society and our government have to get around such thinking. We need to allow for legitimate concerns and debate to be aired. We need to know the risks and then be allowed to make the decision for ourselves.

We knowingly take risks everyday. People will respect corporations if they are open about the products they make and about the risks that follow. Remember the Tylenol scare where someone tampered with a few bottles of pills. The makers of Tylenol pulled ever bottle off the shelf and redesigned their packaging. The public recognized and respected the fact that the drug maker didn't try to minimize the risks. Tylenol didn't suffer any negative publicity from the incident and went on to regain its entire market share if not to become more dominate.

Whenever you take a prescription drug the precautions are usually noted on the label. People don't necessarily refuse to take the drug because of the warnings on the label. Usually, you take the drug and then watch to see if any of the negative side affects occur. If the side affects do occur then you have a choice to either continue taking the drug because of the good that it could be doing or to look for some other solution.

The key here is that the consumer knows the risks and, with the help of their doctor and pharmacist, makes an educated decision.

But, in the situation with the government scientists the decision was made to discipline the messengers rather than to openly discuss the risks involved with approving the products. It looks like the wrong people were disciplined. But more importantly, it is the system that needs to be changed.

Whistleblowers shouldn't be ostracized or threatened. They should be challenged to show that their results and concerns are factual and real. Their findings could be wrong or the amount of risk is inflated. But, just the chance that they are right needs to be aired and examined.

The accepting thinking in this case of the fired scientists is that they were well respected individuals who have been wrongly dealt with. The implication is that they were right to be concerned and that it is their superiors who are at fault.

In a perfect world our government would be more concerned with the well-being of its human being citizens then with its corporate citizens.

(For more on this read Scientist Honoured on pg 17).

## Executive Officers For 2004

		<u>Tel #</u>	<u>Work Local</u>	<u>Job Title</u>
<b>President</b>	Don Klie	632-1352	2367	Pipefitter
<b>1<sup>st</sup> Vice President</b>	Frank Verde Sr.	632-2924	2213	Shiploader/Labourer
<b>2<sup>nd</sup> Vice President</b>	Jack McCamy	632-5658	3513	Spare Board
<b>Financial Secretary</b>	Mary Murphy	632-5201	3451 or 2568	First Aid/Stores
<b>Recording Secretary</b>	Gary Ewanski	632-2743	2213 or 3519	Shiploader/Labourer
<b>Inside Guard</b>	Andy Sanwald	632-4131	3510	Spareboard
<b>Outside Guard</b>	Pablito Mendoza	639-9187	3466	Instrument Mechanic
<b>Trustees</b>	Gary Drake 3yr	632-2905		Lubrication Mechanic
<b>Trustees</b>	Ed Da Costa 2yr	632-7796	2356	Raw Materials
<b>Trustees</b>	Dan Belleville 1yr	632-5935	2367	Pipefitter
<b>Chief Shop Steward</b>	Iлона Kenny	632-4244	3451 or 2568	First Aid/Stores

## Committees

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

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

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

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

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

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

**Sunshine Committee:** Dorothy Birkett

**Contracting Out:**.....Ed O'Halligan, John Miller, Dennis Urbanowski, Dino Stamatakis

**Central Safety:**.....Mary Murphy, Dan Belleville, Alfie Poellot, Angus MacLeod

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

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

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

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

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

# WARNING!!!

THIS NEWSLETTER IS RATED:

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**FOR UNION!**

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

**Union Office Hours:**

9:00 am to 5:00 PM  
Monday to Thursday  
Closed Friday, Saturday  
And Sunday  
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Editor: Don Klie

**UNION NEWSLETTERS DON'T WRITE THEMSELVES!**

I'M NOTHING WITHOUT INPUT!

ME NEITHER

**SEND US YOUR NEWS & VIEWS!**

**Deadline for submissions  
November 2004 Newsletter  
November 18, 2004**

## President's Report

**"NOONERS"**

By Don Klie

When we came back to work after the strike in September of 2003 management wanted to "push the reset button". We were all herded into various areas of the mill or off site where the message could be delivered.

We had a new site manager who wanted to, basically, meet and greet all of us for the first time. He'd had a little over three months to get to know his management team and to plot strategy that would take us from being a chronic underperformer to being the crown jewel of the Ketcham empire. And then, it was our turn to be indoctrinated.

Each crew also had a meeting with their supervisor(s) and superintendent where the new law was laid down (we got and paid for full flexibility in the last contract now we're going to put it into practice).

At Standing Committee we were given some new policy statements from the Company. One explained the Company's position on the working of the lunch break – "nooners". What the policy statement was trying to do was to reopen negotiations and change the way that "nooners" would be paid or handled.

The Union responded with letters of its own stating its position on the issues. But, the "nooner" issue just wouldn't go away. It came up at several subsequent Standing Committee meetings. The Union Standing Committee believed they had worked everything out and that everyone was satisfied. Then, Wayne Muzykowski issued his September 13, 2004 memo, entitled "Maintenance Day Workers Lunch Breaks Guideline for Supervisors". The supervisors explained that the memo meant employees would be paid or compensated only for the time worked during the lunch break.

We were back to square one with the employer trying to renegotiate the contract once again. The Union has posted a notice in the mill (*a copy of which follows this article, Editor*) explaining what the past practice has been for this issue and clearly spelling out the options individuals can exercise.

At the meeting that plant manager, Rick Maksymetz had for many of us on our return from the strike he emphasized two main issues: SAFETY and ECONOMIC PERFORMANCE. Wayne Muzykowski was at that meeting. Maksymetz stressed how we had to get our cost per tonne down and how we had to increase productivity. He also said he was reluctant to reduce the workforce and that he would try other options to get our productivity numbers to where they should be before reducing manning.



And then, we have Muzykowski trying to renegotiate the "nooners", supposedly to try to save a few dollars but ending up having to pay more for it.

Here's what the Union's notice concludes with, **"The Union does not agree with or accept the Company's attempt to change the past practice with regard to "nooners". But, since Muzykowski wants to unilaterally change the past practice, we would advise that, if you're requested to work a "nooner", you could refuse to do so because it is considered overtime. If the Company then decides to change your lunch period and forces you to work through the recognized lunch break, then, that is a change of shift and you are entitled to two hours penalty time. The choice is yours; work the "nooner" and only get paid a maximum of 30 minutes of overtime or, refuse to work and if the Company changes your shift, put in for the 2 hours penalty time plus any overtime you work over 8 hours. And, you're still entitled to the lunch break within the first 5 hours."**

Both the Company and the Union have committed to trying to improve the working relationship. On a number of occasions, with Muzykowski and others, we have seen issues resolved that indicated that management was following up on that commitment. But, this issue has lingered for too long. It has negative consequences for not only the Company's bottom line but also its relationship with the Union and employees.

One of Muzykowski's come-backs was that there were so few times that a person doesn't work all the way through the lunch break that this scenario would hardly ever happen. **WRONG!!!** If this only rarely occurs then why is it such a sticking point with him? How much money does it really involve? One can only conclude that there's something else on the agenda. So much for the commitment to improve the relationship.

## NOTICE

For about a year Wayne Muzykowski and the Company's Standing Committee have been trying to take away our rights with regards to the working of the lunch break, also known as "nooners". The Union's position on this issue is that the past practice rules. The Company had an opportunity to change the past practice at negotiations but declined or neglected to do that.

The past practice is as follows: a supervisor can ask a person to work through their lunch break. The individual has the right to refuse (page 113, (a)). If the individual agrees to work he can either go home a half hour earlier or go home at the regular time and put in for a half hour of overtime. The supervisor can request which option the employee is going to exercise at the time the employee agrees to work the "nooner". Once the job is finished the employee is then entitled to a lunch break "on the fly" – a twenty minute break.

Recently, Wayne Muzykowski issued a memo that has been explained by the supervisors as stating that if you agree to work the "nooner" you will only be compensated for the equivalent time worked. So, if you work ten minutes into the lunch break you will be allowed to leave ten minutes early or you will be paid ten minutes overtime. **This is not the past practice**. Any amount of time worked into the established lunch break changes the designation of the lunch break from one that is fixed to an "on the fly" type break. Thus, when you work to 4:00 p.m., after having worked any amount of your lunch break, you have worked 8 and a half hours.

We do have a recognized shift that is only 8 hours long, start time at 7:30 a.m. finishing at 3:30 p.m. with a 20 minute break, usually at 11:30 a.m., and the lunch break is considered as being on the fly and can be moved. The Employment Standards Act requires that no one work more than 5 consecutive hours without a meal break and that the break must last 30 minutes. And, an employer who requires an employee to work or be available for work during a meal break must count the meal break as time worked by the employee.

When Muzykowski was asked for clarification of his memo he asked where it was in writing regarding the "nooners". He was referred to **Article VI – Hours of Work, Section 3 (c)**; "When the Company changes an employee's shift schedule after the start of the week without notification being given during the first 8 hours of his last shift preceding the new shift, the employee shall receive 2 hours penalty payment..."

**The Union does not agree with or accept the Company's attempt to change the past practice with regard to "nooners". But, since Muzykowski wants to unilaterally change the past practice, we**

would advise that, if you're requested to work a "nooner", you could refuse to do so because it is considered overtime. If the Company then decides to change your lunch period and forces you to work through the recognized lunch break, then, that is a change of shift and you are entitled to two hours penalty time. The choice is yours; work the nooner and only get paid a maximum of 30 minutes of overtime or, refuse to work and if the Company changes your shift, put in for the 2 hours penalty time plus any overtime you work over 8 hours. And, you're still entitled to the lunch break within the first 5 hours.

Fraternally,  
Don Klie  
President, CEP Local 298

## Apprenticeship Summit

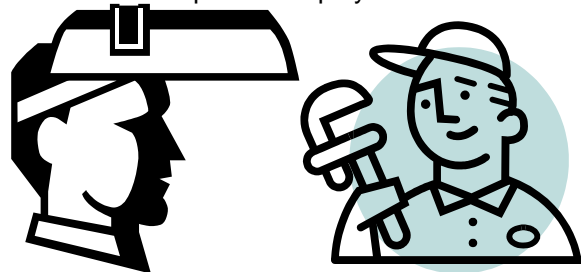
There's cautious optimism following a meeting between British Columbia pulp locals and industry representatives to discuss the looming apprenticeship crisis.

A shortage of skilled workers is predicted across Canada due to the anticipated retirement of approximately 40% of CEP members who work in trades. Despite the loss of tradespeople, employers have been slow to allocate the money and resources required to train replacements. At the same time the B.C. government has virtually ignored the problem.

However, the meeting resulted in a pledge from the major pulp companies to work with CEP to achieve a new apprenticeship training model for the industry. In response to a firm union position, Norske Canada spokesman Ron Buchhorn said his company will not use apprenticeship provisions to undermine collective agreements by seeking concessions that should be dealt with in collective bargaining.

CEP Western Region Vice President Dave Coles expressed the hope that a turning point has been reached on the apprenticeship issue. He called the issue critical to British Columbia and the pulp industry.

Coles said the next step in the process will be for the B.C. pulp and paper wage caucus to develop its proposals for a new apprenticeship training model and submit the plan to employers.



## JOHS Report

## Procedure, Procedure, Procedure...

**Make Sure It's Safe!**

By Dan Belleville

**Eurocan Pulp and Paper Co. Safety Policy** states, "Eurocan is committed to provide a safe, clean and healthy working environment. It is management's responsibility to establish and maintain proper standards of design, construction, maintenance, operation and housekeeping of plant and equipment.

The overall responsibility for safety is a line-management responsibility. That responsibility includes maintaining safe work procedures and to ensure that all employees are properly trained in and comply with these safe work procedures.

Safety will not be jeopardized for purposes of production or cost control.

It is our individual and collective responsibility to follow all safe work procedures and to actively participate in making our work environment safe, clean and productive. **WORKING SAFELY IS A CONDITION OF EMPLOYMENT."**

This is the policy of our Health and Safety Manual, and has been signed by our General Manager, Rick Maksymetz.

So, what does this mean? Well, to me, it means if a spill occurs or gases are released that may cause workers to become ill or hurt, the company will do a proper investigation and correct the problem. If you're told it won't be...something is wrong. It means that Management must make sure that all buildings are safe to enter into, equipment maintained in a safe working order and an active house keeping program.

Example: once a month Eurocan dedicates one Friday as clean up day of all areas. The buildings are repaired before they fall down around our ears, or the equipment is repaired before it blows up.

It also means the company must maintain safe work procedures and will not implement new procedures until they are proven to be safe.

They must not allow workers to take over jobs unless they are sure they are fully trained and can comply with all the safety work procedures.

Safety will not be jeopardized by taking short cuts to save a quick buck or two; if it has to cost a bit to be made safe, it will be done.

It is our responsibility, both hourly and staff, to follow all proper work procedures and if you don't you will not be able to work here.

Example: if you remove someone else's locks without following the proper procedure you could be disciplined. So, if you're not sure of something don't

be afraid to ask because there is no danger in asking questions.

### WORKERS COMPENSATION ACT: Part 3 – Occupational Health and Safety – Division 3: General Duties of Employers, workers, and Others

#### General duties of employers

- 115 (1) Every employer must
- (a) ensure the health and safety of
    - (i) all workers working for that employer, and
    - (ii) any other workers present at a workplace at which that employers' work is being carried out, and
  - (b) comply with this Part, the regulations and any applicable orders.
- (2) Without limiting subsection (1), an employer must
- (a) remedy any workplace conditions that are hazardous to the health or safety of the employers' workers,
  - (b) ensure that the employer's workers
    - (i) are made aware of all known or reasonably foreseeable health or safety hazards to which they are likely to be exposed by their work,
    - (ii) comply with this Part, the regulations and any applicable orders, and
    - (iii) are made aware of their rights and duties under this Part and the regulations,
  - (c) establish occupational health and safety policies and programs in accordance with the regulations.



- (d) provide and maintain in good condition protective equipment, devices and clothing as required by regulations and

- ensure that these are used by the employer's workers.
- (e) provide to the employer's workers the information, instruction, training, and supervision necessary to ensure the health and safety of those workers in carrying out their work and to ensure the health and safety of other workers at the workplace,
  - (f) make a copy of this Act and the regulations readily available for the review by the employer's workers and, at each workplace where workers of the employer are regularly employed, post and keep posted a notice advising where the copy is available for review,
  - (g) consult and cooperate with the joint committees and worker health and safety representatives for workplaces of the employer, and
  - (h) Cooperate with the board, officers of the board and any other person carrying out a duty under this Part or the regulations.

Section 115 (1) Means that the employer must make sure that everyone working or visiting on Eurocan's work site's health and safety is ensured, and must comply with the regulations and orders to make it safe.

(2) The conditions that are hazardous to our health or safety must be corrected.

(3) The company must make sure that you are made aware of any hazard you are likely to be exposed to, before you enter the work area.

Example: exposure to asbestos, gases, or damaged equipment.

(4) This tells us the company must have health and safety policies and programs, maintain good conditions, and provide protective equipment devices and clothing as required by these regulations. They are also responsible to ensure that workers use them.

(5) They must provide information, training and supervision necessary to carry out the work in a healthy and safe manner.

(6) Make copy's of these regulations available to workers to read.

(7) They must have a joint health and safety committee and consult and cooperate together to provide the best safety program.

(8) They must cooperate with the board officers and we can use them to settle disagreements on safety.

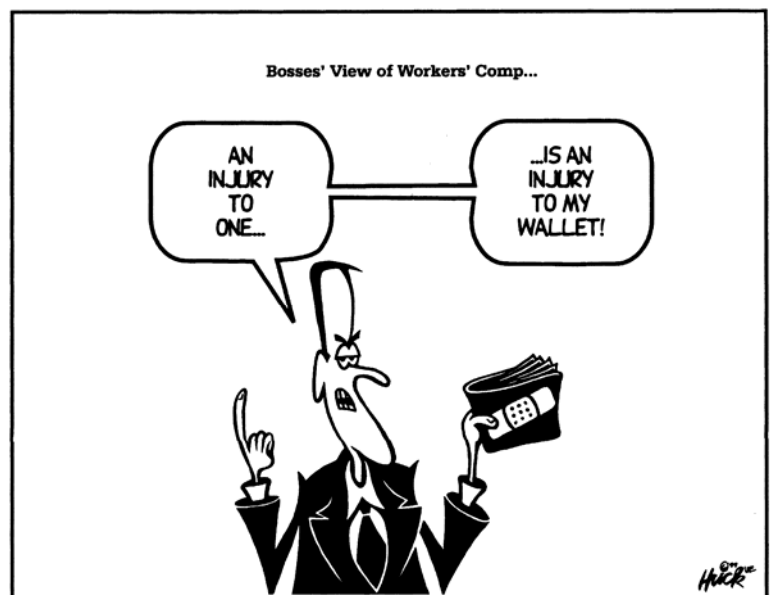
There are also General Duties of workers and duties for supervisors, multiple employers, owners and others under these regulations. I would encourage people to read these and get more understanding about the Act.

My goal is to let workers know that there are regulations and policies that cover our safety. After you read this article you can see that there are a lot of things in common and if they are followed our chances of getting hurt are greatly reduced.

I encourage everyone to do their best and make sure that everyone is following the regulations. These regulations were made because people have been hurt or killed and it would be a great injustice if people were lost due to someone making changes without ensuring that the new procedures were safe.

LIKE EVERYONE ELSE I WOULD LIKE TO SEE WORKERS ALONG WITH MYSELF RETURN HOME EVERYDAY IN GOOD HEALTH.

**In Solidarity,  
Dan Belleville**



## Up in smoke

### SunSpots/SUN/CALM

Adolescent girls whose favourite movie stars smoked in films are more likely to smoke, compared to those who were fans of stars who didn't smoke on screen.

Researchers surveyed 3,000 non-smoking adolescents between the ages of 12 and 15, asking them to name the male and female actors they liked the most.

"Our results were very strong, showing that if the movie stars smoke, especially in romance films, they are effectively encouraging young girls to smoke," said John Pierce of the University of California-San Diego.

Pierce suspects the same effect did not occur among boys because girls tend to go to romance films where smoking is common, while boys prefer action movies where smoking is less common. The study was published in the American Journal of Public Health.



CSSE National Conference

# Responsibility and Regulation

By Paul Jeffery

Local 1127 JOHS Member

I have recently attended the Canadian Society of Safety Engineers (CSSE) National Conference in Halifax. This was a great conference. I would like to start by expressing my gratitude to Local 1127. Without their support I would not have been able to attend this conference. I will use the knowledge I have gained to make our workplace a safer place so we can all go home injury free.

Now to the information I was able to gather at this conference. The one thing that kept being brought up was responsibility. We were reminded that it is management's responsibility to ensure that the workers have a safe and healthy workplace. We as workers also have a responsibility to make sure management adheres to the regulations. That is why it is so important that when you see something that is unsafe you bring it to your supervisor and safety captain's attention. Training is also a key factor in safety. If you are not trained to do a job then don't do it. It is your right to be trained in any task you are required to do and also to know any hazards associated with the task. These rights were earned with the blood of workers.

There was also a session on how to sell safety. It gave us tools to use to put safety into the terms management will listen to. We all know that the dollar value is the bottom line so we have to put our safety suggestions in the form of monetary value. We have to show them the money they lose with each incident and how the expenditure now will prevent losses in the future.

Another major topic was wellness. Wellness is a vital area for any workplace, ranging from ergonomics to stress relief and even morale. It is important to have an effective ergonomic program. In an effective program you are proactive rather than reactive. At Eurocan we unfortunately spend too much time in the reactive mode and not enough in the proactive mode. There is an Occupational Therapist that we can use so it is important that when we see a task that could cause a MSI injury that we involve her. Stress is becoming a more serious problem in the workplace. There are ways to relieve and remove stress, and that is where the EAFP come in. They can help by guiding you to the resources you need to help with your stress. Morale is a trickier problem to solve. Unfortunately it takes time, trust and a commitment. Trust is hard because the lack of trust has been the norm at Eurocan for a

long time. Management can start to rebuild the trust by showing their commitment to safety. This will take time but hopefully they will start soon.

That is my report from the conference. If you have any questions please feel free to let me know. I am on "A" shift in the paper mill. Thanks all and let's be safe out there.

Fraternally,  
Paul Jeffery

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## The Rolls Are Falling, The Rolls Are Falling!!!

By Don Klie

That's what been happening with all to regularity on the Product Truck Haul Road and at the Terminal Dock facilities.

For several years the Union has been pushing the Company to find a way to prevent paper rolls from falling off the product truck trailers. Several years ago rolls fell off onto an oncoming vehicle that belonged to one of our employees. The pickup truck was destroyed but fortunately no one was badly injured. Last week we had more rolls fall off a trailer near the Two Day Warehouse. At last week's JOHS meeting there was an incident report of yet another occasion where rolls fell off a trailer. These two recent incidents are only the latest in a long list of rolls falling off the product truck trailers.

Rolls have been falling off the product trailers on an irregular basis since operations began at the mill. The Company has purchased specially designed trailers that slope in towards the centre so there is more force holding the rolls into the middle of the trailer. The Winder crew has been instructed to correct any rolls that have "dished" ends so that the rolls sit on a solid base on the trailers. The warehouse powerlift operators have been instructed on how to stack rolls on the trailers. The product truck drivers have been instructed to drive slowly around corners, over railway tracks and bumps, and to drive cautiously along the haul road. And yet, we still have rolls falling off the trailers far too often.

The Union can no longer accept the answers that the Company has been giving regarding this situation. On several occasions the Union has requested the Company to do more to prevent the rolls from falling. The Company has suggested that the above precautions would take care of the problem and that everyone has to be cautious when these loads are being transported. These solutions are not working and are no longer acceptable.

The Union will be requesting that in the future all the rolls are strapped down and secured to the trailer

before transport unless or until the Company can come up with another solution that will work.

Our product truck trailers would not be allowed on the highways loaded the way they are currently. Whenever a load destined to be transported on the highway is on a flatbed truck it is always secured with tie down straps. We have to insist on the same on our site. Too many people are exposed to unnecessary risks and it must stop now.

## The Sky Is Falling!!!

At the Terminal the paper rolls are lifted into the hull of ships using probes that fit into the roll core opening. Then, using the force of friction, the probe and paper roll are lifted into the hull with the ship's crane. Several probes are fitted onto lifting beams so that several rolls can be lifted into the hull at the same time.



**Core probes in 3" & 4" diameter are used for reels of linerboard and sack kraft. Using an expanding mandril, which lifts from the centre core tube of the reel, they provide a safe and damage free method of handling this type of reel. Reel weight is up to 3 mt for 3" and 4 mt for 4".** (The above information was copied from Gearbulk's web page. Gearbulk is one of the shipping companies that ships our paper. Editor.)

On many occasions rolls have fallen while being lifted and carried to the hull. Anytime a crane unexpectedly losses part or all of its load requires an investigation into the incident so as to prevent a recurrence. The potential for injury or fatality due to a crane dropping its load is too great not to do all that is practicable to prevent it from happening.

In order to understand the potential for a catastrophe to happen when rolls are dropped you need to understand the conditions that exist when the Shiploaders are loading the product. You have slingmen who set the probes into the cores of the rolls and then they stand to one side once the rolls

start to get lifted. In the ship's hull you have 2 to 3 Shiploaders in every hatchway.

The crane moves the load over the ship as it prepares to lower the load and entre the hull. The rolls weigh thousands of pounds each. They are lifted over 30 feet into the air and over terrain that is anything but flat.



**Head clamps are used to lift reels of paper where the quality of paper does not warrant the considerable investment in vacuum clamps, where local technology does not support the maintenance of these complex machines, or where reels are not suitable for core probe lifting. The pairs of clamps are**

**placed diametrically opposite each other, on the top edge of the reel, and a chain joining the two clamps is hoisted to grip and lift the reels. It is customary to fit up to 12 head clamps with one frame, thus maximizing crane capacity. Head clamps have several different safe working loads.** (The above information was copied from Gearbulk's web page. If Eurocan continues to have rolls falling we might have to change our rigging gear from the probes at left to the head clamps used in the picture above. Editor.)

When a roll falls free from the probe there are many things that it can hit or ricochet off, thus, even if you are standing off to the side of the suspended load there is still a significant risk of being hit.

There are three main causes for rolls to drop. Firstly, a faulty probe that causes damage to the core or is set inappropriately. Not enough tension and the probe slips out; too much tension and the probe breaks the core. Secondly, some rolls are not wound tight enough and telescope out and fall while they are in the air. Thirdly, the core of the roll is faulty and it breaks, and, the probe with the broken part of the core slips out of the roll because there is insufficient friction to hold the weight of the roll.

A few years back there were several rolls dropping from the ship cranes at the Terminal. It was discovered that some cores were being over dried in the core dryers. Corrections were made to the drying times and some of the problems disappeared.

Another issue that was addressed was the thickness of the core walls. Some of our customer

order rolls that are quite large, and correspondingly, quite heavy. The existing cores just weren't strong enough to accommodate the weight of the core when being lifted with the probe. New cores with thicker core walls are now used on the extra large rolls.

The procedure the Shiploaders use to lift the rolls includes testing every set of rolls that are lifted. This is done by lifting the rolls off the ground a few feet and then stopping and holding the rolls for a few moments before continuing the lift. On occasion rolls will drop at this stage of the lift. If the core has broken the probe is immediately pulled out of service and inspected and overhauled. If no fault is discovered with the probe then the investigation must continue to determine, if practicable, exactly what caused the roll to drop.

Everyone must do their job properly to ensure that the potential for injury is minimized as much as practicable. The Gear Lockerman must maintain the probes in good working order. The Slingman and Crane Operator must follow proper procedures for setting and testing the load. The Papermill Utility Operators must ensure that the cores are dried and handled properly. The Winder crew must ensure the paper is wound properly. And, when an incident occurs the supervisor must ensure that it is properly investigated and that action is taken so as to prevent a recurrence.

**In solidarity,  
Don Klie**

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## Work Law

# Progress on compassion

by Tim Gleason/CALM

Demographics are a powerful force in society and in law. There are books devoted to how demographics drive everything from house prices to pop music. And it appears that demographics play a role in shaping public policy when it comes to the rights and obligations of workers.

When we think of the impact of demographics we usually refer to the population bubble known as the baby boom, which had its inception immediately following the Second World War. When this extra-large generation came of age in the sixties, we saw huge changes in society and popular culture. When it entered the workforce, we saw developments in social policy, an increase in the rates of unionization, and several legislative changes that address the rights of working people. About the time that the baby boomers started having their own children, we saw the introduction of rights to pregnancy and parental leave. And now, this generation is entering a new stage of life-middle age-and with it, social policy appears to be changing again.

There is a growing recognition across Canada of the obligations of working people to care for their families. As families age, there is an increased demand for access to leaves from work to attend to the care of loved ones. And faced with this demand, governments are responding with legislation.

A few years ago, Ontario introduced its first "emergency leave" provisions in the Employment Standards Act, giving workers the right to get leave not just for their own illness, but to attend to family members' emergencies. The leave was limited to 10 days, but it was unprecedented in that province. Now, the federal government has amended the Employment Insurance Act to provide EI benefits to certain workers on compassionate care leave. These leaves, which can be for up to eight weeks, are intended to let workers attend to critically ill family members.

The catch to the federal program is, of course, that the provinces regulate most employment relationships (the Canada Labour Code has been amended to provide for leaves in federally regulated workplaces). So, while the feds might provide access to benefits while on compassionate care leave, it is up to the provinces to ensure that you can get the leave in the first place. Without provincial legislation, these benefits might only be available to you if you are willing to quit your job (or if your employer gratuitously allowed the leave).

Since the changes to the EI Act, most provinces have come on board, amending their laws to guarantee workers access to leaves of various kinds. In Ontario, Manitoba, New Brunswick, the Yukon and Nunavut, workers are now entitled to leaves roughly matching the EI benefit scheme (six weeks plus two week waiting period for benefits). In Saskatchewan, the length of leave depends on the nature of the illness, but could be as high as 12 weeks in some circumstances. In Quebec, the criteria for leaves is different, but for attending to a sick child, some workers can get up to 104 weeks.

Other provinces have not yet passed legislation guaranteeing workers access to compassionate care leaves. At least two provinces, B.C. and Alberta, have announced that they will not do so. Workers in these provinces will have to bring some pressure to bear on their legislators to recognize these increasingly accepted rights. Perhaps demographics will ultimately do the job for them.

If you need more information about compassionate care leaves or benefits, you should contact your provincial Ministry of Labour. For information about the EI benefit program, contact the Government of Canada: [http://www.sdc.gc.ca/en/gateways/where\\_you\\_live/menu.shtml](http://www.sdc.gc.ca/en/gateways/where_you_live/menu.shtml)

- *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.sgmilaw.com](http://www.sgmilaw.com)*



### To CEP Local 298!

A very big thank you, to all my Brothers & Sisters in Local 298, for the big fruit and goodie basket. Now I should be better off, as I had triple bypass surgery to my heart. It must be nice, to start living again.

**Thank you all**  
**George Juergensen**

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### To CEP Local 298:

The members of CEP Local 1129 use the knowledge of your support to maintain strength. The hearts and souls of the lines are still strong, solidarity rules. With little response from the company, the opposition becomes invisible but the support reconfirms that we are in battle.

**Again, "Thank you!"**  
**In Solidarity**  
**Don Hart**  
**President, CEP 1129**

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### To CEP Local 298

On behalf of Kitimat Youth Soccer Association, I would like to thank-you again for your 2004 financial support. With out this support KYSA would not be able to provide a safe and enjoyable summer sport for the youth of Kitimat.

**Sincerely,**  
**Martin Forbes**  
**KYSA Sponsorship liaison**

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### To CEP Local 298:

Thanks so much for the beautiful flower & fruit basket. Your thoughtfulness is much appreciated.

**Dawn Molloy**

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*(The following email was received from {Big} John Koelemy, retired oiler and longtime member of Local 298. Editor.)*

### Hi Don

Just to let you know that we're still with the living and things are rolling along fine. I see many of the guys in Terrace and still have the finger on the pulse. And, for the guys I don't see a big halo take care. *(He also sent along a link to a Hallmark ecard web page entitled Interview with an honest boss. Editor.)*  
<http://nogen.ecards.hallmark.com/Website/Images/Gr eetings/nfg1969/nfg1969.swf>

### John

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### To Local 298

It was with sadness that I read in the Newsletter of the deaths of George McLeod and Horacio De Lima. I would like to extend my sincere condolences to the families of both men. I had the pleasure and honour to have worked with both men during my time at Eurocan.

**Fraternally,**  
**Bhupie Mathur**

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## Mohammed Wagih Bashir

Brother Bashir recently passed away. He was an Instrument Mechanic who started work at Eurocan in early 2002. Shortly before we went on strike last year Wagih was forced off work because of illness. He relocated to Richmond, B.C. shortly afterwards in order to be closer to the hospital that could perform the liver transplant that he needed. Unfortunately, early this summer he was informed that he was no longer a candidate for a transplant and that there was no more the doctors could do for him except help him with his pain.

His children are in Egypt attending school and intend to return to Canada after graduation. His wife, who was with him in Richmond, has since returned to Egypt to be with her family. She would like to thank the members of Local 298 and 1127 for their tribute.

## Standing Committee Report

**Bad Day For A Meeting!**

By Dan Belleville

The last meeting was October 13, 2004. The following is a summary of some of the items discussed.

**Aptitude test**----The Union asked for a copy of the Aptitude tests that the Company uses for the apprenticeship candidates and for the Pulpmill and Steam Plant candidates. The reason we want a copy of these tests is so that we can see if they are appropriate. After the last round of apprenticeship selections it was noted that the tests were new, there was controversy over the dexterity test and over the weight some of the test carried. The Union also requested that the Apprenticeship Committee members be given more training regarding how the tests are to be used and interpreted.

**Store Canvassing on Job Postings**----Frank Verde has been closely monitoring the postings and the selections made over the past few years. Because of a number of misunderstandings recently in the Stores positions the Union requested that he be part the process of canvassing in any new stores openings. The Company agreed because this should clear up any misunderstanding like what happened in the past.

**Grievance Filed (contracting out) Oct 13/04**--- This is concerning the Company contracting out our work because of reducing manpower and not replacing equipment. This has been a problem for a long time and the Company seems to be dragging their butts. Example: The work being contracted on the dump because of lack of workers and equipment.

**Vacation Scheduling**----Heather and Frank are gathering all the departments' holidays, deferred floaters and floaters to make sure that everyone has them scheduled. Frank noted a few names that had hardly any booked, and do you know, it's the same names that brought this to light in the first place. The Steam Plant, which pushed this issue originally by saying everyone had to have their holidays scheduled by the end of November, seems to be behind. The Company will talk to their Supervisors and get them scheduled.

**Communicable Disease Control Policy**--- the Union requested to know what the Company's policy was on this issue. The Company said they don't have a policy and can't send someone home. They depend on the Doctors to direct our employees and the Health Authorities to make the rulings. The Union noted the Companies comments and will respond at the next meeting.

**Second call time over twelve hours**----The Company said they have been paying the second call time when workers have stayed and worked after

being given permission to work longer then twelve hours. They say they can't find anything in the Contract that says they have to. So, they are putting out a memo saying they will no longer pay the second call time if they don't have to. The Union said that there are times that the Company has to pay the second call time and gave examples. The Union noted that the Company already has a hard time getting people to work overtime and now they want to further rock the boat.

**HITAC**----The Company presented notes from a General meeting held in September just to share the information with us. This concerns the changes in the trades starting with the Electricians. The intent is to create a new trade in the electrical field that has a Red Seal certification and to have it recognized nationally.

**Disability Management Coordinator**---The Union said they have a problem with the DMC position but, since their members that were to talk on this issue were not available for the meeting, the issue would be raised again next meeting. The Company handed out the audit done by CBDMA because they felt the need to share the findings. This was the one we scored high but still failed.

**Incomplete Posting**----The Company gave us a list of people that have been transferred to their postings and dates of when others will be. They also told us that some more postings will be going up. The company said it is working on this and is an ongoing issue, and if they delay then Frank is there.

**Mill Crew Call-in**----Frank said they had an agreement with AL Stephen regarding Mill call-ins for overtime in departments that shortages occurred in. We also want the Janitorial Department included. Heather talked with Bob in Raw materials and said they would rubber stamp the agreement for three months.

**Christmas Time Off**---Company said they would give more people time off at Christmas time if the Union could assure that its member who were left would work overtime if emergencies arose. The Union said it would bring this to the membership at today's meeting and let them know by e-mail.

At the membership meeting it was decided that if the Company wants to give more workers the time off it's OK. But, we will not force members to work overtime because it is their right to work or not. We will work within the contract and follow the correct procedures.

**Working Past 11:30 p.m.**---This was proposed by the Company because they are having a hard time getting people to work between 11:30 p.m. and 3:30 a.m. Our members say this was one of the items on our agenda during the strike and the Company didn't want anything to do with it. Our members thought this was a way the Company thinks they can destroy our twelve-hour by-law. Others say that maybe the 10

hour shift would help the Company with this problem. And still, others say they thought the Company may use this to reduce the shift workers and didn't yet see the overtime issue settled. It was voted down and was decided to work as per the contract.

**Nanaimo Foundry Working on regular line shutdowns**----The Company said they did not have them working on the last line shutdown and don't want to use them if possible; but if there are more repairs than normal they may have to. We said the Union members need to continue to work on these roll and bearing changes or they will lose the knowledge. I told the company that they had a program that had these bearings changed out at planned intervals. They said that was the old way and it was too costly because bearings should last longer than a couple of years. I agreed to complete this item but will continue to monitor the misuse of contractors.

**Commitment to Employment**----Union and Company met to find out what each thought this meant. We completed this at Standing Committee and will meet with the Company to see what happens. Any agreement made at this committee will be sent back to Standing Committee for final decision. Also, we will be asking our members how we can reduce contracting out and help to obtain more employees and still be viable company.

**Tour to day discussions**--- There is a meeting set-up to deal with this subject.

**Fourth Class Ticket** ---- A member didn't pass the test in September but is to write again on November 9/04. The Company said they are moving individual to the temp position. The Union will activate two Grievances on this issue because we believe each posting has a 18 month time limit and this is the second posting this person has gotten.

**Annual Notification and Rain Coast Cranes And many more Contracting out Grievances** are at the Contracting out Committee level to settle. WE asked the Company to move on this because the time is dragging on and needs to be settled.

**Overtime Distribution**---- Maintenance is having a meeting and has people, both staff and hourly, working on equalizing the overtime. Steve Dudra was to meet with Management to set up a meeting with all the Millwrights but it was canceled because someone was moved to manage the dock. Wayne told me to let Steve know he could go to him and have the arrangements made.

**Jack McCamy**---A meeting was held and it was finally decided that Jack would get a posting into the Welding Shop. Talks have already taken place between Paul and Jack. Jack has been sick or we would have seen him in the department already. So get well quick Jack and see you soon.

**Steve Richdale Grievance**---- It's still at fact-finding and Angie asked Frank if he would help fact find it because the Chief Shop Stewart was away.

**Maintenance Day Worker Lunch Break**----This was Completed Two meetings ago and just needed to be written up I thought. But, a memo put out stating, if you only work ten minutes you only get paid for 10 minutes, brought it back to the table. This appears to be an idea that the Company has come up with just to piss the workers off, or possibly because they had to give a little extra because they brought this up in the first place. WE TOLD THEM THAT THIS TIME IS OURS AND WE HAVE THE RIGHT TO WORK THE OVERTIME OR NOT. The company said they have the right to make us work during our lunchtime. If we were paid for our lunch like coffee brakes they would but we are not paid. We said if they follow the correct procedure and ask for volunteers or if they paid the change of shift penalty (2 hours) they could change your lunchtime. I also told them that they are prompting workers to drag the job on so they will get the proper overtime. All this nit picking for something that may happen once in the blue moon.

These petty little items, like no extra call time, only partial pay for lunch and continually penny pinching us in the contract, might be the reason that our members voted the way they did on the Company's proposals. Some people just don't want to work overtime and, for sure, not in the middle of the night.

I hope this gives everyone a good idea on some of the things that are happening. I don't have the list of grievance and where they're at but if you contact the Chief Shop Stewart she can let you know.

**Fraternaly,  
Dan Belleville**



**BAD, BAD MEETING!!!**

## Cascades Head Lemaire Says He May Sell Papers Arm, Close Plants

*(Local 1129 is in a tough situation with their employer as this article points out. Courtesy of 1129, Editor.)*

**Sept. 13 (Bloomberg)** -- Cascades Inc., Canada's biggest maker of cardboard packaging, may sell its fine-papers business and close unprofitable plants to boost earnings, Chief Executive Officer Alain Lemaire said.

Cascades hired consultant Secor Group to conduct a "strategic review" of assets, a first in the company's 40-year history, Lemaire said. Secor made a July report to the Cascades board that listed closures and a sale as options, he said.

Making fine papers for printing is the smallest and least profitable of Cascades' three businesses. Last year, it accounted for 21 percent of Cascades' revenue of C\$3.2 billion (\$2.5 billion) and only 2 percent of income before depreciation and amortization. Cascades, which also makes tissue paper, had a first-half net loss of C\$9 million on currency translation.

"We need to be more focused," Lemaire, 57, said in an interview Sept. 9 in his street-level office in downtown Montreal. "Maybe we'll have to sacrifice some assets or make some write-offs. We can't be both everywhere and good."

Lemaire said he expects a decision "in the next year."

He's trying to boost a stock that has trailed both Canada's benchmark Standard & Poor's/TSX Composite Index and the materials company sub-index. In the 12 months to Friday, Cascades shed 1.2 percent of its value, lagging an 11 percent gain by the S&P/TSX index and a 13 percent climb for the sub-index.

### 'Where It Hurts'

"In the past, we've suffered because we kept businesses that were lagging," said Lemaire, the last of three brothers from the founding family to run the company. "Some deserve to be supported but there are others we can't see becoming profitable. The market expects that and we have to deliver."

Cascades shares fell 10 cents today to C\$13.68 as of 2:55 p.m. on the Toronto Stock Exchange.

"This is where it hurts," Lemaire said in the interview, pointing a finger at the results for the fine-papers unit. "We're asking ourselves whether we should keep fine papers. If we do, what should we do to stop the losses?"

The unit, which supplies Eastman Kodak Co. and Hewlett-Packard Co., had a first-half loss of C\$4 million on sales of C\$351 million.

"If it makes sense they could sell it," said Sebastian Van Berkomp, CEO of Montreal money manager Van Berkomp & Associates, which oversees the equivalent of about \$1.2 billion in assets and holds Cascades shares.

The company may have a tough time finding a buyer for the money-losing business, said Desjardins Securities Inc. analyst Richard Kelertas. Potential suitors include competitors Domtar Inc. of Montreal and Toronto-based Fraser Papers Inc., he said.

### 'Problem' Plants

Cascades is also considering closing some plants. Lemaire said "a dozen" of about 160 factories are unprofitable and together might lose about C\$30 million this year. "Problem" facilities include a paper plant in Thunder Bay, Ontario, and a packaging factory in Burnaby, British Columbia, where workers have been on strike since April, he said.

The Thunder Bay plant employs about 500 and the Burnaby factory about 150, Cascades Chief Financial Officer Christian Dube said. The company has about 15,000 employees in total.

Lemaire said the company will focus on packaging, which accounted for 59 percent of 2003 revenue and 69 percent of operating income.

Cascades' packaging unit includes half of Norampac Inc., a joint venture with Domtar that makes folding cartons. Norampac will have "close to" C\$1.8 billion of revenue this year and Cascades is interested in owning the whole business, Lemaire said.

"We will buy it, if it's put up for sale," said Lemaire, who spent six years as Norampac's CEO before taking over at Cascades in 2003.

Norampac is worth C\$1.3 billion to C\$1.5 billion, said Kelertas, the analyst.

Domtar CEO Raymond Royer said in a May interview that while he was "happy" with Norampac's performance, the company was not "married to any of our assets." Domtar spokeswoman Lynda Leith didn't immediately answer a call seeking comment today.

### Tissue

Lemaire also predicts growth in tissue paper, the company's second-largest unit. Cascades is North America's No. 4 tissue maker, producing brands such as Perkins and Capri.

As U.S. economic growth accelerates, Cascades is stepping up modernization work at an idle tissue plant in Memphis, Tennessee, that the company

acquired in March. Lemaire said Cascades will spend about C\$5 million to ensure the 40,000-ton-a-year factory can reopen in November, two months ahead of schedule.

"When we bought the place, demand for tissue wasn't very good," he said. "It came back in the spring and has been strong since."

Cascades has raised prices for products such as tissue and packaging and Lemaire said he expects earnings to improve in 2005. The company is expected to earn C\$1.38 in 2005, the mean forecast of six analysts polled by Thomson Financial.

"We're optimistic for the economy and our products for next year," Lemaire said.

## Cascades Workers at Quebec Paper Plant Strike Over Wages

**Sept. 29 (Bloomberg)** -- Cascades Inc. workers at a paper plant in St. Jerome, Quebec, began an indefinite strike in a dispute over wages and working hours.

About 325 workers at the factory walked off the job Friday evening, Cascades and union officials said. Talks between the parties have broken off and none are planned, said Gaetan Menard, an official with the Communications, Energy & Paperworkers Union of Canada. The plant, which makes photocopy paper and products such as share certificates, has an annual capacity of about 150,000 short tons.

The St. Jerome plant is part of Cascades' fine-papers division, the smallest and least profitable of the company's three businesses. Chief Executive Alain Lemaire said in an interview this month that Cascades, based in Kingsey Falls, Quebec, was considering whether to sell the fine-papers unit.

Cascades spokesman Stephane Mailhot said Canada's biggest maker of cardboard packaging is offering workers wage increases of 18.5 percent over six years. Menard said the proposal is closer to 14 percent. Other stumbling blocks include working hours and union accreditation, he said.

"There's been a lot of tension in St. Jerome and we're ready to stay off the job as long as it takes," Menard said in a telephone interview. Workers at the plant, about 59 kilometers (35 miles) north of Montreal, earn an average of C\$20 an hour, he said.

Last year, the fine-papers unit accounted for 21 percent of Cascades' revenue of C\$3.2 billion (\$2.5 billion) and only 2 percent of income before depreciation and amortization. The company, which also makes tissue paper, had a second-quarter net loss because of a foreign-exchange loss.

Cascades shares rose 14 cents, or 1 percent, to C\$13.64 in 2:49 p.m. Toronto trading. Cascades is Canada's fifth-biggest publicly traded forest-products company by market value.

*(Here's what we should be giving to the owners of Norampac, Editor.)*

## For the difficult people in your life!



## UPM MILL CLOSURE A DISASTER SAYS CEP

**September 29, 2004**

The head of the Communications, Energy and Paperworkers Union in Atlantic Canada is calling on New Brunswick Premier Bernard Lord to meet with workers facing job losses as a result of the Miramichi kraft mill closure by UPM.

"This is a disaster for the Miramichi and for the New Brunswick economy," said Max Michaud of the CEP. "There are some 400 families whose lives are



directly affected and thousands more who will feel the impact of this closure."

Mr. Michaud said the Premier should immediately meet with the workers, members of CEP Local 689, to outline what support they can expect from the government in convincing UPM to keep the mill operating.

"We have many questions about this announcement," Mr. Michaud said. "And we are not getting logical answers. We are, to say the least, suspicious of the timing, coming as it does just as the Union sought conciliation in bargaining with the company."

UPM informed local union officers of the decision early today at the same time as it issued a news release about the closure.

"We think there are fundamental wood source policy issues at play here," commented Brian Payne, National President of the CEP. "Mr. Lord and the provincial government owe it to the community and to our members to launch an inquiry into this announcement. At immediate stake are 400 jobs but the long term impact on the economy of the region could be quite devastating."

Mr. Payne added that CEP will be calling for support in its battle to keep Miramichi jobs from the global labour movement through the International Federation of Chemical, Energy and Paper Unions as well as the Finnish pulp and paper unions.

CEP estimates the annual loss in community spending by workers left jobless is in the order of \$24 million which means that literally hundreds if not thousands of "spin off" jobs are also at stake.

## Scientist honoured by Health Canada after firing

### CANADIAN PRESS

**OTTAWA** — Three weeks after firing Shiv Chopra for insubordination, Health Canada has sent him a gold watch and congratulatory letter praising his 35 years of "dedicated service."

Chopra, one of three Health Canada whistleblowers fired on July 14, said he was insulted to get the glowing letter of praise after months of what he calls harassment by the department, culminating in his firing.

"Your years of service have not gone unnoticed and you have earned . . . praise and respect," says the letter signed by Deputy Health Minister Ian Green.

"Please accept this special tribute as we honour you and your career. It's an acknowledgement of our sincere appreciation."

In contrast, Green's July 14 letter of dismissal cited concerns about Chopra's work performance and blasted him for "total lack of progress" in a project he had been assigned.

"I have concluded that you have chosen to deliberately refuse to comply with my instructions," Green says in the earlier letter.

"Given your previous disciplinary record and your continued unwillingness to accept responsibility for work assigned to you, I have determined that the bond of trust that is essential to productive employer employee relationship has been irreparably breached."

In the later letter, along with his gold watch Chopra received a framed, honorary certificate signed by Prime Minister Paul Martin.

A Health department spokesman later said the award simply reflects departmental policy to recognize all veteran employees.

"The reasons for Dr. Chopra's termination in July are not in any way related to his 35 years service award," Health Canada spokesman Ryan Baker said today.

Chopra and his colleagues Margaret Haydon and Gerard Lambert, who were fired for insubordination on the same day, maintain they have been targeted because of their record as whistle-blowers.

The scientists have said publicly they were being pressured to approve drugs despite human safety concerns.

In the late 1990s, they publicly opposed bovine growth hormone, a product that enhances milk production in cows. Their criticism led to a Senate inquiry and a decision not to approve the drug.

During the anthrax scare following the September 2001 terror attacks, Chopra criticized then-health minister Allan Rock's decision to spend millions stockpiling antibiotics, saying the fear of bioterrorism was overblown.

Chopra and Haydon warned last year that measures to prevent mad cow disease were inadequate. Subsequently a case of the disease was identified, with disastrous results for the beef industry.

Health Canada has initiated numerous disciplinary proceedings against the scientists, who in turn filed grievances in a complicated tangle of cases, most of which they have won.

In a letter of grievance over his July 14 firing, Chopra says he was subject to "severe and debilitating harassment" over the 18 months preceding his dismissal.

Chopra said that for five months this year, he was given no work to do. He was then given a project but was separated from other colleagues with whom he needed to consult as part of his research.

Chopra said that he, Haydon and Lambert were separated from other Health Canada employees and assigned to work in isolated offices where they had difficulty getting access to department data.

All three say the stress of their battles at Health Canada have made them ill; a fourth member of the veterinary drug assessment group, Chris Bassude, died last year.

## And, Another Version Of The Same Sad Story

# The perils of whistle-blowing

by Nancy Olivieri & Arthur Schafer/Bulletin/CAUT/CALM

In July, Shiv Chopra, Margaret Hayden and Gerard Lambert were fired. All three government of Canada scientists achieved fame, or notoriety, for questioning Health Canada's commitment to drug safety.

A leading health policy advocate has described them as "the last few scientists at Health Canada really looking out for health safety."

These three scientists went public with allegations that pressure tactics had been used against them by the Bureau of Veterinary Drugs in an attempt to compel them to approve the use of certain antibiotics and hormones.

Subsequently reprimanded and suspended by Health Canada, the scientists appealed to the Federal Court and were found to have acted in the public interest by alerting the wider community (through the media) to their safety concerns. Now they have been fired.

It looks as if Chopra-he received a gold watch and congratulatory letter from Health Canada on August 5 for his 35 years of "dedicated service"- Hayden and Lambert are the latest casualties in an ongoing bureaucratic war to preserve secrecy at the department, though government officials strenuously deny the firings were retribution for whistle-blowing.

This much is clear. Those who fancy keeping their jobs should steer well clear of whistle-blowing since it has to rank as one of the country's most dangerous work-related activities.

Those attracted by the image of heroic David slaying wicked Goliath are in for a rude shock. Some Davids do ultimately triumph. But for most, the reality is defeat followed by oblivion. Typically, after an initial burst of sympathy for the bravery of the public-spirited whistle-blower, public attention quickly strays elsewhere.

Like our three Health Canada scientists, most whistle-blowers are fired, suspended or demoted. They are labelled malcontents and publicity seekers. Often, their professional and personal competence, lifestyles and mental stability are questioned.

Discussions of loyalty surface in any debate about whistle-blowers. Were Chopra, Hayden and Lambert disloyal in speaking out against what they saw as illegitimate pressures from Health Canada? The court didn't think so.

It ruled that "where a matter is of legitimate public concern requiring a public debate, the duty of loyalty cannot be absolute to the extent of preventing public disclosure by a government official."

While institutions in search of control may value loyalty above moral principle, arguably, an organization that forgets its mission has ceased to exist. The overriding mission of Health Canada-the protection of public health and safety-created a moral obligation for scientists Chopra, Hayden and Lambert to subordinate institutional loyalty to the life and health of Canadians.

In the sense that truly matters, Health Canada whistle-blowers were eminently loyal. They never forgot that they were really working for us.

If Parliament were to establish adequate protections for those who disclose safety concerns then scientists would no longer face the ugly alternatives of keeping their mouths shut, or losing their reputations and jobs.

- *Nancy Olivieri is a researcher who has experienced what happens to doctors who blow the whistle on drug companies. Arthur Schafer is director of the Centre for Professional and Applied Ethics at the University of Manitoba.*



Hey Tony, You Recognize Any Of These Kids???

# Rand Formula under attack

## NUPGE/CALM

There was a time when Liberals were vaguely liberal, not left-wing really, but loosely in favour of doing good and improving the lives of ordinary people.

But, over the past two decades Canada's political landscape has changed dramatically. The most liberal of today's Liberals are often more conservative than mainstream Conservatives were a generation ago.

The latest wolf-in-sheep's-clothing Liberal is Jean Charest, the former federal Tory leader who is now the premier of Quebec.

The packaging of Charest as a federalist has masked the fact that he remains as conservative as ever, running a "Liberal" government that is vastly more "bleu" ideologically than "rouge."

All of which may explain why Quebec's Young Liberals, at a conference in Trois Rivieres, voted to abolish the Rand Formula, which dates back to 1946 and forms the basis of Canadian trade unionism.

Whatever the motive, the vote should sound alarm bells throughout the Canadian labour movement. In fact, everyone who cares about fairness in the workplace should be concerned.

Charest was smart enough to refrain from instantly embracing the motion. Headlines quoted him as saying the motion does not represent government policy. But he indicated the proposal will go to the Quebec Liberal congress in November, where it will be considered by the full party.

Thus, the stage has been quietly set for the ruling party, in Canada's second largest province, to debate the abolition of what amounts to the heart and soul of the labour movement in Canada.

### Landmark compromise

The Rand Formula is a landmark arbitration handed down by Supreme Court Justice Ivan Rand on January 29, 1946, following a 100-day strike by Ford workers.

"The Rand Formula is a form of union security whereby an employer deducts a portion of the salaries of all employees within a bargaining unit, union members or not, to go to the union as union dues (check off)," the Canadian Encyclopedia notes.

"The original formula was based on the assumption that the union is essential for all workers and must be responsible for them.

"Two interrelated provisions following from this assumption guaranteed the union the financial means to carry out its programs, and established the financial penalties for employees and unions engaging in work stoppages or illegal strikes," the reference book adds.

"For employees, these sanctions could consist of daily fines and loss of seniority; for the union, the suspension of union dues."

### Benefits and responsibilities

The genius of Rand's decision is that it recognizes the benefits all workers derive from collective bargaining and the obligation of each employee to contribute by paying union dues.

However, Justice Rand also took the views of employees opposed to unions into account. He granted them the right not to join a union, even though they enjoy all of the benefits gained through collective action.

The Rand Formula is a seminal compromise, balancing the rights of employers and employees on a variety of levels. It is a model in jurisdictions across Canada and beyond, including the U.S. Nothing would do more damage to labour relations in Canada than to abolish it.

The vote by Quebec's Young Liberals is only the latest salvo in a growing wave of attacks. Such assaults were once confined to extreme commentators and lobbyists, but they have now become common among influential business groups like the Fraser Institute and a growing number of militant columnists and laissez-faire politicians.

### Wake-up call to labour

At stake is nothing less than the survival of a labour movement. By maintaining a balance between employers and employees, the Rand Formula has played a critical role in every improvement in wages, benefits, pensions and other rights that workers have won for more than half a century. If it is lost, millions of workers will be the losers-for generations to come.

## Cough

### SunSpots/SUN/CALM

A research study published in the medical journal Pediatrics found drinking a glass of water to relieve a child's cough is just as good as taking cough syrup.

"Consumers spend billions of dollars each year on over-the-counter medications for cough," said Ian Paul, assistant professor of pediatrics at Penn State Children's Hospital.

"But our study showed that the two ingredients used in most over-the-counter medications were no better than a placebo, non-medicated syrup, in providing night time relief for children with cough and sleep difficulty as a result of upper respiratory infection."

Researchers studied 100 children with upper respiratory tract infections who had been coughing for an average of more than three days. Interestingly, they found that taking a placebo, essentially flavoured water, had the best results.

## Bingo at work

### Internet /CALM

Do you keep falling asleep in meetings and seminars?

What about those long and boring conference calls? Here's a way to change all of that.

1. Before (or during) your next meeting, seminar, or conference call, prepare yourself by drawing a square. I find that 5" x 5" is a good size. Divide the card into columns-five across and five down. That will give you 25 one-inch blocks.

2. Write one of the following words or phrases in each block.

synergy

strategic fit

core competences

best practice

bottom line

revisit

expeditious

to tell you the truth (or "the truth is")

24/7

out of the loop

benchmark

value-added

proactive

win-win

think outside the box

fast track

result-driven

empower (or empowerment)

knowledge base

at the end of the day

touch base

mindset

client focus(ed)

paradigm

game plan

leverage

3. Check off the appropriate block when you hear one of those words or phrases.

4. When you get five blocks horizontally, vertically, or diagonally, stand up and shout "Bullshit!"

## A tale of two studies

### SunSpots/SUN/CALM

Two studies on the drug Paxil showed different results.

The first trial, known as Study 329, showed that Paxil might help with depression in adolescents. The second, Study 377, revealed that a sugar pill was just as good.

So the company widely publicized the first study and buried the second. Earlier this year, the state of New York filed suit against GlaxoSmithKline, accusing the firm of consumer fraud for not disclosing all its Paxil data.

## Google censors union ad

### The Guild Reporter/CWA/CALM

Demonstrating once again the danger inherent in media concentration, the Google internet search engine terminated a paid ad that encouraged unionization of Wal-Mart.

After three months of allowing the ad to run, Google decided it would no longer accept ads that contain "language that advocates against an individual, group, or organization."

The language Google found so objectionable, in its entirety, was "Wal-Mart Workers of Michigan: A union can help with job stability, safety, better pay, and benefits."

## Millions at risk from Great Lakes contamination

**Millions of people** who live around the Great Lakes could face poison water disasters like the town of Walkerton, Ontario, unless water treatment facilities are modernized, says a report by the International Joint Commission.

Seven people died at Walkerton and more than 2,000 others became ill four years ago after the local water supply was contaminated with E. Coli bacteria. Deregulation by the former Ontario Conservative government was one of the key factors in the Walkerton case.

In its 12th biennial report on Great Lakes water quality, the IJC says the Great Lakes are increasingly threatened by rising population, growing urbanization and expanding factory farming.

The report notes that the Walkerton inquiry estimated that improving of Ontario's water delivery system could require initial costs of \$99 million to \$289 million, plus ongoing costs of \$17 million to \$49 million annually.

The report says "The incident demonstrates that even one system failure can impose enormous monetary as well as tragic human costs. If the U.S. and Canada do not invest in their aging water infrastructure systems, the potential for more outbreaks of waterborne diseases will increase.

"The investment costs to shore up the nations' water treatment facilities are high, but the potential costs of not doing so are even greater."

The IJC says the risks of infectious waterborne diseases are increasing and are likely under reported and under appreciated by mayors, governors, public health officials and the public.

"Increasing pressures from agriculture, development, industry, population growth, and urban expansion will require coordinated actions by all those responsible for managing watersheds and water resources to fully protect ecosystem and public health." the report says.

# pulp bargaining update

Volume 1, Issue 1, October 2004



## Hot edict declared by BC Federation of Labour

### STRIKE CONTINUES AT LOCAL 1129

Since April 11, 2004 our members at CEP Local 1129 have been on strike against

Norampac in a fight to hold the pattern agreement set almost two years earlier.

Norampac is the largest containerboard producer in Canada. The shutdown of the Burnaby plant has created a shortage of corrugated product which in turn has increased prices and costs to consumers.

In addition the Burnaby plant is the only recycling plant in Western Canada. It begs the question: where is all the recycling material from the lower mainland now going?

On September 29th the Officers of the BC Federation of Labour approved a "Hot" declaration on Norampac products. Norampac products include cardboard and drywall backing paper. These products usually include the

Norampac logo on them.

On Friday, October 8th seven middle managers were laid off.

Negotiations broke off in early April and to date there are no talks scheduled.

For all the current news and information go to:

[www.cep1129.ca](http://www.cep1129.ca)

*"Where is all the recycling going?"*

### SOME PROGRESS AT 855

Agendas were exchanged with the employer several months ago, however bargaining has been held up due to the sale of the mill from International Paper to West Fraser.

Tentative dates for bargaining have been set for early November, pending the final approval of the sale from the Federal Bureau of Competition Policy.

The collective agreement covers 650 CEP members at the pulp mill and the sawmill in Hinton, Alberta.

*"So far we have been 100% successful in holding the pattern agreement," says Western Region Vice President Dave Coles*

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Volume 1, Issue 1

## CEP Convention Opens Oct. 17

**Quebec** -- One of Canada's largest private sector unions will open its national convention here on Sunday, Oct. 17 at the Convention Centre.

More than 1,500 delegates from across Canada representing some 150,000 members of the Communications, Energy and Paperworkers Union of Canada will be in Quebec until Oct. 21.

CEP is the largest union in several key sectors of the economy: forests, oil and gas exploration, telecommunications and the media.

Opening the convention at 9:45 a.m. Sunday will be CEP Executive vice president Clement L'Heureux. Guests on Sunday will include Henri Masse, president of the Quebec Federation of Labour and Claude Maltais, president of the Quebec Labour Council.

On Monday, delegates will hear from Ignacio Ramonet, editor of *Le Monde diplomatique*, from Paris.

On Tuesday, guest speakers will be Ken Georgetti, president of the Canadian Labour Congress and Francoise David of *D'abord solidaires* as well as Linda McQuaig, author and journalist.

## Miramichi Gets National Support

**Quebec** -- Delegates to the national convention of the Communications, Energy and Paperworkers Union of Canada meeting here have pledged the Union's "total support" behind the efforts in Miramichi, New Brunswick to keep the UPM Kraft mill operating.

"We have no intention of standing idly by while UPM or any other company tries to close a perfectly viable mill and throw 400 of our brothers and sisters out of work," said CEP National President Brian Payne.

"Every resource we can muster will be made available to our members and their families. The community supports our members, the labour movement supports our members and, they need to know, the National Union will always support them in their time of greatest need."

Convention delegates unanimously adopted an emergency resolution supporting the continued operation of the kraft mill which also called on the government of New Brunswick to immediately lift the license now held by UPM if it closes the mill.

A.J. Dowling, president of CEP Local 689 and Max Michaud, Atlantic Region Vice President of the CEP, have been meeting all week with Union officers and staff to develop a campaign to keep the UPM mill open.

"This company is making money at the mill and it needs to be told clearly that it must live up to its responsibilities to the workers and to the community as a whole. We intend to do exactly that and anything else it takes to keep the kraft mill in production," said Mr. Dowling.

"We have met Premier Lord," said Mr. Michaud, "so he understands the situation. Now it is time for him to state categorically whether he stands with the workers and the community."

### READ SLOWLY---- IT MAY TAKE A WHILE FOR THE LIGHT TO SHINE, BUT THESE ARE RATHER CLEVER!

1. **ARBITRATOR:** A cook that leaves Arby's to work at McDonalds.
2. **AVOIDABLE:** What a bullfighter tried to do.
3. **BERNADETTE:** The act of torching a mortgage.
4. **BURGLARIZE:** What a crook sees with.
5. **CONTROL:** A short, ugly inmate.
6. **COUNTERFEITERS:** Workers who put together kitchen cabinets.
7. **ECLIPSE:** What an English barber does for a living.
8. **EYEDROPPER:** A clumsy ophthalmologist.
9. **HEROES:** What a guy in a boat does.
10. **LEFTBANK:** What the robber did when his bag was full of money.
11. **MISTY:** How golfers create divots.
12. **PARADOX:** Two physicians.
13. **PARASITES:** What you see from the top of the Eiffel Tower.
14. **PHARMACIST:** A helper on the farm.
15. **POLARIZE:** What penguins see with.
16. **PRIMATE:** Removing your spouse from in front of the TV.
17. **RELIEF:** What trees do in the spring.
18. **RUBBERNECK:** What you do to relax your wife
19. **SELFISH:** What the owner of a seafood store does.
20. **SUDAFED:** Brought litigation against a government official.



## Welcome to New Members

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

<u>Member</u>	<u>Department</u>	<u>Initiated</u>
Jason Jonkman	Traffic	Yes
Clayton Gosselin	Carpenter	----
Mario Graillon	Welder	Yes
Scott Newton	Pulpmill/S&R	Yes
Chris Leson	S&R/Pulpmill	Yes
Emmanuel Demelo	Pulpmill/S&R	----
Arend Van de Vosse	Electrician	Yes
Edgar Vietas	Maintenance	Yes
William Bolduc		Yes
Lance Armstrong	Steam Plant	----
Sean McFarlane	Steam Plant	----
Chris Gorder	Steam Plant	----
Coling Taylor	Steam Plant	----
Mika Vossi	Steam Plant	----

The next General Membership Meeting is Wednesday, November 10, 2004 at the Union Hall, 623 Enterprise Avenue. General Membership Meetings are held on the second Wednesday of every month unless otherwise notified.

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

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

The above benefits are explained in our bylaws booklet.

## Employee and Family Assistance Program - EFAP

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

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

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

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

## Notice

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



# Cryptic Crossword #8

Edited By Timothy E. Parker

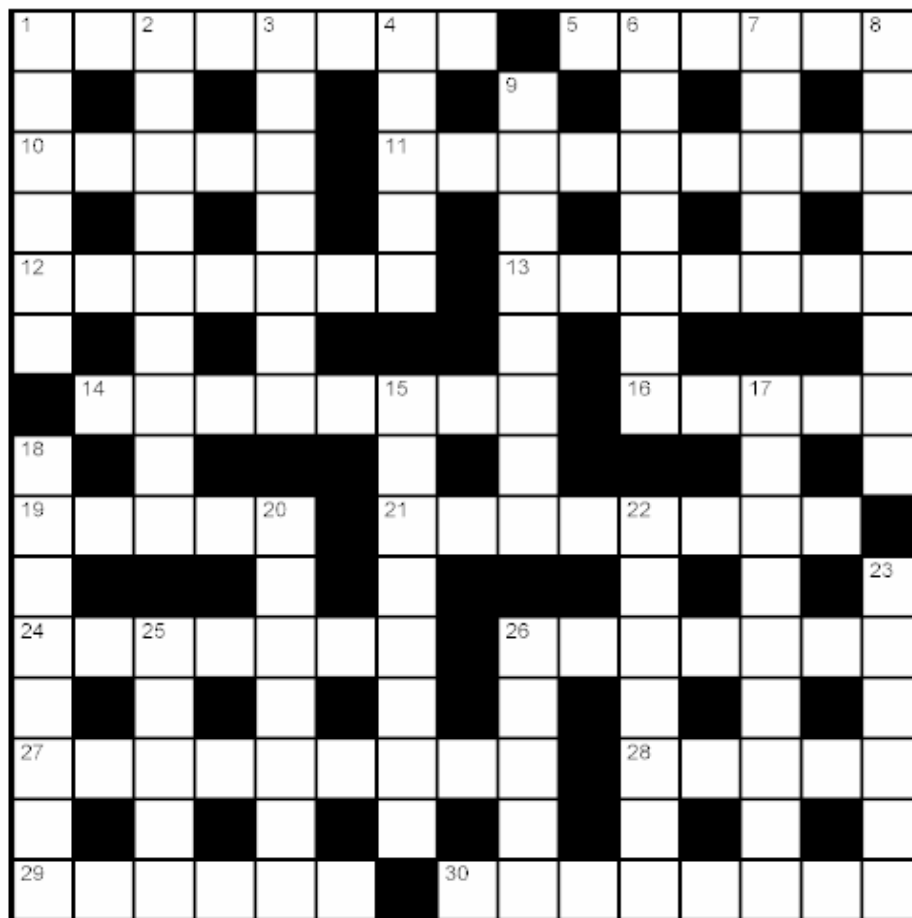
**Across**

- 1 Mark comes to town in poverty (8)
- 5 Hang on tightly to nest eggs (6)
- 10 Clear up high temperature (5)
- 11 Creep into sports gathering (9)
- 12 Best kept selection of wine at estates (7)
- 13 Chiefs of police initially ignored by beggars (7)
- 14 Pine for one with grave emergency treatment (5,3)
- 16 Train a short-tailed monkey (5)
- 19 Dawn of air travel, needing no introduction (5)
- 21 Con men look for one counterfeit maker, say (4,4)
- 24 During audition, playwright cringed (7)
- 26 Extent of British hatred after revolution (7)

- 27 Simple men test smuggling device (9)
- 28 Transvestite's heading to bar in drag (5)
- 29 Navy missile contract (6)
- 30 Fragrant rose wreath given temporarily (8)

**Down**

- 1 Some silverware from busybody's counter (6)
- 2 Taking the mean avenue, uncontrollably violent (9)
- 3 States going after 100 Coast Guard vessels (7)
- 4 Wrongful act involving a revolutionary fortune-teller? (5)
- 6 European region's map taken by young boy (7)
- 7 Tire blows after Thursday, worn from overuse (5)
- 8 Really fooling around on the sly (8)



- 9 Hides clues -- Doc's in a quandary (8)
- 15 Want singer McEntire to head north for a Scottish city (8)
- 7 Diffuse air raid, broadcast item between terminals (9)
- 18 Voting for Liberal to replace Republican in House, perhaps (8)
- 20 Weapon complex or depot (7)
- 22 West of Hollywood, sort out a conductor (7)
- 23 Fellow almost rented a cabin in the Alps (6)
- 25 It dries a pair of wishbones through (5)
- 26 Save a couple from Tennessee someplace in Montana (5)

answers on page 13