



LOCAL 298 NEWSLETTER

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

Issue #4 Volume #9

cep298@monarch.net

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October 2005



Meeting Night is Pizza Night!

***General Membership Meeting: Wednesday, October
12, 2005, 4:30 pm, at the Union Hall***

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Executive Officers For 2005

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

Committees

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

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

Job Evaluation:Kevin Read, Ralph Johnston,
Arnie Carrita

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

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

Pensions:Gary Drake, Don Klie, Gary
Ewanski

Sunshine Committee: Dorothy Birkett

Contracting Out:.....Ed O'Halligan, John Miller,
Dino Stamatakis, Kevin Gentile

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

Apprenticeship:John Burget, Paul Wilson, Rick
Wittmann

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

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

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

Newsletter Editor: Don Klie donklie@telus.net

WARNING!!!

THIS NEWSLETTER IS RATED:

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FOR UNION!

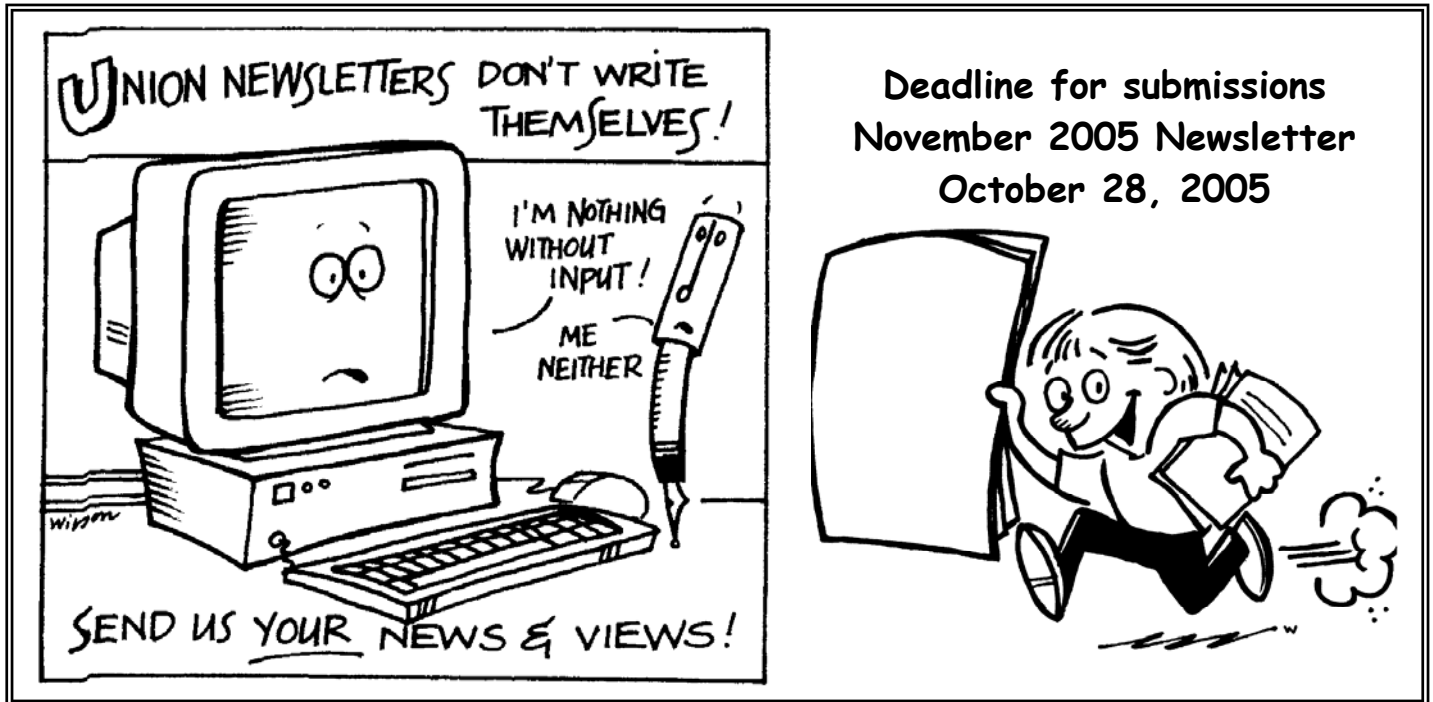
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Editor: Don Klie



Union Dues - Dues Which Are Owed To The Union

By Don Klie

I must apologize for not publishing a newsletter since June. I have been extremely busy with other duties and responsibilities. Also, I went on vacation during August and was extremely busy with home projects.

Union Dues Grievance

In January of 2004 the Union requested the Company to deduct as union dues a temporary assessment of \$16 per pay from a voluntary group of individuals; the money was to be sent to CEP Local 789 in New Westminster. The Company refused to comply with our request. We were told that it would take too much effort, meaning cost too much, that it wasn't across the board, that the Company was already making 6 deductions and that the Union was using the Company as a book keeper (actually, the Company wrote that we were using them as a "bookmaker", but we have never placed any bets or wagers with the Employer).

Just prior to the arbitration the Company, through its lawyer, informed the Union that the temporary and voluntary dues increase was not union dues and they were not obliged to make the requested deduction.

At **Article IV, Section 5** in our **Labour Agreement** it states that the Company will deduct union dues from all new employees who have worked a minimum of 40 hours. This **Section** was added to the contract in 1992. Prior to that there was no language in the contract regarding or defining union dues.

It is the Union's position that it is the Union who determines what union dues are and just what that money will be used for.

We were able to provide evidence that the Company had, in the past, made a similar type deduction from a volunteer group of members. There was also evidence that there had been several other types of assessment requests over the years as well.

The arbitrator basically accepted the Company's position that since the term union dues was not defined in the **Labour Agreement**, the default position should be the definition the Labour Relation Board gives to the term. The **Labour Code** requires employers to deduct union dues from employees' cheques. And, in summary, the Labour Board defines union dues as the income needed to facilitate



the collective bargaining process. Assessments, on the other hand, are ad hoc or irregular in nature; they need not be levied equally upon all members. And, whether designed to support strike activity, to penalize a member for a violation or for some other purpose, assessments are seldom related to the ordinary or regular revenues of a trade union. The arbitrator concluded that the statutory form does not obligate and employer to deduct assessments.

The arbitrator ruled that what the Union had requested as a temporary and voluntary dues increase was actually an assessment and as such the Company was not obliged to make the deduction. The arbitrator ruled that the Union was not able to substantiate a case for past practice or estoppel based on the evidence it had supplied.

The arbitrator wrote that the voluntary assessment was never intended to provide income to the Union, let alone form part of its regular income, and that the intention was to use it to support the strike activity of another Local of the National Union.

It is difficult to accept that negotiations that could directly affect our Local would not be considered as part of our overall collective bargaining process.

This ruling seems to suggest that any time a Union temporarily increased its dues in order to help support other union members on the picket line such as we did during the Fletcher Challenge strike in 1997-98 would not be considered union dues and that the companies could refuse to make those deductions.

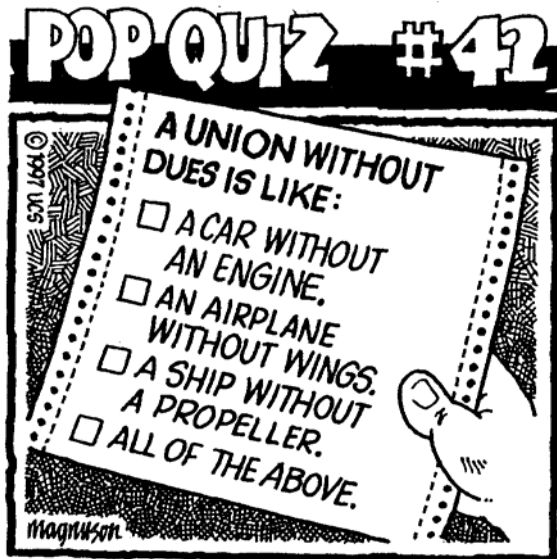
Around 1999 and 2000 the Company made a number of changes to its payroll department and advised the Union that it would no longer make certain deductions for the employees that it had previously verbally agreed at negotiations to do. The Company said it was doing these things as a way to streamline the payroll process. My fear is that in the future, without proper wording in the contract, the

Company could decide it would not make certain deductions, such as the death assessments or strike assistance assessments, in order to save on its costs. This could seriously affect how the Union represents the wishes and desires of its membership in the future. It is my belief that our Local will have to make certain that this issue is properly addressed and resolved in our favour during the next round of negotiations in 2008.

National Dues To Increase

During the summer the CEP National Defence fund dipped below \$10 million. As per our Constitution - if the balance in the Defense Fund falls below ten million dollars, the per capita shall be increased to 90/100 of 1.0% (.0090). Such increase shall become effective on the first day of the third month following the month in which the balance falls below ten million dollars, and remain in effect until the end of the third month following the month in which the balance of the Defense Fund exceeds twenty million dollars (*edited for clarity*).

In order to comply with the increase the Local will be increasing the Card Dues (the name seen on the pay cheque representing the National's portion of dues) from 1.5 hours card rate to 1.7 hours card rate. This increase will only be in effect until the conditions of the Constitution outlined above are met.



Contumelias Grievance

This grievance was originally filed in November 2001 and was, in part, based on an issue that began during the major maintenance shutdown in July 2000.

The issue is about how the Company treats the employees it hires to work for the duration of the

shutdown and the reports that are written after the employees are laid off.

This particular grievance concerned two employees; one from 2000 and the other from 2001. The employee who worked during the 2000 shutdown was told in 2001 that she would not be rehired for the up coming shutdown due to work performance related issues. Supposedly, there were complaints from two of the contract firms this individual had been assigned to work with as hole watch in the 2000 shutdown. According to the Company this individual had her work performance corrected on numerous occasions and it was reviewed with her prior to her layoff.

The other employee who worked during the 2001 shutdown was called into the supervisor's office 4 days prior to the end of the shutdown and what would have been the normal layoff date. The employee was called into the supervisor's office without a shop steward, told that his work performance was below standard and that he would not be rehired in the future until he got some more industrial work experience.

Neither of these employees was given a chance to challenge the claims made by the supervisors. It is the Union's position that these two employees were disciplined. The effect of such claims and comments put on the file of individuals in this position would prevent them from being rehired in the future.

Arbitral jurisprudence says that the least right of an employee is to confront allegations made which will be used in support of a decision to discipline; and, that the employee must be given a fair opportunity to thrash out in grievance and arbitration procedures any disputed facts and their significance while memories are still fresh and evidence still available.

This grievance has been before the arbitrator twice and the Labour Relations Board three times. The Union appealed the first award of the arbitrator based on her ruling that the employee who had been laid off in 2000 was not eligible to file a grievance over a year later on the issue. That decision was overturned by the LRB but then the Company appealed that decision, which was later denied. The LRB's decision on that appeal was handed down during the shutdown this year and subsequently the parties were requested to submit their positions in writing.

In her award dated September 9, 2005, Arbitrator Korbin has recommended that the two parties try to reach a settlement rather than continuing with the matter at arbitration. Without determining whether or not the individual from 2000 was disciplined or not, the arbitrator has noted the remedies available to the employee are very limited, in that the arbitrator could not award rehire rights to the individual and that any monetary award would be limited to amounts similar

to those used in "consultation" cases such as in the context of contracting out – where the arbitrator could consider a monetary award which would provide some incentive to the Employer to comply with **Article XXX – Discipline** in the future. The arbitrator also suggested that there were other possible ruling such as, were she to rule that the individual had been disciplined she could award a declaratory award that would simply state that the Company had violated the agreement.

In the written submissions the Company had claimed that the matter was moot claiming that since the arbitrator had ruled there were no rehire

rights the issue should be ended. The arbitrator has disagreed with that position writing that until she has seen all of the facts in the form of sworn evidence she could not decide if discipline occurred. And, if discipline occurred, there is then a potential for a remedy, and where there is a potential remedy, the grievance cannot be said to be moot.

However, the arbitrator suggested that since so much time had passed and since the possible awards were much less than what the Union was requesting that the expense and effort of holding another hearing might better be put to trying to reach a settlement on our own, or possibly with her assistance.

The Union and Company are arranging meetings to try to reach a settlement on the issue. The arbitrator has retained jurisdiction in this matter should the parties fail to reach a settlement. *(While I believe we must accept the arbitrator's suggestions, I am frustrated by her decision. All grievances are based on the premise that the individual, if successful with the grievance, will be made whole and restored to a position they would have had they not been wronged. Eurocan has said many times that one of the criteria they use for rehiring people for these shutdowns is their past record of employment at Eurocan. Ms. Contumelias, in the previous 4 shutdowns, had very good evaluation reports and was hired each subsequent year. The Company claims that there was no written*

evaluation report on file for this individual from 2000 and that they relied on the memory of one of their temporary-hire supervisors. This supervisor had never worked at Eurocan before. She had put on some training courses in the classroom for the Company but had never been put in this type of situation – supervisor for several temporary workers

during a shutdown. Had this alleged wrong never occurred, the grievor most likely have been hired for the 2001 shutdown and possibly the others that followed. With the arbitrator saying that she can't order the employer to rehire an individual, if even only for another shutdown, and that any monetary award would be minor and would only address providing incentive for the Employer rather than giving full redress to the wronged employee, suggests that the

concept of "work now grieve later" benefits the Employer much more than it does the grievor.)



Union grievance procedure



Non-union grievance procedure

WI & LTD Denial of Benefits Grievance

Last year three of our members who were collecting either Weekly Indemnity (WI) or Long Term Disability (LTD) benefits had those benefits unjustly terminated by the carrier, Maritime Life now Manulife Financial. The Union pursued each of these issues to arbitration.

In the WI case, the employee returned to work a few months after the benefits were terminated. While the issue was in the hands of the arbitrator, the Union was requested by the arbitrator to approach the insurance carrier one more time with the medical opinion the Union had obtained from one of the employee's physicians and presented during the arbitration process. After reading the physician's letter the carrier requested some files regarding tests that had been done previous to the benefits being terminated and, after examining those records, the carrier voluntarily reinstated the individual's claim and made full restitution of all benefits owing.

In one of the LTD cases, the arbitrator ruled in favour of the employee and ordered the benefits reinstated. However, the insurance carrier refused to accept the ruling of the arbitrator which left the Company to work out some arrangement to cover 100% of the costs of the benefits reinstatement. The

Company has appealed the award to the Labour Relations Board (LRB) and to the courts. Currently, the LRB appeal has been put on hold until the court matter has been completed.

In the other LTD claim the arbitrator made a ruling that before a decision to reinstate benefits could be made the employee would have to undergo further evaluation to determine if he was "totally disabled" as defined in our contract. That is, the disabled employee's inability to perform the duties of his own occupation for the first eighteen (18) months of L.T.D. disability payments and thereafter his inability to perform the duties of any occupation for which he is qualified by education, training or experience.

The evaluations performed were to determine if the employee's medical condition prevented him from performing the duties of any occupation for which he was qualified by education, training or experience. While this definition might seem quite open ended and could mean anything as meager as selling pencils on the corner, in actuality, the generally accepted meaning of this clause is any reasonable work for which an employee is qualified for by reason of education, training or experience. The word reasonable also carries an expectation that the wages paid for such a job must also be reasonably comparable, say within 70% of pre-disability earnings.

The evaluation report has been completed and submitted to the insurance carrier with the request that they reconsider their decision to terminate benefits in this employee's case. A decision from the carrier is expected the first week of October.

Interestingly, all three employees were cut off benefits at about the same time, two at the beginning of March and one at the beginning of May 2004. Also, all three had the same Case Manager, who, incidentally, went off work because of illness around June 2004. This individual was Maritime Life's Case Manager for Eurocan's claims for only a short period of time before booking off work herself.

July 20 & 21, 2005 Wage Caucus Report

I had the privilege to attend the CEP Pulp and Paper Wage Caucus meeting in Vancouver, July 20 & 21.

An update report was given on the "Industrial Electrician" proposal that the heavy industry employers and the respective unions are working on. As previously reported in an earlier edition of the **Newsletter**, the provincial Industry Training Authority (ITA), which is the government agency in charge of trades and apprenticeship training and certification, has, in so many words, encouraged interested parties to put proposals forward to improve the trades and apprenticeship system in the province. The

"Industrial Electrician" (as opposed to the current Electrician) proposal was suggested by employers who had formed an employers' committee – Heavy Industry Trades Advisory Committee (HITAC). Our Union along with others agreed to participate in the project and is represented on the steering committee.

A subcommittee was put together consisting of Subject Matter Experts – individual electricians from various heavy industry sites, to determine what would be needed in regards to courses/competencies for this proposed new trade (Rick Wittmann of our electrical shop is a member of this committee).

Just prior to the July Caucus meeting, Ed Doherty of Norske Canada, and a representative on the steering committee, was at Eurocan and met with the electricians and instrument mechanics to outline what was being proposed.

At the Caucus meeting Bob Hughf, the CEP's representative on the steering committee, confirmed that the subcommittee had put together a 100 page document that needed to be distributed throughout the industry so that others could read it and provide feedback and input.

Some of the terms begin used in this process have raised concerns from a union point of view.

"Laddering" as a concept from an employer view is one that would see individuals in high school selecting courses that would eventually lead to post secondary courses in trades and eventually a journeyman's ticket. However, these types of programs relieve the employer of the costs associated with training these individuals. Those costs get dumped on government and on the individual as student fees. Also, on-site training for these individuals would have to be in consultation with the unions who already have members who want that type of training and certification for their own members rather than giving that opportunity to new hires. At our site the only individuals who have been hired that only had this type of training were those in the instrument mechanic trade, who subsequently either served an apprenticeship or were hired as tradesmen and got their journeyman's ticket on their own after serving the appropriate time.

Laddering from the union perspective would see the training and school a tradesman receives being accepted as part of the credits needed for other related courses and careers such as engineering.

Another concept that concerns the union is "essential core duties". Proponents of this concept see common core duties between certain trades. An individual would get training and courses in those areas and then be able to use them to obtain certifications in more than one trade; the example cited being Heavy Duty Mechanic and Millwright. This is an employer concept and fits in with their desire for more flexibility in the workplace, and fewer employees doing more work.

It is my personal opinion that the training and knowledge that an individual needs the most comes from working on the job. The extra technical training that an individual receives in school is meant only to assist in preparing the individual to better handle the demands of his particular trade. There are those who think that a few hours of school training, without the proper amount of on the job training, will fully qualify an individual in other areas and thus the employer will be able to save in training costs and have fewer employees who are able to do more work. (*A glaring example of this kind of thinking is the training we receive for Transportation of Dangerous Goods tickets. Some supervisors believe that once you have this ticket you can do the job on your own without any other training. Another example is the 2-hour gasket information session we had recently with one of the suppliers. Some supervisors and managers believe that this kind of classroom training qualifies an individual to go out and work on gaskets under any situation. Again, this type of course only assists the individual and complements the training that they have received on the job. There is a big difference between the classroom and the shop floor. Employers will not get the high quality, trained individuals they need by simply offering a few school courses. The main reason the employers don't want to properly train individuals is because it takes too much time and cost too much.*)

Insurance forms Authorization Statements

The CEP head office in Vancouver is still trying to get agreement with Manulife regarding the type and amount of information the carrier requests on the forms they require individuals and their physicians to fill-in in order to collect benefits.

Just as a reminder to all members, you do not have to sign any authorization statement that allows a third party unilateral access to information regarding you. Usually, the type of information the carrier is looking for is medical, but some of the forms are also requesting access other kinds of information like financial information.

Some of the information that the insurance carrier needs is necessary and reasonable in order for the carrier to make informed decisions regarding your benefits. However, the carrier should be directly involving you when requesting that information. Once you are made aware of what information is needed you can then discuss it over with your family physician and provide the appropriate information.

Arbitrations

Concern was expressed regarding the proliferation of arbitrations in our sector. Over the

years whenever mediators have been involved with negotiations terms and concepts signed into agreements were interpreted differently by each side requiring expensive arbitrations to resolving issues, and fostering a deterioration in relationships between union locals and their employers.

Previously, when the parties were left to negotiate on their own, there was a forged understanding on contract language. This was especially true when the employers belonged to the Pulp and Paper Forum, there was a consistency of application of the terms and concepts used in the language. With the breakup of Forum each employer is now trying to interpret the contract in their own way. The old records that were originally kept and maintained by the Forum have now ended up in the hands of one individual.

It was announced that the CEP Western Region has taken on the task of collecting and cataloguing all of the information it can find regarding the negotiating history, the meaning of the terms negotiated and the arbitrations of the pulp and paper sector.

I believe this is a major step forward for the CEP. We are a large union and we must provide the services that the local unions need. Coordinating this type of information and developing expertise in this area will be of great assistance to locals. We also need to coordinate the issues we take on, whether it is fighting a grievance, going to arbitration or going into negotiations.

Scary Scenario

The Caucus was updated on a contracting out grievance being pursued by Local 1092 at the Pope and Talbot Pulpmill in Mackenzie, which is scheduled to go to arbitration this month. One of the main issues is "viable numbers"; that is, is the company employing enough employees to properly run the mill or is the company relying too much on contractors to do the work regularly done by the regular employees? Another issue is the flexibility agreement which was clearly linked to the contract language regarding contracting, in particular, the company's commitment to provide as much maintenance and repair work as possible to the regular maintenance workforce and to minimize the use of contractors, both inside and out of the mill.

This particular mill used to be owned by Fletcher Challenge.

We were informed that 7 weeks has been set aside for hearing this grievance. This is unheard of in grievance arbitrations.

The intent of the arbitration process was to more efficiently deal with management-labour issues, to keep the parties out of the courts and to make it easier and more streamlined for the parties, whose expertise was in running a business and providing

labour. It was intended that these disputes could be dealt with by the people who were actually involved in the business and not necessarily having to use lawyers.

In this particular case the union had requested certain documentation from the company in order to properly present their case. The company only agreed to hand over the information, seven large binders of paper, if the union would agree to a confidentiality clause. Dave Coles, our Western Region Vice President, is involved with the process and the Local is using a lawyer. The Local was only able to make general comments about the issues in the case, but of course nothing could be revealed about the information that they had received from the employer or how it affected their case.

The union Local's lawyer had estimated that it would cost \$100,000 just for him to prepare the case. An arbitrator usually charges \$1,000 a day plus expenses for an arbitration. The same is true for the union lawyer.

The costs of this arbitration are clearly far beyond what a union Local could afford. The consensus at Caucus was that this issue had to be taken on and that the Caucus would help with funding it. The National is currently providing financial support but arbitration costs of this magnitude and the fact that this issue is particularly important in terms of contract language to the Caucus members will require that we also provide financial support.

PENSIONS

There was further discussion on making modifications to the trust agreement for our pension plan. The reason for the changes, as previously reported, was that the two unions involved in our plan, CEP and PPWC, had put forth a proposal to create another division within our Plan in order to allow some of the other smaller units within the national unions to amalgamate their pension plan into our Plan.

The proposal would see all of the monies being put together and administered under one account, but the benefits owing under each plan would only be paid for by the amounts credited to each unit. The goal of this proposal is to try to gain efficiencies inherent in operating a larger plan, thus saving money and providing extra security for more members in the respective unions and pension plans.

Rules for joining our plan are currently being formulated so that our Plan will not be negatively affected in any way. Any plan wanting to join would have to meet certain criteria, such as solvency and fully funded status, prior to joining. Any tough decisions that need to be made on a particular plan would be made before joining. No shortfall in any particular fund will be covered by the funds of any of

the others' funds. Majority and overriding control will still be maintained by the Pulp and Paper Union trustees. It is the trustees who will determine who enters the Plan. We were advised to choose our trustees carefully.

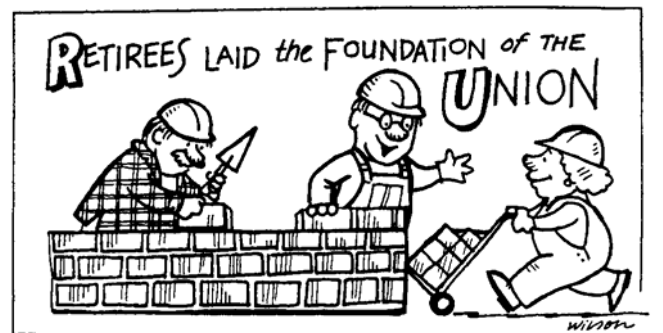
The intent of the proposal is to share the benefits of administration and investment expertise with all of the smaller units. Each group or unit that joins our plan will be required to pay their share of the administration costs, which is predicted to be much less than what they are currently paying. The key to the concept is to deliver a good pension plan to other members of CEP. We were told that the employers will not benefit from this proposal and they have been reluctant to accept this plan.

The Caucus gave approval in principal for the trustees to proceed with everything being finalized at the next Wage Caucus meeting scheduled for early next year, possibly February 2006.

There were a number of questions asked. One concern was regarding what would happen if, say one of the current employers wanted to get out of the current plan because of the high cost of benefits; could they still remain in the fund, but in the other Division of the Plan that allows for lower benefit and funding levels? We were advised that that was a negotiations issue, and not one that the Plan or the advisors could properly answer.

One interesting remark made by a representative from William Mercer, the Plan administrators, was that no one union local could pull their portion of investments out of the plan.

Only individuals can pull out their investments in the plan, and currently that can only be done when a member terminates employment with a member employer or becomes deceased; and, the money must be transferred to another properly registered pension plan.



JOHS Report

ROLLS OF PAPER ARE STILL FALLING??!!

By Dan Belleville

We had five or six incident investigations and the problem with most of them was that the root cause was not identified. Two of the most serious was the dump truck roll over and Millwrights removing a small valve outside of the lockout. One of the concerns that must be mentioned is if an eyewash station is down a temporary one must be in place before starting the job. This is the supervisor or planners job and they must remember they have to make the area safe to work in. We only have one set of eyes so make sure this is done first.

There are still rolls falling of the trucks on their way down to the dock. This is happening a lot less and is being watched closely, but remember it only takes one time at the wrong time and we could kill someone. The Papermill are still sending down rolls that rock and roll when stacked on top of another roll. The Warehouse workers stack these rolls aside but are still pressured to send them so they have to call their Supervisor to settle the issue. Craig Sears has been working on getting an engineered design to prevent this and will send a letter to the Company from the J.H.S.C. and will have an answer next meeting.

Many people may now be aware that David Cotes has been brought in to explain and deal with our soft tissue injuries. He will be talking to different people in areas that we are concerned with and with people that have these injuries. So if you see him feel free to ask questions if you have a concern.



Several Incident Investigations that were sent back to the departments by Central Safety are being returned to the Committee without the requested changes being made or their follow-ups completed. This must be done before we can complete them.

There is an area in Recaust that needs a deflection hood for falling lime mud that is planned for water wash Nov.3/05.

Nash or Acid wash....The acid portion will be done by the end of September and the Nash portion by the end of October. Glenn Lawrence will update the committee on a ongoing basis. This is an item that stays on our agenda until completed because of the seriousness of it.

Updated Health & Safety Manual---Wayne Merkley, Mary Murphy, Jack Patrick, Jim Young and Paul Jeffery are working on this. Jim said he's been working a lot on this to get things done because of so many changes happening to the WCB standards. Mary also has been putting a lot of time at home because it seems that this committee can't get together. We are assured that our standards will be kept if they are better than the government's standards. All changes must come through the Joint Committee and it is our job to keep the standards to the highest standard.

Safety Improvement Fund---Most of the projects have been approved and when finalized we can post them. The only problem we had is the Company is telling us we have to spread half the money on maintenance and half on capital projects and the WADE Committee has to approve the spending. When we first received this money we where told that \$250 000 came from the maintenance capital and \$250,000 came from the capital Project funds and it was up to JOHS Committee to do with it as it wanted. We have in the past tried to spread it on a lot of different areas but the problem was that because most of the suggestions had to do with air control the department heads thought we would spend all the money on this issue and they may not get anything. As you can see we don't have sole control any more but the committee has convinced me that we can still make a difference with this money.

We asked that the contractors Incidents Investigations be put in our packages so we can review them. They must follow our safety procedures or those contractors will not work here. Remember they work in the same areas we do and we don't want our workers put in danger.

Woodmill Status---They are repairing half the crane shed now and may repair the rest next year. Also, the areas other then the crane shed are scheduled to be removed; all areas are still considered restricted areas and entry must be approved by the Raw Materials Supervisor.

Well, this is most of the items that I can recall that we talked about at the meeting. The Company is required to post the official minutes and I encourage you to read them in case I've missed some items.

All I ask is that you take care and always think about the safe way of doing things, and if there is a danger of getting hurt don't do it until a sure, safe

way is found. It may look simple and easy but put the odds in your favor because we don't want to bring bad news to your FAMILY or FRIENDS. Remember during the shut down how fast it can happen because maybe a step or to was not taken because it won't happen to MEEEEEEEEEEEE.

JOHS Member
Dan Belleville

WORK SAFE B.C.

Board of Directors' Health and Safety Initiative.

UPDATING THE WCB

By Mary Murphy

(In early September 2005 Mary attended a meeting in Terrace that was arranged by the WCB to hear and discuss issues affecting workplace safety with a view to updating WCB rules regulations. She will be attending a follow-up meeting in Vancouver this month. Editor.)

Approximately 25 representatives from unions, managements and associates, attended a consultation session held in Terrace with the WCB on health and safety initiatives, from awareness to actions building a better system for the future.

There will be a workplace health and safety symposium this fall, in which WCB will be facilitating an open and informed dialogue among workers, employers of all sizes and their respective associations. The symposium will provide a unique opportunity to meet with the entire WCB senior executive team and Board of Directors as well as other stakeholders from across the province, and have input towards implementing initiatives. It's basically the same as the symposiums held years ago when changes to the regulations were coming down the pipe, attending and representing the union at that time was Ilona Kenny.

The agenda addressed emerging trends, mostly around small businesses, independent operators and their impact on worker health and safety in B.C. The WCB feels that perhaps there should be more focus in "the small mom and pop businesses".

There were also discussions on trends emerging in our industries which we believe to have a significant affect on workplace health and safety now and in the future. A great deal of discussions took place around hazards, work environments, exposures, young and aging workforce, knowledge in right to refuse, and the increasing amount of outsourcing, how WCB publishes companies who do not comply, along with deterrents, "fines" for not complying, and how this affects the workplace. Some felt the monies would be better spent improving the deficiencies at the workplace, while

others felt the fines were minor, and should be greatly increased, especially on repeat offenders.

WCB discussed how WCB regulates, type of regulations and the NEW TERMINOLOGY PERFORMANCE BASED REGULATIONS. Some stakeholders prefer to be told exactly what they have to do to ensure worker health and safety, and favor more prescriptive regulations, while others prefer flexibility in deciding how to achieve a specific result and favor more performance-based regulations. UNFORTUNATELY, the WCB must decide what form a regulation will take-the WCB states they consider the health and safety of workers, FIRST.

Should the regulations be regulatory and monitored, or variance processes which allows exemptions from specific regulatory requirements? "If a company or workplace demonstrates that an alternative approach will afford workers equal or greater protection, preference to performance based regulations would apply to these particular companies. However, some companies require very descriptive sets of rules which are very clear to all, but, who sets and maintains adequate standards?

The big question being, should employers be responsible for assessing the health and safety at their own worksites, such as the first aid mandate, or hire independent auditors to perform a periodic inspection, which could be provided to WCB for follow up. Should companies have a certification type program, Regulatory Based, Performance Based?



Discussion took place around injuries/fatalities to young workers which the statistics show that although WCB has focused on programs to address these issues, the statistics remain the same. Basically, we are still injuring our young workers. Education has started at the school levels, and

informing young workers of their right to refuse unsafe work.

Both management and union personnel from around the area feel that the topics did not really concern their particular area, but it is clear that there is a common ground. There was some frustration expressed among the group who felt that the WCB failed in providing adequate work place inspections, or returning to ensure that the recommendations from an inspection were completed. WCB informed the group that they had hired 20 more WCB inspectors, but this was mostly to prepare for filling a gap caused by retiring officers.

Seven hundred and eighty five workers in B.C. have lost their lives to work-related injuries, illnesses, or diseases in the last four years. Another 5,579 suffered serious work related injuries, and while fortunate to have survived, will never have the same quality of life. The WCB does not view this work-related harm as an inevitable or acceptable part of doing business and neither should others.

The big question was what can be done to raise awareness that workplace injury, illness, and death are preventable and not an accepted or inevitable cost of doing business.

"We need to be involved in examining the current and future state of workplace health and safety in B.C. Adopt more incentive based programs, or promote effective workplace standards. If anyone has any questions or would like to discuss your views, please, do not hesitate to call me.

Workplace deaths up almost 50 per cent

July 26/05

VANCOUVER - The number of workers killed on the job is up dramatically in B.C., with 58 people dying in workplace accidents so far this year. That's an increase of nearly 50 per cent over the same time last year.

The province in the midst of a major building boom with about \$62 billion in major construction planned over the next decade.

And some critics say the government is not doing enough to ensure workplaces are safe -- and that cutbacks at the Workers' Compensation Board mean that inspectors don't always know what's going on.

"Inspections are down about 18 per cent," says Wayne Peppard of the B.C. Building Trades Council. "Even the written penalties are down 60 per cent. It's extremely dangerous."

But on-the-job accidents and deaths don't happen just on construction sites. In the last month, workers have died in a cement mixer, a wood chipper

and most recently -- when a garbage truck crashed into a pedestrian overpass.

Peppard says it's only the tip of iceberg because some employers are pushing their employees not to file accident reports.

"They're keeping them off the job and not reporting the incidents at certain times," he says.

He also notes that many jobsite accidents occur in the underground economy, which now comprises as much as 50 per cent of the residential construction business.

While the WCB agrees it has cut back over recent years, it says it still has more inspectors per capita than any other large jurisdiction in the country.

"We've hired 12 more inspectors this year, and they're just starting to get out in the field now," says spokesperson Scott McCloy.

PSAC wins on safety of parks wardens

PSAC/CALM

The Federal Court of Appeal has called the decision of an appeals officer in the Labour Program of Human Resources and Skills Development Canada that law enforcement duties performed by federal park wardens were not dangerous "patently unreasonable."

The Public Service Alliance of Canada asked the Federal Court of Appeal in October 2003 to send the issue back to the appeals officer with regard to the proper definition of "danger" under the Canada Labour Code.

In May 2005, the Court found in favour of PSAC. "We have always maintained that park wardens are in danger when carrying out law-enforcement duties, which can entail dealing with individuals that may react violently," says PSAC regional executive vice-president for B.C. Patty Ducharme.

"This latest decision by the Court forces the appeals officer to take another look at this issue and come up with some direction to protect wardens in their duties," she says.

In February 2001, a health and safety officer with HRSDC found that law-enforcement duties of park wardens place them at risk of grievous bodily harm or death. He ordered Parks Canada to take measures to protect them and to suspend all activities that constitute these dangers.

That decision was overturned by an appeals officer in May 2002, who said there was no evidence that danger, as defined in the Canada Labour Code, existed in performing law-enforcement duties. The Federal Court upheld this decision in October 2003, which PSAC appealed to the Federal Court of Appeal.



To CEP Local 298 & 1127:
Re: Lynn Sargent

We three were very astonished to receive so large an amount. After consultations with each other and long considerations, we've decided on a college education fund for our grandchildren. There are only four on my side of the family. We hope this will honour Sarge and keep his name among our family a while longer.

Thank you all for aiding each other with this lovely tradition and allowing us to be part of it.

Elaine Mills (sister)
Judi Lake (sister)
Marjorie Johnson (mother)

To the members of Local 298:

Thanks very much for the beautiful fruit basket. Very much appreciated.

John Sloan

To CEP Local 298

Thank you for the beautiful fruit basket.

Joe Martins

To CEP Local 298

I apologize for my absence at the scholarship night. I had not received a letter informing me of my award, therefore I did not attend (an awful mishap). Thank you for giving me this scholarship and therefore, helping me achieve my dreams and goals.

Thank you so much!
Sincerely,
Lillian Lai

To the members of CEP Local 298 & 1127:
In memory of George Thomas Weatherly
April 21st 1953 - May 12th, 2005

May you find the strength to rise above the trials that come your way, and may you find the courage to carry you onward to a brighter, better day.

Thank you for your thoughtfulness, compassion and generosity. Your kindness was very comforting during this difficult time.

Brenda, Carmen, Channan & Cheyne Weatherly

To The Members of Local 298:

My wife, April, and I would like to thank you for the photo album presented to me on my retirement.

In Solidarity
Angus & April MacLeod

To Carol Gagnon and all her Helpers

I wish to thank all of you for all your effort in putting together the wonderful dinner and evening, September 17, 2005 for the large group of 30 & 35 year employees. I had a wonderful time, and was able to renew acquaintances with many I had not seen for some time.

I also wish to thank all of the Upper Management people present & all of the West Fraser people, especially Hank and his family, who had a hand in making this evening possible.

Thank You all,
Wilf Butters & Rhoda Viscount

Hello Brothers and Sisters,

Thank you all so much for your interest and support with the Port Alice Lottery; the response has been very positive and ticket sales are going well.

We have had a number of queries about who cheques should be made payable to. Please make them out to "Port Alice Food Bank", and include a notation on the cheque that it is a CEP Fundraiser.

If anybody would like another book of tickets, please contact me at 604-682-6501 (ext 230). Just a reminder: for those who will not be selling the tickets, please return to them to the Western Region office as soon as possible (#540 – 1199 West Pender Street, Vancouver, BC V6E 2R1).

Once again, thank you very much.
In solidarity,
Shawna



The **Local 298 Newsletter** regretfully acknowledges the passing of two of its retired members; Jack Nunes and Cecil (Chic) Griffin.

Jack Nunes was a Manson/Painter at Eurocan for many years and recently retires. Jack was a quite individual who was respected for his quality of workmanship and was liked by all. He was in Portugal going to see his ailing mother when he suddenly fell ill himself, with liver cancer. He died a few weeks after entering the hospital. His mother passed away only days before him. Jack was predeceased by his wife.

(As noted, Jack was a quite man and usually had a smile on his face. Shortly after retiring he took a trip to Portugal. The flight he was on was the infamous Air Transat airliner which developed a fuel leak shortly after taking off from Toronto in August 2001. The plane eventually ran out of fuel over the middle of the Atlantic Ocean. Miraculously, the pilot was able to safely glide the airplane to an airport runway in the Azores islands located about 640 kilometers off the coast of Portugal. I had an opportunity to speak with Jack about the ordeal and he simply smiled and shrugged his shoulders. Editor.)

Cecil (Chic) Griffin worked as a pipefitter at Eurocan for about ten years before retiring in 1983. Chic was a very sociable type, always good for a game of bridge. He was originally from Ontario, which is where he was when he died. Chic was predeceased by his wife.

On behalf of all the members of Local 298 and 1127 the **Newsletter** offers our sincere condolences to the friends and family of our two fallen brothers.

Save Alice Campaign - It's Crunch Time!

All Local Presidents CEP Western Region

Dear Brothers and Sisters:

Our brothers and sisters and their families in Port Alice CEP Local 514 are hanging on – but they need your help!

The Local 514 Food Bank needs support to help members stretch their E.I. cheques and feed their families. We are asking you for financial help to get them through the summer.

The financial help will provide food vouchers for our members. These vouchers can be used at the local Super Market where the owner, Bill Feader, has been tremendously supportive and has given our families a break on prices in his store. The local wants to help Bill hang on, as well as our members, by using donations for food vouchers for purchases in his store to keep it running.

There are several Corporations expressing interest in purchasing the Port Alice mill. A big issue in ensuring the viability of the mill is fiber supply. Potential purchasers need assurances from the Provincial Government that fiber will be available. As this letter is being written BC has just come through a provincial election and that is delaying decision making and the conclusion of a purchase deal.

Our members are hopeful, but they need to continue to sustain themselves and their families for the next few months in order to make it through. Their EI runs out in September.

You have received communications in the past about the ownership changes, theft of our members money and fiber supply problems faced by our members working in the Port Alice mill. It has been unsettling and discouraging but our members have determined to tough it out because closure of the mill in Port Alice is not just the death of a local industry and jobs – it's the death of a community and a way of life for 360 families.

In the coming weeks, we will be sending you updates and stories of how our members in Port Alice are coping.

The need for help is NOW. I am asking all CEP locals in the Western Region to do what you can to support our brothers and sisters and their families in Port Alice so they can continue the fight to save their mill and community.

Thanks for your support.

In solidarity

Dave Coles, VP

CEP Western Region

No Deal For Port Alice

September 15, 2005

Vancouver – The Communications, Energy and Paperworkers Union announces today that the workers at the pulp mill in Port Alice have put the government on notice that they are withdrawing their services as of 3pm on Friday if no deal is reached.

“We are extremely disappointed that at this late stage an agreement cannot be reached between the government and Richard Bassett,” states Brian Payne, CEP National President. “Hundreds of jobs and thousands of indirect jobs are going to be lost.”

Since the mill went into bankruptcy protection last fall, CEP has been assisting in finding a new owner/operator for the pulp mill in Port Alice. On June

10, 2005, after one draft, the CEP reached a labour agreement in principle with Basset.

"The residents of Port Alice and the North Island are owed a decision on whether an agreement in principle on environmental issues can be reached to move this process forward," said Don Vye, CEP Local 514 President. "This cannot drag on any longer; people must be able to start making real decisions about their future."

The withdrawal of services means that all electrical, water and air supplies and services are terminated. This will leave a situation where chemicals are unstable and there would be no fire protection available. The government would not be able to ensure that the site is maintained in a safe and secure manner.

"I can assure everyone that if there is no agreement is in place by the deadline of 3 pm Friday that the CEP will commence working with employers in the province to implement a preferential hiring practice for our members in Port Alice," stated Dave Coles, CEP Vice Present. "We made a commitment to our members and employed or not, we will continue to help find solutions for them and their families."

The Communications, Energy and Paperworkers Union represents 162,000 working from coast to coast, including 12,000 members in British Columbia.

Changing trends in unionization

On the Level/CUBC/CALM

From 1981 to 2004, trends in unionization rates have changed dramatically across different groups of workers.

According to a study from Statistics Canada, the unionization rate of men aged 25 to 34 fell by almost 20 percentage points, dropping from 43 per cent in 1981 to 24 per cent in 2004. In contrast, the number of women aged 45 to 64 who are unionized rose by eight points (from 32 to 40 per cent) during the same period.

Roughly one-third of the decline in young men's union coverage was due to their growing concentration in industries that typically have low union coverage.

About 40 per cent of the increase in the union coverage of women aged 45 to 64 was associated with their growing tendency to be employed in high-coverage industries such as public services.

The decline in union coverage of young males has affected their pay rates. It accounts for about one-fifth of the 10 per cent drop in hourly wages young men experienced between 1981 and 1998.

The study is based on data from three household surveys covering the same labour force population

over the study period. "Unionization rate" is defined as the percentage of employees belonging to a union and does not include those who are covered by a collective agreement but do not belong to a union.

In 2004, about 31 per cent of Canadian workers belonged to a union, down from 38 per cent in 1981. Most of the decline occurred between 1989 and 1998, after which the rate became quite stable.

Unionization in Canada has become more polarized by age, the study found. Younger workers, particularly those under 35, experienced more pronounced declines in union membership than older workers.

Trends in union membership also varied from industry to industry. A sharp decline in the commercial sector was responsible for an overall decline in union membership between 1981 and 2004.

Unionization has been historically low in some industries such as consumer services, business services, agriculture, and fishing and trapping. Yet goods-producing and distributing industries, where the union presence has traditionally been higher, also experienced large declines.

Forestry and mining saw the largest decline in unionization for both sexes, falling from 46.0 per cent in 1981 to 26.3 per cent in 1998. Construction and manufacturing came next with declines of nearly 13 per cent each.

Blue collar workers, especially those earning between \$15.00 and \$19.99 per hour, experienced the largest declines in union membership. This is consistent with falling numbers in the goods-producing and distribution sectors.

Declines were also larger among men who had not completed a university degree than among those who had.

Union membership dropped in all provinces between 1981 and 2004. Saskatchewan and Manitoba saw the smallest declines and were still above the national average in 2004.

Rates fell the most in New Brunswick and British Columbia, where particularly large declines occurred in the commercial sector. In New Brunswick, for example, unionization fell by almost half, from 29 to 16 per cent.

Make noise

CALM

Ten persons who speak make more noise than ten thousand who are silent.

- Napoleon Bonaparte

Dan's Opinions***Eurocan's Good Union***

By Dan Belleville

These are the people that thought we were crazy, and they were upset that we put them on strike in 2003. I think that most of them came to understand why we had to and hopefully so did the Company. Don't get me wrong, not everyone came to understand and some are still upset that they didn't get from us all they thought they would. It seemed at Standing Committee Meetings that the Company was starting to listen. We took a lot of chances that seemed to show that the special meetings with the Standing Committee and other union members meeting with the Company Heads were getting somewhere.

But, after I came back from holidays I started hearing rumors and stories about things that were happening. How the Company fired someone, gave suspensions and wanted to cut back people in the yard supervision and also hourly in the Paper mill.

There was something about oil disappearing from one area in the mill to another and not the usual way, like down to the Lagoons through the sewers.

Also, someone calling the WCB on something that happened in the mill. Wonder how or if the Company found out?

Remember back, when the Company told us we had to produce 1000 tons per day to survive, well today we average 1300 ton per day or better. People all over the mill have worked hard to keep this kind of production up and work safely. The Papermakers, when there are paper brakes, work hard to get the machines up and running and many don't take heat breaks but return to their jobs and take their breaks as they can. And, if the machine goes down they're right back at it, and how does Eurocan show their thanks, by cutting jobs; getting rid of workers on the Winder and maybe others on the Finishing Line. It seems like the Company is saying, let's see how hard we can make them run before some one gets hurt before we have to rethink our position. You tell me, is that greed or is it a way to raise money to pay for lawsuits, or, like every other company, ways to find money to give Superintendents a huge raise.

The latest thing that 1127 members have been asking is why you have to write a test to get into an entry position in the Pulpmill and Steam Plant. I asked several of the new Steam Plant employees if they had to write a test to get into the Steam Plant or Pulp mill. Everyone I talked to said they hadn't and thought the 18 month was the testing time. Don Klie and Frank Verde said they used to in the 80's but hadn't lately. Doug Petersen said we had taken them to arbitration when they needed the third and lost, because they could add new qualifications on their

posting because they need the people for these job positions.

I could be way out in left field on this but remember Methanex is closing their doors. Eurocan is probably looking to hire from there. Yes, these people have their tickets so little training is needed to fit them in and with any luck maybe they can get a few tradesmen. All they have to pass are two tests that Eurocan requires and since they are from a non-union site I think their chances are a sure thing for one of the tests. Don't let Eurocan fool you by hiring non-union workers because I believe that they think by doing this they can claw back many of the benefits from our contract. If you don't believe this just look what they are doing to their non-union staff. No overtime; have to come in on your day off; no banking; have to protect your back; some being pushed out the door; and stress, stress and more stress, and these are long time employee's.

I don't understand why some people still want to become supervisors, because some that did wished they hadn't.

We all know they hired too many staff after the strike and now they are cutting back. Maybe they thought they could get staff to do more of our jobs but that didn't work. The Traffic area will be the first to feel the blunt of these cut backs. The reason the company gave us at our meeting was they don't need babysitters; the workers know their job so we don't need all of these staff here. So, who will be next? And remember, Eurocan hires temps so they don't have to pay out benefits.

So, think hard when the Company says you don't need a Union to protect your Contract or Safety.

Well this is my opinion and as I see it, and hopefully I'm wrong and Eurocan is a part of a family as it says on the sign at the gate.

In Solidarity**Daniel Belleville****298 CEP Member****And still a county boy at heart*****Longer workweek for French*****Labor Notes/CALM**

The French parliament passed measures recently that will effectively eliminate the 35-hour work week for French workers.

The changes will allow French workers to increase their overtime hours and work up to 48 hours per week.

French unions protested the move, saying that given France's high unemployment rate—currently at 10 per cent—employers will likely take advantage, pressing workers to accept longer hours for no extra pay.

Editorial

My Theory on the 4-Day Week

By Don Klie

The municipal and school trustee elections are coming up. There are already news stories and advertisements in the newspaper regarding who might or will be running and what some of the issues will be. (*Our own Peter King, the pipefitter, has announced that he will not be seeking re-election as a school trustee so that he can take a run for a position on the municipal council.*)

In the municipal arena there appears to be two very distinct camps forming. One consists mainly of the incumbent council which has been very aggressively pursuing Alcan's business plan regarding electrical power sales. The other camp is firmly against the actions of the current council's stance on Alcan's power sales and is trying to find a full slate of candidates to run against the incumbents.

One of the hot button issues in the mix is the 4-day school week. Some of the parents who are against this initiative have been very vocal but thus far unsuccessful with having the 5-day week reinstated.

The school support workers' union has been very opposed to the 4-day week concept, largely I presume because it wasn't negotiated. These employees were forced to take about a 20% cut in yearly wages. Ideally, when 4-day week schedules are implemented they are in some way negotiated so that any negative affects are minimized or mitigated as much as possible. In the school district's case, the trustees were looking to maintain as many school programs for the children as possible, and it was the support workers, the janitors, secretaries, maintenance people, etc., who felt the brunt of those actions.

From a union perspective, the 4-day week has been on the minds of many. The goal of Labour has been to reduce the workweek from the current 40 hours per week to something less.

Historically, the drive for the reduction in the standard for working hours came from the trade union movement. In the first part of the 19th century, the standard industrial work day was from sunrise to sunset, or 12 hours per day, 6 days a week. Dissatisfaction with long working hours led the Mechanics Mutual Protective Society of Montreal to declare in 1833 that "ten hours a day is as much as a man can work". By 1870 average standard weekly hours stood at 64 worked over 6 days in the manufacturing sector.

The Labour movement continued to strive to shorten the workday and workweek. However, around the 1960's the movement leveled off with only

modest gains being made with increased vacation entitlement.

In fact, studies show that we are currently working, on average, more hours per week than they did 15 years ago.

I have a theory that what we teach our children will eventually be acted on when they become adults. Seems obvious to me! My theory is based on what occurred with the smoking-ban laws.

40 years ago when I was a child I had a parent who smoked at least a pack and half of cigarettes a day. Basically, he smoked wherever he wanted, and whenever he wanted; in the home, in the car, at work and outside. However, I was told, and taught that smoking was bad for you. I believed it and agreed. In fact, when I was going through

school it was generally accepted that smoking was bad for your health. It wasn't always that way.

During the 1960's and '70's television programs and movies even banned smoking on the screen. I wholeheartedly approved of that ban and wished it had continued. Sometime in the mid-'70's some freedom of expression purists started to complain that the movie types were inappropriately censoring peoples' creativity. I strongly disagree. Every time I see someone smoking in a movie or TV show I think how needless to the plot that exercise of reality is.

However, even though everyone knew how bad it was for you, people were still allowed to smoke



anywhere and everywhere, except possibly in church during sermons and in the classroom.

It wasn't until the mid to late 1980's that we began to hear about smoking bans in restaurants and other public areas. Prior to that smoking and non-smoking sections in restaurants, airplanes and the like existed, but eventually reality and common sense prevailed; how can you have a non-smoking section in a sealed room or a room with little or inadequate venting?

I believe that smoking bans only became acceptable when the children of the 1950's, '60's and '70's started to get elected or hired into positions of power and decision making.

My theory is that the 5-day workweek will eventually be treated like smoking. I believe people will come to realize that it much healthier and better for society to strive to further reduce the workweek and that one way to accomplish this is to start with our children.

Ask any school age child if they would rather be at school 5 days a week or 4 days. When these children reach adulthood and start working, do you think they are going to like the 2-day weekend? Not on your life.

For the parents who are having trouble finding babysitters for their children on the extra day off it might be time that we as a society start looking at improving day care facilities and options and at trying to find activities like sports or clubs to help fill the void (like acting groups, chess clubs, photography clubs, etc) on that extra day off. The emphasis should be on creative leisure to help ensure the health of not only our children but our society.

From the standpoint of many of us at Eurocan, there has been a very strong indication from the floor that the 4-day week is a major goal for many. 52 days extra days off a year is a big incentive. I believe that if the Company refuses to agree to a 4-day week schedule prior to the end of the current contract term, it will be one of the major items at negotiations.

(Some of the facts and passages in this article were taken from the CEP's main web page – www.cep.ca. Editor.)

Most likely to develop RSI **IWH/CALM**

Who is most likely to develop a repetitive strain injury such as wrist tendonitis or certain kinds of low-back pain?

According to a new study from the Institute for Work & Health in Toronto, the most vulnerable person would probably be a female college or university graduate employed in a full-time job. If her job is both psychologically and physically demanding

and the employer is on the verge of downsizing, her risk is even higher.

Results of the study, led by Dr. Donald Cole, were published in the July issue of the American Journal of Public Health. Cole and his team analyzed data from 2,800 individuals across Canada who took part in four successive Statistics Canada's National Population Health Surveys.

"We looked at a wealth of health and demographic information collected from these people over the course of seven years, starting with the first survey in 1994 and ending with the last survey in 2001," explains Cole, a senior scientist at the Institute who is also an associate professor with the Department of Public Health Sciences, University of Toronto.

At the time of the final survey, 155 participants reported that they had developed a new RSI. The most common RSI was in the wrist or hand (37 per cent), shoulder or upper arm (20 per cent), elbow or lower arm (15 per cent) and lower back (11 per cent). "We then looked at the earlier data collected from the same people to see what, if anything, they had in common," says Cole.

The team found the predictors for RSI included being female (more women than men developed these injuries), having some post-secondary education, and working at a full-time job.

"Women's jobs, especially office jobs and micro-assembly work, often involve a high risk for RSI which may explain why more women reported a new RSI in our study," says researcher Harry Shannon, an adjunct scientist and professor at McMaster University. "We also suspect that individuals with more education may be more aware of the link between work, demanding conditions and RSI, and therefore may be more likely to attribute their injury to work."

The study also found that high levels of job insecurity and jobs with high psychological demands or physical demands (such as manual labour), were strong predictors of RSI. Cole, an expert in workplace interventions, says these are modifiable risk factors and the findings can be used to support efforts for prevention.

"Repetitive strain injury creates significant personal and economic burden for workers and employers and also has an impact on health care costs," says Cole. "While there are programs in place to prevent RSI, we need to complement our knowledge of predictors with rigorous evidence on the effectiveness of workplace interventions to convince employers and policy makers to take action to prevent work-related RSIs."

According to Statistics Canada, 10 per cent of Canadian adults—about 2.3 million people aged 20 or older—reported having an RSI the previous year in the 2000–2001 Canadian Community Health Survey.

CEP CALLS FOR EMERGENCY DEBATE ON FORESTRY CRISIS

September 29, 2005

Thunder Bay -- Ontario's largest union of forest industry workers wants an emergency debate in the legislature over the crisis faced by workers and communities whose economic survival depends on the industry.

The call for further action came from Cec Makowski, Ontario Region Vice-president of the Communications, Energy and Paperworkers Union today following the release by Natural Resources Minister David Ramsay of a "pathetically anemic" aid package for forest based industries.

"There are huge parts of this province facing economic devastation because of mill closures and other cutbacks," Mr. Makowski said. And the Government's \$350 million package will do nothing to lift the boot of uncertainty from the necks of those communities.

"We have no intention of letting Mr. McGuinty and Mr. Ramsay pretend they have solved anything with this package," he added. "Their whole package comes nowhere near what is required to turn this industry around and save the tens of thousands of jobs which are at risk.

"It virtually ignores the recommendations contained in the report prepared by the Minister's Council on Competitiveness in that there is nothing but a vague promise of further action on the critical issue of energy costs," Mr. Makowski added.

CEP will continue its campaign across Ontario and across Canada to force governments to recognize the depth of desperation being felt in literally hundreds of communities, Mr. Makowski added, calling on his members to "turn our disappointment at this announcement into focused and strategic actions."

TERRA NOVA WORKERS GET A CONTRACT

September 29, 2005

A first collective agreement covering some 120 workers on the Terra Nova offshore oil exploration vessel is expected to be released by an arbitration panel tomorrow (Friday).

The workers, members of the Communications, Energy and Paperworkers Union of Canada, are the first in the offshore oil industry in North America to be covered by a union contract. They joined CEP in April of 2003.

"It has taken years of patience and solidarity to get to this point," said CEP National President Brian Payne. "We had hoped for a freely bargained collective agreement but this legally imposed arbitrated settlement is an important stepping stone in improving their working conditions."

While details of the arbitration award have not yet been released, Mr. Payne says he expects the terms to "generally reflect the basic principles achieved in national energy industry bargaining by CEP."

Legislation in Newfoundland and Labrador requires first contract disputes to be arbitrated rather than subject to the negotiation/strike process.

TWU Lockout

Greetings:

For almost five years now, the 15,000 members of the Telecommunications Workers Union of Canada (TWU) have been attempting to reach a negotiated collective agreement with their employer, Telus. The employer has tried every trick in the book to undermine the union, and recently locked out its employees in BC and Alberta. In utter frustration, the union has launched a campaign for public support.

To support these brothers and sisters, we are asking our members to do a number of things. First, please take the time to visit a picket line in your community. Most communities have a Telus site, and some have more than one. We encourage you to bring a CEP sign, flag, banner, or anything with a CEP logo on it to demonstrate to the strikers and to the public that we support TWU members in their struggle.

In addition, the TWU has proposed three things that people can do to indicate to Telus that they must get back to the bargaining table:

1. Call Telus and cancel one or more of your special calling features (call waiting, call forwarding, voice-mail, smart ring, call alert, call display). If you pay your phone bill through automatic deductions, you could cancel that and request a printed copy of your bill and pay by cheque. To contact Telus and make changes to your special calling features, call them toll-free at 310-2255, or go to www.telus.com.
2. Call Telus Mobility and make changes to your monthly cell phone plan. For example, if you receive your Telus Mobility bill electronically, ask for it to be mailed to you instead. Cancel one or more of your special calling features (call waiting, call forwarding or call display). To contact Telus Mobility, call them toll-free at 1-866-558-2273, or go to www.telusmobility.com.
3. If you've experienced poor service or long delays from Telus, contact the CRTC and register an official complaint. Two years ago, when the elimination of thousands of jobs led to poor customer service, it was the complaints of thousands of Telus customers that forced the CRTC to order Telus to act. To contact the CRTC, go to their website at www.crtc.gc.ca and click on "Complaints and Inquiries", or call them toll-free at 1-877-279-2782. To correspond with the CRTC, email them at: info@crtc.gc.ca.

I urge you, in the strongest possible terms, to do whatever you can to support our friends in the TWU. Please visit the TWU website at: www.twu-canada.ca for updates. In addition, if you need any assistance in locating picket locations or local TWU union offices, please contact Karen Cooling at: kcooling@cepwesternregion.ca.

**In solidarity,
Dave Coles
Vice President, Western Region**

Industrial food

by Darrin Qualman, NFU/CALM

The next time you go to a locally-owned restaurant and order the special—veal cordon bleu, wedge potatoes, mixed vegetables and salad—you might imagine cooks in the restaurant kitchen busily cutting meat and vegetables, combining them with spices and other ingredients to prepare your meal, but you're probably wrong.

It's more likely that restaurant employees are taking pre-made, frozen veal cordon bleu portions out of a plastic-lined box. Frozen, flavoured potato wedges come out of another box or bag, as will the mixed vegetables. The mixed salad greens are taken from another large plastic bag. As for the salad dressing, it's ladled out of a 20-litre pail.

It's possible that no one in the restaurant kitchen did anything we would recognize as cooking. The entrees and side-dishes were delivered by trucks to back-door loading docks. In many restaurants, the kitchen is merely a place where the food is taken from packages, defrosted, assembled and heated.

This is how the North American restaurant system is being restructured. Food preparation is being "de-localized"—removed from restaurants and relocated in food factories, often thousands of miles away.

The driving force behind this transformation are transnational corporations like SYSCO, an acronym for Systems and Services Company, headquartered in Houston, Texas. SYSCO Corporation last year had sales of nearly \$35 billion, with about a 13 per cent market share of the North American food-service distribution industry.

In its annual report, SYSCO reported that it "distributes from 145 locations across North America to more than 420,000 restaurants, hotels, motels, schools, colleges, cruise ships, summer camps, sports stadiums, theme parks, and many other food-service locations." SYSCO also supplies hospitals, prisons, and military bases.

The company delivers and delivers pre-assembled entrees, salads, desserts, food ingredients and restaurant supplies sourced from its 40,000 suppliers.

Using 8,500 "multi-temperature, state-of-the-art" trucks, SYSCO delivers "more than a billion cases of products a year" in North America and boasts that its delivery time—from order to restaurant drop-off—is typically within 24 hours.

Just-in-time delivery, standardized products, and centralized distribution and production: these are the characteristics of an industrialized system.

SYSCO's system is industrial in another way: its suppliers sometimes construct foods that we previously obtained naturally. Here is one example:

"Our fully cooked Classic Brand SmartServe glazed chicken breast fillets have the appearance, taste and texture of a whole chicken breast at a much lower cost. . . Boneless, skinless, 100 per cent chicken breast pieces shaped into natural breast fillets. . . Unique 3-D technology gives you the look and texture of a solid muscle chicken breast, at a fraction of the cost. . . Available in four great flavours: teriyaki, BBQ, fajita, and original-vacuum-marinated for best flavour."

While processed food has long been produced this way for supermarkets, this is a new and significant change for restaurants. Negative effects of this transformation of restaurant food preparation are many.

Farmers are hurt by increasing demands for product standardization, by product substitution such as constructed chicken breasts for real breasts, and by the importation of processed foods that contain cheese and other ingredients formerly produced locally.

More and more money is drawn out of the local economy. An increasing number of restaurants are either owned by, or franchised to, non-local or even foreign corporations. Even locally-owned restaurants are transferring an increasing amount of their operations, autonomy, and money to centralized food assemblers.

Local economies and restaurant workers suffer as restaurant jobs require less skill and wages are reduced.

The environment is damaged with increased transportation-related energy use. A chili pepper or watermelon might criss-cross the continent twice as it is moved from farm to warehouse to supplier to restaurant.

The prescribed food uniformity leads to an increased use of chemicals, fertilizers, pesticides, GM crops and irrigation, as well as increased packaging.

Reduced nutritional value and freshness, excessive use of sugars, salts and fats that can lead to health problems like diabetes and cancer.

- Darrin Qualman is director of research for the National Farmers' Union.

Life after death

Internet/CALM

"Do you believe in life after death?" asked the boss.

"Yes, sir, I do," replied the worker.

"Well then, you'll be interested to know that after you left early to go to your grandmother's funeral, she stopped in to see you."

ACROSS

- 1) Italian wine province
- 5) Shine
- 9) Woolly South American
- 14) Day laborer
- 15) "___ Have to Do Is Dream"
- 16) Ship of fuels
- 17) Hostelries
- 18) Shakespearean character
- 19) Standoffish
- 20) Turndowns
- 21) Large collections of certain trees?
- 23) Cavern
- 25) Throat infector
- 26) Skillful deeds
- 28) Wise words
- 32) Traffic light color
- 34) President from Ohio
- 37) Word with paper or rag
- 38) Promissory note
- 39) Celebrated in history
- 42) ASCAP rival
- 43) Parent's warning
- 45) Onstage strutters
- 46) Memorable moralist
- 48) Home of St. Francis
- 50) Silent comedian
- 52) Reaper's bundle
- 55) Editorial groups
- 58) Plenty of lighting power?
- 62) Kind of burglar
- 63) Romantic entanglement
- 64) Pain in the neck, maybe
- 65) Start for Rooter or tiller
- 66) Commencement
- 67) Road to Roma
- 68) Scottish town on the Firth of Lorn
- 69) Loretta portrayer in "Coal Miner's Daughter"
- 70) Attic collection, perhaps
- 71) Emerald, e.g.



BOUNTIFUL

By Ron Halverson
 Edited by Timothy Parker

DOWN

- 1) What Little is big on
- 2) Herr, in Hermosillo
- 3) Bakery bounty?
- 4) Officeholders
- 5) Vote on it?
- 6) Fonda title role
- 7) Gem imperfections
- 8) Low grade?
- 9) Lolloed about
- 10) Pond feature
- 11) Medicinal plant
- 12) Siamese sound
- 13) Pound sounds
- 21) Sirius and Antares, for two
- 22) Pontificate
- 24) Start of a giggle
- 27) Promenade for Plato
- 29) Farmer's armful?
- 30) Seaman's saint
- 31) Bathtub mishap
- 32) Tragic Ethiopian princess
- 33) Sounds from a milk container?
- 35) Kind of wrestling
- 36) Bouillabaisse base
- 40) Pickpocket
- 41) Pub projectiles
- 44) Cold sufferer's supply
- 47) Fed. watchdog
- 49) Name in an Elmore Leonard title
- 51) Late-blooming flowers
- 53) Expect eagerly
- 54) De ___ (actually)
- 56) Terminal
- 57) Carry out Old Testament justice
- 58) Vientiane locale
- 59) Potent start
- 60) Play horseshoes, e.g.
- 61) Group's pronoun
- 65) Louis XIV, e.g.

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