



# LOCAL 298 NEWSLETTER

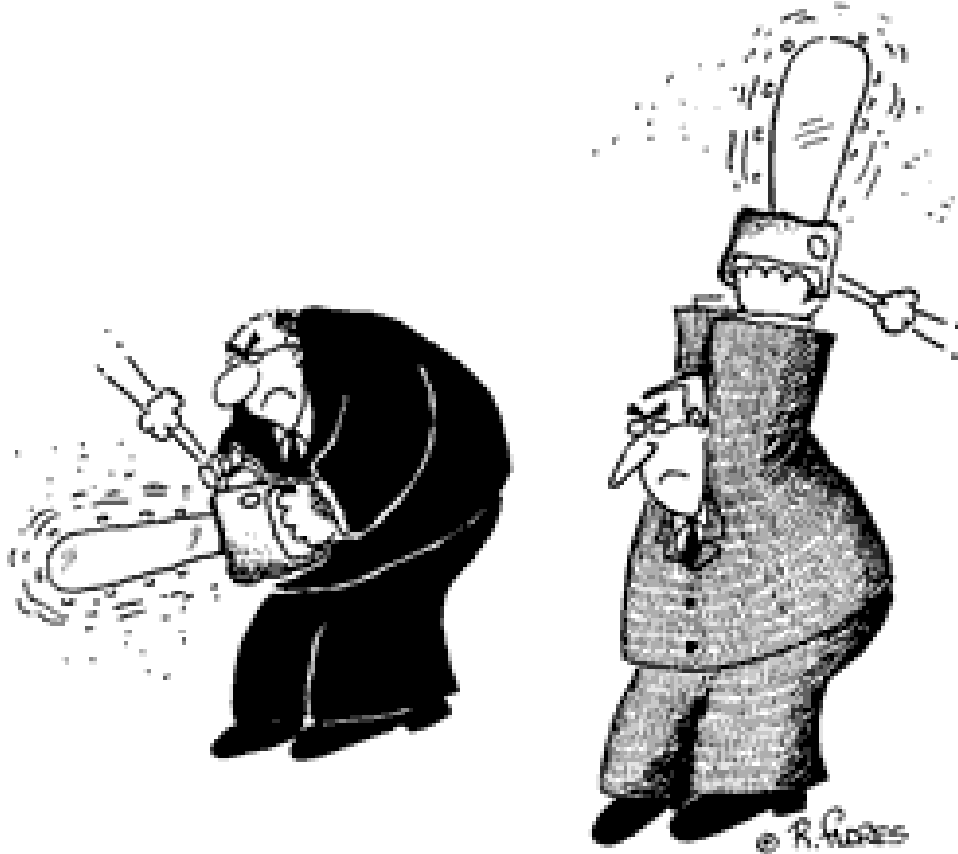
"What We Desire for Ourselves, We Wish for All"

cep298@citywest.ca

www.cep298.com

September 2009

## Eurocan Management



Published by CEP Local 298  
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## Executive Officers For 2009

		<u>Tel #</u>	<u>Work Local</u>	<u>Job Title</u>
<b>President</b>	Mary Murphy	632-5201	3451, cell 632-1352	First Aid/Stores
<b>1<sup>st</sup> Vice President</b>	Randy Dobson	632-7222	3513	Steam Plant
<b>2<sup>nd</sup> Vice President</b>	Paul Wilson	632-5622	3581	Millwright
<b>Financial Secretary</b>	Rick Wittmann	632-7623	3466 or 3472	Electrician
<b>Recording Secretary</b>	Cade Gardiner	632-3870		Pulpmill
<b>Inside Guard</b>	Rick Bennett	632-7623	Dayshift	Millwright
<b>Outside Guard</b>	Bill Karlsen	635-6795	Dayshift	Millwright
<b>Trustees</b>	Pat Williams 2yr	632-1267	3506	First Aid/Checker
<b>Trustees</b>	Paul Jeffery 1yr	639-0139		Pulpmill
<b>Trustees</b>	Orlando Graziotto 3yr	6328454	Dayshift	Millwright
<b>Chief Shop Steward</b>	Don Klie	632-7571	2368	Pipefitter

## Committees

**Standing.....**Randy Dobson, Don Klie  
**Committee** Dan Belleville, Paul Wilson

**Wage.....**Mary Murphy, Randy Dobson  
**Delegates** Dan Belleville, Rick Wittmann

**Job Evaluation.....**Kevin Read, Ralph Johnston,

**Rehabilitation &...Paul Jeffery 2yr, Pat Williams 1yr**  
**Reintegration**

**Employee\ Family...Mary Murphy, Gary Ewanski,**  
**Assistance** Peter King  
**WCB Worker's.... Paul Jeffery, 639-0139**  
**Advocate**

**Pensions: .....Don Klie, Gary Ewanski**  
**Environment Committee...Mary Murphy, Randy**  
**Dobson, Rick Wittmann**

**Sunshine Committee:...Debbie Newlove,**  
**Contracting Out:.....John Miller, Don Klie, Rick**  
**Wittmann, Paul O'Driscoll**

**Central Safety: ..... Paul Jeffery, Paul Wilson, Russell**  
**Ruff, Laura Prinz**

**Apprenticeship: ..... Paul Wilson, Rick Wittmann,**  
**Kevin Gentile, Paul O'Driscoll**  
**(alternate)**

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

<b>Chief Shop Steward</b>	Don Klie
<b>Yard &amp; Stores</b>	
<b>First Aid/Stores</b>	Len Hanson
<b>Janitorial</b>	
<b>Raw Materials</b>	Mike Holland Taylor Cross
<b>General Equipment</b>	Steve Krevenchuk
<b>Operators</b>	
<b>Steam Plant</b>	Jim Harrison Arnie Lepisto Lucky Bhullar
<b>Pulp Mill</b>	Kevin Read Debbie Newlove James Scrivens Cade Gardiner
<b>Shiploaders</b>	
<b>Warehouse\Dock</b>	
<b>Maint. Pipefitter</b>	
<b>Electrical</b>	Rick Wittmann
<b>Inst. Mech.</b>	Pablito Mendoza
<b>Millwrights/Oilers</b>	
<b>Millwrights</b>	Derek Smith Paul Wilson Paul O'Driscoll
Is there a mistake in this list of shop stewards or committees? If so, please inform me or the union office secretary and I will correct it.	
<b>Newsletter Editor:</b> Laura Prinz, lprinz@citywest.ca	

# 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. The Newsletter is available on the internet at the Local 298 web page or by sending your email address and making a request to the editor.

**Union Office Hours:**

9:00 am to 5:00 PM  
Monday to Thursday  
Closed Friday, Saturday  
and Sunday  
Phone: 250-632-3231  
Fax: 250-632-2636  
Email: cep298@citywest.ca

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

Laura Prinz

UNION NEWSLETTERS DON'T WRITE THEMSELVES!

I'M NOTHING WITHOUT INPUT!

ME NEITHER

SEND US YOUR NEWS & VIEWS!

**Deadline for submissions  
For November Newsletter  
November 10, 2009**



## Editors Message

By Laura Prinz



Every shutdown there is always a couple of helpers that don't fill their role so well or maybe just talk too much. Those are the ones that are sent to my department. "I need a pail of steam", "can I get some level bubbles" or there is also the famous "I was told you wanted to see me". During these interesting times and cutbacks, it seems Eurocan has opened their pocketbook and is giving everyone their eagerly awaited Christmas bonus's early this year. FREE for everyone, (courtesy of Eurocan upper management) you can have two if you come back later (I know some of you have had 3 or 4 already), the Long Weight! That's right, it was unnecessary to have someone wasting their time in stores stocking shelves, returning items and issuing slips and it is now all the job of one first aid attendant. In compensation the company is providing free long weights. Thanks Eurocan!

It has been since March that the last newsletter has been out and I apologize. I was waiting to put the next newsletter out in June after all the shutdown and I was advised during the first week of June we do not put out newsletters June, July or August. The last few months have been hard on everybody and now with the announcement of job cuts, and "possible" layoffs it puts a bad taste in everyone's mouth. The lack of information and organization is so overwhelming and stressful, I am very grateful that I am not dealing with the stress many of the entry level jobs and new hires are dealing with. There are so many unanswered questions, rumors and innuendos management should be ashamed they have drug this out so long and have provided very little answers or support. The worst thing is that the way this is handled is not surprising anyone, it seems we are being desensitized to lack of planning and disorder.

I have been on central safety for two years now and this year was the first time I attended the Joint Health and Safety Conference in Vancouver. Many other CEP locals attended and we each went through the different challenges we face during these "hard" times. Some mills were worse off than Eurocan and other mills looked way more appealing. We seemed to be hovering in the middle between competence and incompetence. The next day we had workshops, I attended one with nutritionist Diana Steel called Eating for Energy. This was very informative, she talked about eating proper nutritious meals at proper times during your shift to keep energy up and we got many

samples during the day of "powerfoods" like smoothies, pizza, veggies and dip, wraps and trail mix. The other workshop I attended was an introduction to WCB. This was perfect for me because I am still so new to JH&S, she encouraged us to call WCB for any questions and simplified a lot of the safety jargon that can be so intimidating to newbies. This was a very effective few days and I learned so much, thank you so much to the membership for sending Russell Ruff and I to the conference and I look forward to another year on central safety.

I am sure many of you heard already about the company spanking I received. Many are still shocked that I received discipline for such a stupid reason, let me go over it for those who have not heard about it. One day my supervisor came to me and told me he would like me to go to Vancouver for audiometric training next week. I was scheduled to work Friday, Saturday and Sunday each 8 hour days (they have this ability to schedule me anytime because I am a relief worker and they bounce me around quite often). I told him I would think about it and discuss it with my husband and would get back to him by tomorrow afternoon. I went home to think about it and discussed it and I decided I did not want to go. I called back at lunch time the next day and left a message with my supervisor. That night shift I received a email with my flight itinerary and hotel booking. At that point I emailed him again and informed him I could not attend the course. The next week and many "office meetings" later I was told to be on the plane Friday night or I would be "disciplined to the highest extent". I told him I would not be on the plane or at the course and would be coming for my scheduled shift on Friday morning, he told me again I would be attending. I arrived on Friday morning to receive my discipline, which was, a three day suspension. For someone who has never received a verbal warning it was quite a shock. But I guess the real surprise was I thought somebody (maybe HR, I forget what their job is again) would stand up and say "wait a minute you numbskulls, this is pretty dumb, you cannot force somebody to leave their family and personal life if they do not want to". Well I was wrong. If the company believes they have full ability to send you anywhere on regular pay that means if they run out of ANY workers at ANY mill they could go up to you and say, "this week we are short people in Quesnel, I would like you to spend the week there and complete a special project" you will be getting regular pay, I will pay your hotel and food, and your personal life is ours for that week. Forget your children, forget your animals, forget your obligations, you work for Eurocan. NO THANK YOU EUROCAN! You can keep your "special trips" my family time is mine. Staff can give their lives to Eurocan, I did not sign up of that. Have a Happy Thanksgiving, I will think of you all while drinking a Mai Tai on a hot beach in Mexico.

## Presidents Message

By Mary Murphy



### Presidents Report:

Hello local 298 members, hope you had a great summer, we certainly had great weather. The weather worked well in my favor, as I had most of the summer off, and got a lot of golfing in, out of town tournaments. To update you on what has been occurring:

June, our building was painted, and the old ceiling tiles were replaced. The building looks great, and CEP received recognition for the update from the district. Regularly rent out the hall, especially for all C.A.W.'s arbitrations, it was overdue for a facelift. Most locals rent out office space, or a hall to conduct their meetings. We are privileged that local 298 has full ownership of the building. Although the talk is huge on the floor, the membership approved \$18,700.00ish to come out of your "slush" fund money to pay for the improvements. In July, one half of the defense fund was returned to the membership. September 16, 2009 the last local will be going to the table, and so far it's looking promising.

I just received the email below:

Vince Lukas has advised me that they will be going to the membership for either a rejection and strike vote or with a recommendation of acceptance of a Memorandum on Saturday, September – 19, 2009. Thanks to Cade Gardiner, Carey Bogart, Teena Combs and I, for volunteering time to fill out checks so the membership would receive the checks in a timely fashion.

The Executive also held several special membership meetings to REVIEW/DISCUSS, manning reductions, severance packages, the way Eurocan was applying hard discipline, and other related issues. I have also been in contact with the members affected by the reductions, by phone, and to their homes. The Executive also held special maintenance meetings, to deal with maintenance issues and a Special Meeting to deal with shiploader issues. These meetings give opportunities to validate concerns, and look for solutions that will work in the best interest of all members. There is a meeting scheduled with the pulpmill Monday, to deal with pulpmill related issues, at the union hall. Thanks to Randy for taking over the president position in parts of June/July and Paul Wilson for the month of August. Although I did maintain contact with both, and took on pressing issues with both Randy and Paul. The first week of August I attended meetings regarding, The Forest Crises, held in Vancouver. Each

Western Region Caucus Local has representative attending and Dave Coles joined the committee for the week. I represent the West Fraser Locals, and Wally president from local 855 in Hinton is the alternate. There are packages available for any member who is interested at the union hall, regarding what CEP is doing to address different concerns in the forest crises. Action plans are developed with each president for each constituent and continual communication with the western region office and Dave Coles. Another meeting is scheduled for the end of September. **This is of no cost to the local.** WCB completed a mill inspection, August 10, just before our monthly executive meeting. Paul accompanied WCB in the morning; I attended the afternoon as Paul was not available. I was concerned that once again the company in their sporadic, inconsistent ways gave a three day suspension to a member who was smoking beside the rail line at the entrance to the warehouse. Recently a member received a one day suspension for the same action. It appears the company hands out discipline like we are all bad apples, no coaching, and no verbal, no written.....lets just jump right into three day suspensions. Not seeing an opportunity for improvement, unless harsh discipline is attached. As discussed at the membership meeting, the union needs to gather all these grievances and take the issue to arbitration. During my time off, all communication with me at home was referred to Paul. Including the concern where there was no president at the job evaluation, and had his involvement in that process. Recently there were several meetings to finalized guidelines around reductions, with local 1127, 298, and the company. The company's proposal (compelled through discussions with the union) of mill seniority being utilized to enter into all bottom level posted positions. The company received most of the changes/recommendation through emails; although the statement was made that a person had been meeting with the company and giving suggestions on how the reduction should take place. "The draft proposal" created confusion, concern and apprehension when it was circulated throughout the mill, this was a working document only. I take full blame for that as I directed the company to send a copy of **all** union business/correspondence to the union hall. During the meeting to finalize the guidelines, the union recognized the jobs with the least amount of company seniority were basically in two places, the conductor position in raw materials, and the entry level position into the papermill. The union then proposed to the company that these were the only two positions, which mill seniority could be exercised for opportunity for employment. The company grasped this, as its most disruptive to the company, therefore works well and in their favor. The discussions created confusion on my part regarding bumping, double bumping, and where long term employees would be placed into a job which the union identified, and the risk that the member may not make the "30" day probation period. The

statement was acknowledged “30 days, they would be out the door”, there would be NO double bumping.... This created huge concerns for me, and the lack of ability to protect members with mill seniority. Eurocan received written request for another meeting, and notification that more work needed to be accomplished as I did not agree with the terms and principles set out at that meeting. Clarification was given to the company, Members could utilize mill seniority right to maintain employment, and it's the company's responsibility to provide the training. The company was concerned with employees using silly bugger approach to get jobs they wanted, so the within reason was added. Once again it was stressed and agreed the objective would be to keep as many people employed as possible. Discussions on deficiencies in each department and how these displaced workers would be an asset to the company. Meanwhile, the company and the Union are working together to find positions for the senior employees who are effected by the reductions, in an area which would foster success. There will be opportunities for them to exercise their mill seniority for posted positions. In September the local was notified that Paul Jeffery, WCB advocate for local 298, won his first WCB appeal. Congratulations to Paul Jeffery, and thanks for the hard work and what you accomplish for the local. I know that we use to pay the WCB advocate one day a week to work on the appeals, but both Pat Williams and now Paul Jeffery accomplish this totally on volunteer time. We sent Paul to advocate training, and this is the benefit to local 298 members. A motion to send two members to the BC Fed Convention was discussed and defeated by one member, at the executive meeting. Trying to keep costs down is an ongoing battle, and unsure if the message of the projected finances are actually getting through. At every executive meeting it seems that the appetite for spending is still very prominent. Pat Howes the office secretary of approx. 30 years will be retiring at the end of the month. Local 298 members thank Pat for the years of dedicated service in which she played many roles, too many to list. Local 298 hired Stephanie Miller to replace Pat as the office secretary. Stephanie is not only extremely qualified for the job, she brings energy and positive outlook to the position. She is well versed on the union activities, constitution, and bylaws and informative regarding CEP activities. Along with legal assistant qualifications, all aspects of office management, Stephanie is proficient at designing and maintaining a web site, which will be a huge asset to our members in daily communication. I know that the hiring committee (Rick Wittmann, Cade Gardiner and Mary Murphy) made a good choice, and that Stephanie will be an asset to our members. I thank Rick and Cade for their dedication in an extremely hard long day. A job description has been created for the secretary's position, and the committee is still working on a written contract. The secretary has been working on a verbal contract which changed depending on the needs. Once again the Labour

Day Picnic was a huge success. Thanks to Dianna for the face painting, helping set up the CEP table, and clean up, much appreciated. Along with my speech regarding the forestry Issues, the loss of jobs/resources in Canada, lobbying the government, and keeping our young people employed in good paying jobs with benefits. I had the opportunity to discuss the issues one on one with Robin Austin and Nathan Cullen, and to provide them with CEP package on the Forest Industry Crises. First set of Nominations at the September Membership Meeting, reflected on the fracture I believe still exist between the production and maintenance workers. It's a personal project to try and get unity and solidarity between the two. I have spend many hours, addressing concerns for the maintenance department, visiting lunch rooms over issues and getting clear picture of their stands and needs. Including the issues involving the outside area/CMP maintenance. I was pleased I was able with the involvement of the outside area workers, to stop the pressure being discussed at their special meeting, and insure that it was not implemented. I am concerned that later on when another area has issues. The same logic is not applied, when it involves the person/persons department/area when making these recommendations. This makes me understand the ME! ME! Attitude. It's good for one area to implement action to place pressure on the company but not good when it is your area. I have had the privilege of working with some great executive members over the last three years. And looking at the first set of nominations, each and every one would be great in serving this membership. We the present executive, past executive, and the future executive are going to make mistakes. We are not professions, we do the best that we can, it's up to you to contact the executive, come to meetings, and like the maintenance members did at the last meeting, voice your concern. Try to get the problem reversed with a vote or challenging the chair. What is disheartening is these discussions take place at executive meetings for months, and there is not strong opposition, to our business, and then it's challenged at the shop floor, and executive meetings. Well that is progress! And part of campaigning for what you see and want running this local. I also heard time and time again, we bend over for the company, and they ask us to keep bending, not far enough yet, keep bending, and the company can't seem to see that we are giving them 100% in one form or another! It's still not enough! Despite some questionable management decisions we still make it happen, still get the production, still accomplish our jobs effectively. We still feel like we are a problem not part of a solution, again....well that is progress!

I still maintain, pick your battle, pick it wisely and pick the appropriate time to fight these battles.

**In Solidarity,**  
Mary Murphy  
President local 298

Just received this email:

Greetings

This will be to advise you that the wage caucus will be held on October 29<sup>th</sup> and 30<sup>th</sup>, 2009. The formal notice will be sent out shortly but this is to allow you to make the appropriate arrangements.

If you have any **agenda issues** please forward them to me **no later than October 22, 2009.**

**Local Union reports must be received in the Vancouver office no later than October 22, 2009.** If you cannot meet this deadline please ensure that you have ninety (90) copies prepared for circulation.

## Canadian Labour Congress (CLC)

### Winter School

By Cade Gardiner

I would like to thank the membership for sending me to this school. The course I took was Parliamentary Procedure and Public Speaking, which was facilitated by Judi Armstrong of CUPE and Darren Patrick of USW. The Parliamentary Procedure part of the course was "How to run a meeting". During this section of the course, some discussion took place around what rules do you follow to run your meetings, Roberts Rules of Order or Bourinots' Rules of Order. The CLC runs under Bourinots Rules and so does the CEP according to the constitution (pg 80 Convention Rules of Order)

Although the difference between the two sets is minimal, the difference seems to be the percent needed to pass certain motions.

I hope I have gathered enough tools and resources to assist our chairperson to keep a good flow and allow meetings to end in appropriate timeliness.

Interesting discussion took place throughout this week long seminar with many other union representatives. One common concern was how to attract younger members to get involved in some way.

During the evening guest speakers were brought in for Q&As and on Monday night NDP MLA Leonard Krog was the speaker. I had the opportunity to ask the forgotten question "when will the nonsense of Raw Log Exports be stopped".

After hours I had a chance to meet several other people from other unions including members of CEP, such as Matt Peterson of local 1115 Quesnel, who happened to be brother Andy Peterson's brother.

Hopefully, I represented CEP local 298 well. I believe I did.

### Retiring Soon?

By Cade Gardiner

I thanked the membership earlier for sending me to winter school on a course, but while in attendance at said course, I

made sure I got full benefits for you, the membership of CEP local 298.

The pre-meeting displays at the conference introduced me to a group called WE (Working Enterprise Group of Companies). WE are endorsed by the BC Federation Of Labor. One faction of WE is BC Forum (Federation of retired union members).

This company sold many types of insurances: medical, dental, extended health, life, etc. From what I have seen in their packages, our future retirees might enjoy what is offered. It looks like you may be able to transfer over within a certain time frame and receive a reduced rate. Once more information arrives at the union hall I will see what rates are better for what may be needed and then report back to the membership.



The Forest sector is facing the worst crises in its history as we face unprecedented economic trade-related and environmental challenges. The industry has a unique advantage at the beginning of the 21<sup>st</sup> century: it is based on a green and renewable resource. This resource needs to be managed well to ensure the long-term survival of many communities maintaining well-paid jobs throughout the country. CEP was instrumental in pressuring the government to counter the U.S. black liquor subsidies. One June 17, the federal government announced a program to counter the subsidy by providing funding to one billion which must be reinvested in energy efficiency initiatives or environmental projects over the next three years. Sadly this program will not solve the forestry crises nor will it prevent more mill closures and job losses in the coming months. We know that the employers are lobbying frantically to ensure that the grants will have as few restrictions as possible to allow them to spend the money however they see fit. CEP will continue to lobby, explore ways to level the playing field for Canadian producers. We will continue to lobby for loan guarantees for forest companies who need such loans to refinance their debt. CEP wants to see freezing of pipeline capacity to the United States for crude oil, bitumen and natural gas and calls for a freeze at the 2007 levels of all electricity exports to the U.S. until a new Canadian energy policy creates a

context for energy exports that is consistent with our national interest. We want to see controlling interest of a major integrated oil company and use the company as a means to implement public policy in the energy industry. Initiate amendments to the Telecommunications Act to add quality of customer service as a performance requirement leading to the granting of telecommunications licenses. Enacted legislation that would protect the **pension plans** that are terminated because of bankruptcy or threatened with termination while a company asks for court protection against its creditors. We continue to push for action to protect the forest jobs, pensions and communities, and seek to educate that the forest industry is a rising industry not a sunset industry. Lobby government to manage the forest industry effectively. These are the most difficult times to negotiate contracts and attempt to get the best deal for members and still keep the threats of closures at the back of our minds during negotiations. Selling the premium jobs is the focus of management and this has been going on for many years, and is the focus of the future. More and More the companies are getting relief on wages and benefits. We must look at this as a disservice to our young people as we sell off more and more of our best paying jobs. Soon the company will have exactly what they want, all low salaries, lack of benefits and the only ones benefiting from this is the company with more and more money in the CEO's pockets. Although no one wants to take strong steps in negotiations, we need to think of our young people's future, and how we as union activists are going to affect this.

**Mary**

### **The Man Rules**

At last a guy has taken the time to write this all down. Finally, the guys' side of the story. (I must admit, it's pretty good.) We always hear "the rules" From the female side. Now here are the rules from the male side. These are our rules!

Please note, these are all numbered "1" ON PURPOSE!

1. Men are NOT mind readers.

(FIRST & FOREMOST RULE)

1. Learn to work the toilet seat. You're a big girl. If it's up, put it down. We need it up, you need it down. You don't hear us complaining about you leaving it down..

1. Sunday sports, it's like the full moon or the changing of the tides. Let it be.

1. Crying is blackmail.

1. Ask for what you want. Let us be clear on this one: Subtle hints do not work! Strong hints do not work!

Obvious hints do not work! Just say it!

1. Yes and No are perfectly acceptable answers to almost every question.

1. Come to us with a problem only if you want help solving it. That's what we do. Sympathy is what your girlfriends are for.

1. Anything we said 6 months ago is inadmissible in

an argument. In fact, all comments become Null and void after 7 Days.

1. If you think you're fat, you probably are. Don't ask us.

1. If something we said can be interpreted two ways and one of the ways makes you sad or angry, we meant the other one

1. You can either ask us to do something, or tell us how you want it done. Not both. If you already know best how to do it, just do it yourself.

1. Whenever possible, please say whatever you have to say during commercials..

1. Christopher Columbus did NOT need directions and neither do we.

1. ALL men see in only 16 colors, like Windows default settings. Peach, for example, is a fruit, not a color. Pumpkin is also a fruit. We have no idea what mauve is.

1. If it itches, it will be scratched. We do that.

1. It is pointless looking for reasons for start an argument because we will avoid it any possible way.

1. If we ask what is wrong and you say "nothing," We will act like nothing's wrong. We know you are lying, but it is just not worth the hassle.

1. If you ask a question you don't want an answer to, expect an answer you don't want to hear.

1. When we have to go somewhere, absolutely anything you wear is fine... Really .

1. Don't ask us what we're thinking about unless you are prepared to discuss such topics as Football, Hockey games, basketball, and what we did last night.

1. You have enough clothes really!.

1. You have too many shoes.

1. I am in shape. Round IS a shape!

Thank you for reading this.

Yes, I know, I have to sleep on the couch tonight;

But did you know men really don't mind that? It's like camping, a bottle of alcohol and a TV is perfectly fine at this time.

**Kitimat - Terrace  
and**

**District Labour Council  
ANNUAL GENERAL MEETING**

**WEDNESDAY September 23, 2009**

**All Nations Centre – Terrace**

**(formerly known as the Carpenter's Hall)**

**7:00 PM to 9:00 PM**

**Delegates, Union & Community Activists Welcome**

### **Pension Information**

Good day everyone

My name is Jon Gardiner, and I have been asked by your executive to help members with any questions or concerns they may have about our pension plan. I have been reading the literature available, and brushing up on



common issues and questions for the last few weeks. My previous experience with other pensions, and my academic training with how pensions are managed have lowered the learning curve a little bit, but I am in no way an "expert".....yet.

For folks who are new to the "mysteries of the pension plan", the first place to start is the pension plan website, [www.pulpandpaperpension.ca](http://www.pulpandpaperpension.ca). This site will answer most of the common questions about how the pension works, how much you are going to get if you retire, and how they calculate your monthly pension. I have been browsing this site in some detail, and I would be happy to help anyone who needs assistance navigating the website.

Another exciting thing that is happening soon is the elections for a new pension trustee position. I have decided to throw my hat in the ring for election of this position. A pension trustee is part of a team with other union and management trustees who get together a few times a year to manage the pension fund. This will give me, and ultimately you, first hand knowledge of the latest information, changes, and updates to our pension plan. This will require me to attend the Western Region Caucus meeting, scheduled for October 29th and 30th, and accept my nomination for election. Wish me luck!

I will be writing a regular article for our newsletter, focusing on different issues and questions surrounding the pension plan.

Please don't hesitate to ask questions about our pension at any time. If I don't have the answer at my fingertips, I will find out for you asap. I can be reached in the Steam Plant - 3513, or email me at [jgardiner@telus.net](mailto:jgardiner@telus.net)

**Thanks,**

Jon Gardiner

### RETIREMENT CELEBRATION

AFTER 30 YEARS OF DEDICATED SERVICE  
AS LOCAL 298'S SECRETARY: PAT HOWES IS  
RETIRED  
PLEASE JOIN US IN CELEBRATING PAT HOWES  
RETIREMENT

WHERE:

HIRSCH CREEK GOLF AND WINTER CLUB

DATE:

OCTOBER 3, 2009 @ 6:00 PM

Card at stores:

Pls let us know if you are coming,

Mary, 250-632-5201 local 3451

Rick, 250-632-7623 local 3472

Paul, 250-632-5622 local 3581

Randy, 250-632-7222 local 3551

Cade, 250-632-3870 local 3510

## Emails



### Dear Local 298 & 1127 members:

Please accept my immense gratitude for the generous donation recently contributed by all of your brothers & sisters. I will be traveling to Vancouver in a couple of months to fulfill my dad's wish to have his ashes scattered in the Pacific Ocean. We'll charter a boat at sunset and will release Dad into his beloved ocean. He was & remained a very proud union man and was very disappointed that he would not be around for this spring's Provincial election and an opportunity to vote AGAINST Gordon Campbell.

**Sincerely**

Kim Evens (nee Cowburn)

Rena and I would like to thank Local 298 for the great fruit baskets that Mary delivered when we were both in the hospital.

**Thanks again**

Al Hummel

### To the President, members of the executive, delegates and all the members of CEP Local 298:

The members of CEP Local 175 would like to thank you for your contribution. It's much appreciated. We have been on a lockout since November 17th, 2007 and with your donations, it will help us to win the fight.

**Again a BIG THANKS**

From all the members of Local 175

### Dear Brothers & Sisters:

Thank you so much for the retirement gift. The watch is just perfect!

**Thanks again**

Ilona Kenny

### CEP Executive, Brothers & Sisters:

First I would like to thank the local and Pat for continuing to send the newsletter. It's now 20 years since retiring from Eurocan and good to keep up to date with what is happening in Kitimat. I still recognize many of the names. Molly and I do visit Kitimat annually and will be this year May/June to attend our granddaughters

graduation. Will probably visit the local office and attend a meeting.

**I Remain, Fraternally**

Charlie Law

**To CEP Local 298**

I would like to say thank you to everyone for my retirement gift. Hope everyone is doing well up there in the north.

K. Aujla

**To Local 298 & 1127:**

Your card & money was gratefully accepted on behalf of me and family. It made it a lot easier to get Leonards service dealt with.

**Thank you so very much.**

Gloria Bruce & family

**Thank you to CEP Local 298:**

I am honored to have been chosen to receive the union scholarship. I would like to thank all the members for their contribution toward this scholarship, especially in such hard economic times.

**Very much appreciated**

Z. Closter

**CEP Local 298:**

On behalf of the Heart & Stroke Foundation of BC & Yukon, thank you very much for your recent donation in memory of Mr. Leonard Bruce. A card has been sent acknowledging your kind gift. Because of donations such as yours, we will carry on our mandate to support the very best cardiovascular research in BC. The results of the amazing research done by scientists supported by the Heart & Stroke Foundation will mean that every patient whose life was saved through the use of ASA during a heart attack, every 'blue' baby returned to a grateful family, and every stroke patient who was given a drug used to reduce or prevent brain damage, will in part have you to thank. Today's research is building momentum. As one scientist builds upon the work of another, discoveries in cardiovascular research are propelling us towards our vision' "Generations free of heart disease and stroke." Organizations like yours have been our strength in the past; you will be the source of all our future success. Please know I speak for everyone when I say, "thank you"

**Sincerely Yours**

Bobbe Wood

President & CEO

**Dear CEP Local 298:**

Thank you so much for the lovely basket full of bath things for our baby, Jake.

**We really appreciate it!**

Rory +Val + Jake Stevens

**To All CEP 298 & 1127 members:**

I am Corie VanderKemp, the common-law spouse of John C. Pargeon, who passed away the 16th of April 2009. The money received was greatly appreciated. He had a very simple send off. His cremated remains were buried in the local cemetery. A poem was read at the time, one that he quoted to me and am sure to others while he was with us, the Poem was written by Robert Service "The cremation of Sam McGee". John was a man of honour and trust & he believed in the union movement. Sorry I am so late in sending this, there was a lot to take care of. Anyway thanks a lot and keep up the fight  
Corrie Vanderkemp

**For Dan Belleville**

I am going to miss my years with Dan, but he leaves me with fond memories. I remember when I started to edit his reports to our newsletter. Dan didn't like that too much, leaving out names etc. asking him not to make it personal, he then started signing off himself "just a country boy. He didn't ask me to edit for him anymore. He really believes it telling it like it is..i am a little more soft. Dan and I were involved heavy in safety for many years and made great team. I know he was in after hrs as much as I was.

Barking, making lots of noise to get the item which needed to be addressed, and/or changed. Both Dan and I were hurt, when the president stated he had no faith in us therefore had a regular member attend to an investigation with the company regarding a serious near miss in the Eco Building. We worked hard with this members to insure their comfort level. Next time the job was done to insure confidence.as we are here for you, both Dan and myself stood by the door in scott air packs until the job was completed. Not because it was necessary, but because we went the extra step, to show we are here for you.

Even when he did not hold a voted in position on central safety he was still involved and visiting department, every time he was asked to and dealing with management on the issue. Recently Raw Materials, where they were using spot lights to light up the tracks duct tapped to the leading car. This had been going on for over thirty days, and being transferred to the second car.

Dan held a position on the standing committee with my persistence and was also dedicated to that committee, working through the conflict.

More important Dan was one of the wage delegates who kept the costs to a min. through out negotiations.

The comment on the rain, rain or shine, he banged on my door 6:30 am to golf before negotiations in PG, And was a persistent voice to have me treat myself to a great set of new clubs. Dan like to make sure you had pleasure while being tied down for hrs in negations.

I can't even explain the amount of dedication and work Dan did for the member of local 298. I know that he is certainly going to be missed, and by the way Dan states that the way they got the shift pipefitter back onto shift was by sticking together to show the company that they really do need a pipefitter on shift. He did all the extra's which was not accomplished on dayshift, continually there were line ups to get items taken care of in the department. I guess we will have to wait until someone gets hurt before the rest of the fitters listen.

Dan have a great retirement, you are always going to be my friend, I will miss you much.

**YOU DID GOOD MY FRIEND.**

Mary

Several years ago, I heard about a NON-REFUNDABLE Tax Credit (Medical Disability Tax Credit) in a Newsletter from our MP, Nathan Cullen. Last year, I applied for it for my wife after hearing how well it has helped a few other people. This Medical Disability Tax Credit is to help reduce taxes for people with long term medical disabilities that prevents them from doing ordinary everyday things like simply walking (100 yards unaided) or other similar things in everyday life. I believe this Tax Credit is good for five years or so from the time you are accepted for it by the Canada Revenue Agency, and the unused credit amount is transferable to a spouse or other dependant if the disabled person does not have enough taxable income to use all of the credit in that taxation year. After the five year period you must re-apply for it again.

This tax credit also is retro-active back to year 2000 (at least it was for me) and I got a five figure refund on taxes I paid from 2000 to 2006. For any 298 member (and for that matter anyone reading this) who believes they may be able to benefit from this Tax Credit, I urge them to investigate and call the Surrey Tax center for information (1-800-663-9334) or simply go online and download the .pdf form at <http://www.cra-arc.gc.ca/ebci/cjcm/srch/bscSrCh?lang=en> <<http://www.cra-arc.gc.ca/ebci/cjcm/srch/bscSrCh?lang=en&prevBscSrCh=t2202&b>

[scSrCh=t2201](http://www.cra-arc.gc.ca/ebci/cjcm/srch/bscSrCh=t2201)> &prevBscSrCh=t2202&bscSrCh=t2201. The first page is to be filled out with information for the disabled person, and the form is then taken to your family doctor or other medical specialist to fill out the balance of the form. When complete send it into Canada Revenue Agency for processing, and they will eventually contact you by mail. For me, it took almost a year before we finally got a letter stating my wife is accepted for this tax credit, but it was definitely worth the wait for it; others I have spoken to have been accepted in as little as a few weeks. I searched the web using "Canada - Medical Disability Tax Credit" for search criteria and got a wealth of information including this site above. If anyone wants to call me more info on this feel free to call me at 250-635-0873.

### **In Solidarity**

Wilf Butters

### **Purchasing a turkey**

A woman was picking through the frozen turkeys at the grocery store, but couldn't find one big enough for her family.

She asked a store clerk, "Do these turkeys get any bigger?" The clerk replied, "No ma'am, they're dead."

### **Come On Sense**

Once upon a time in a Pulp & Paper mill that was not very far away, a youngman was just entering the mill to start his shift when he was approached by an old mill hand who said to him, "Hey, Kid, wanna buy some steam & recovery common sense? It's on special today, only a buck a quart!", to which the young man said, "no thanks, I've got to make my relief." A couple of hours later the young fella was approached once again by the same old hand who said, "Hey, Kid, Pulpmill common sense, only five bucks a pint!" to which the young lad said, "no thanks, I'm going to number three for coffee". Right about the middle of his shift, the young fella was yet again approached by the old guy who said, "you drive a hard bargain Kid, but I got for you one full cup of raw materials, Papermill, maintenance and shiploader common sense all rolled into one for only ten dollars!" To which the youngster said, "step aside, old timer, I'm going for lunch." As the young man was leaving the mill at the end of his shift, he was stopped by the old guy once again who said, "Okay, Kid, for a limited time only, special for you, top level management common sense, one hundred dollars an ounce!" To which the young man said "give your head a shake old man, why would anybody pay that kind of money for what you're offering!" But the old guy stood tall and said, "Hey, Kid, do you know how hard it is to find an ounce of common sense among top level management around here?".

### **This is the Ol' Dog**

Saying

Keep yer feet dry

I know that I represent all cep local 298 members when I say thanks to Laura for the newsletter. The newsletter was a huge cost item for the membership, and because of Laura's volunteering the costs have been reduced greatly. much appreciated Laura.

**Mary**

### **Short changed**

A worker was shorted \$20 in his pay and complained to the payroll department. "You were overpaid \$20 last week and didn't object," reasoned the payroll supervisor. "I know," said the worker. "I don't mind overlooking one mistake, but when it happens the second time, I think it's time to complain."



### Whose Fault is IT?

Canada had a Forest Industry that was rich and very profitable. We even had extra money put aside for education of our workers called the Jump Program in British Columbia. But the Government and the Companies saw this large amount of money available and they wanted to get their hands on it. So it wasn't long before this money was not available to the forest workers. The Owners and their C.O.'s lobbied the Government to drop many of the restrictions so they could ship raw logs, therefore lowering their cost and increasing profits. This was being done all across Canada and it was done over several years even with different governments in power. At one time Companies had to cut a set amount of trees on their tree farm licenses and set aside a percentage to local mills. Also at one time before they were given a license they had to build something locally so that the People in the area would benefit and Towns were being built. And if they didn't look after the forest or didn't comply with the rules they could lose the tree farm license. The Government all across Canada seemed to give the Companies all they asked for because all they cared for was the stumpage fees. The Government allowed Companies to use their Farm Licenses as an asset in order to sell part of, or all their Companies holdings. They also only had to pay stumpage fees on the trees that actually were taken out of the forest. The trees that they couldn't make huge profits on either, rotted or were set ablaze lighting up the sky and adding to global warming, benefiting no one but the Companies, by cost reduction. Now I read in the Local News Paper that the Forest License owners are deciding if they want to be part of a plan forest pool to collect wood and make available to be used to make Pellet for stoves, Manufacturing of musical instruments, use in Producing Electricity, Producing fuels and any other product that would use our trees to create jobs. There should be no need to have the Companies decide if they will provide the trees needed. There is so much waste that our Government should pass a law stating that the Companies can not leave

any down logs in the bush. The Trees belong to the Canadian people and should be used to get our people back to work to earn a good living and help pay for all our schools and other benefits we need. We can not wait and hope that the Companies will do the right thing, because in all the Industries they have shown us that they are only in it for themselves. Look at the Company in Mackenzie owned by AbitibiBowater they shut the Mill down even though it was a newer Mill, just to reduce the amount of fiber on the Market so they could Profit more. Yet in B.C. we are closing Mills because we don't have enough fiber to keep them going. So here the government allows this huge forest area to just sit idle, when it could be used to supply many types of industries and benefit the people of B.C, and bring in needed money for the Government sponsored projects. This Tree farm license should be taken away from AbitibiBowater and given to someone that will use it to provide needed jobs during these hard times.

I myself don't understand how a government could let a renewable resource like this be wasted and not farmed properly like in other Countries. Before I came to British Columbia I worked in a couple of Mines in Ontario and one in Manitoba. All three are shut down because they ran out of ore, yet in all these areas trees are still growing and not being used correctly or farmed and used to their potential. P.I. I heard a Company shut down the mill permanently and was going to sell off its farm license as an asset but the Provincial Government stepped in, and said no you can't sell it because the trees belong to the Province. It's nice and refreshing to hear that there is someone that has the balls to do the right thing and act in the best interest for the People of his Province.

In British Columbia this is an election year and we should be asking the people that we are voting for what are her/his interests on doing the right things in order to get this Industry back on track. We should be asking all the people running this same question no matter what Party he is representing. Just a reminder that we the people financed the Government when they fought to get back the money from the United States for over taxing the Companies. What did that do for the people of Canada? The Companies got back huge profits invested in Companies in another Country and lobbied the Government for less restriction so they could ship even more raw logs out. That is some of the reasons that we are in the situation we are to day and if things don't change it will only get worst.

So if the Government doesn't change and act in our best interest it may be time to change the people that represent us. Remember it first was the greed of the Banks that said they would do the right thing and not take all our money and pay next to no interest. Then the oil companies that kept raising the prices and making record profits while Companies went under. Also carbon taxes and hydro costs are going up by our Government in power, yet they are not using our trees to reduce the cost of fuels and pollution.

**Well that's enough from this Country Boy**

you will have to decide for your selves what you can do or will do. But do VOTE!!!!

Daniel Belleville

### Cost Savings

Years ago I was left extra work to do on graveyards. Remove obsolete items from the shelf and throw them in the garbage, it was about the time where Eurocan was attempting to save money and the first aid team was denied any out of town first aid competitions, representing Eurocan. I have a habit of looking for the items on the computer, and then discarding them. The items I removed were some type of special gaskets, and they were around \$3,000.00 each. I couldn't understand taking brand new costly items and throwing them in the garbage, I put them on the counter and a supervisor placed them in his office to be used. They were being replaced with a cheaper/better? gasket. Recently a stores grievance was dropped, staff doing hrly work, and reducing the workforce. So, I return from vacation to find out staff were removing items off the shelf, not because they are obsolete, but for cost savings initiatives. When the first aid attendant complained, the inventory sheets were left for him to do on graveyards. Well you look in the inventory box.....it there is 8 items, remove 6 and throw them in the garbage....There were three pages of these instructions, not sure how long the staff person had been doing this work. NOW THAT IS A COST SAVING INITIATIVE. Stay tuned for the money that stores/purchasing has saved by reductions of inventory, it should be huge.

Mary

### Company Buzz Words

**Blamestorming:** Sitting around in a group discussing why a deadline was missed or a project failed, and who was responsible.

**Body Nazis:** Hard-core exercise and weight-lifting fanatics who look down on anyone who doesn't work out obsessively.

**Seagull Manager:** A manager who flies in, makes a lot of noise, and then leaves.

**Chainsaw Consultant:** An outside expert brought in to reduce the employee headcount, leaving the top brass with clean hands.

**Cube Farm:** An office filled with cubicles.

**Idea Hamsters:** People who always seem to have their idea generators running.

**Mouse Potato:** The online, wired generation's answer to the couch potato.

**Prairie Dogging:** When someone yells or drops something loudly in a cube farm, and people's heads pop up over the walls to see what's going on.

**SITCOMs:** What yuppies turn into when they have children and one of them stops working to stay home with the kids. Stands for Single Income, Two Children,

Oppressive Mortgage.

**Squirt the Bird:** To transmit a signal to a satellite.

**Starter Marriage:** A short-lived first marriage that ends in divorce with no kids, no property, and no regrets.

**Stress Puppy:** A person who seems to thrive on being stressed out and whiny.

**Swiped Out:** An ATM or credit card that has been rendered useless because the magnetic strip is worn away from extensive use.

**Tourists:** People who take training classes just to get a vacation from their jobs. "We had three serious students in class; the rest were just tourists."

**Treeware:** Hacker slang for documentation or other printed material.

**Xerox Subsidy:** Euphemism for swiping free photocopies from one's workplace.

**Going Postal:** Euphemism for being totally stressed out, for losing it. Makes reference to the unfortunate track record of postal employees who have snapped and gone on shooting rampages.

**Alpha Geek:** The most knowledgeable, technically proficient person in an office or work group. "Ask Larry, he's the Alpha Geek around here."

**Assmosis:** The process by which some people seem to absorb success and advancement by kissing up to the boss rather than working hard.

**Chips and Salsa:** Chips = hardware, Salsa = software.

"Well, first we gotta figure out if the problem is in your chips or your salsa."

**Flight Risk:** Used to describe employees who are suspected of planning to leave a company or department soon.

**GOOD job:** A "Get-Out-Of-Debt" job. A well-paying job people take in order to pay off their debts, one that they will quit as soon as they are solvent again.

**Irritainment:** Entertainment and media spectacles that are annoying, but you find yourself unable to stop watching them. The O.J. trials were a prime example.

**Percussive Maintenance:** The fine art of attacking an electronic device to get it to work again.

### The Art of War

A little while back I lost an arbitration case over contractors replacing mill workers. We showed the company was reducing the number of employees and was contracting out the work. The problem was we could not show anyone who was displaced or laid off. But now we are talking about the company displacing people from their jobs and lay offs. This is exactly what the contract is talking about. Our lay off contract language is not in place for when times are good, it is for times like this when things are bad. The company cannot be allowed to lay off or displace people and then bring in contractors. The company cannot be allowed to lay off or displace people and then replace them with overtime. Every person who is

looking at lay off can be utilized as fire watch. We are right this minute unable to do work because we cannot find fire watches. Or we are using high paid trades people to do fire watch who should be doing other work. This is the old adage the company is willing to spend 1 million dollars a year just to save one persons wages for one year. The problem is they are making to classic mistake of not looking at both sides of the balance sheet. We can save a dollar a box on paper if we buy it from Prince George but if you do not look at the 10 dollars extra it costs to ship it from Prince George. You are not saving! 1 dollar it is costing you 9 dollars more. In effect the company is stepping over dollars to pick up dimes. And the company is dime-ing us into bankruptcy. You have heard me say hundreds of times "loyalty up loyalty down" "If you want loyalty up, you must first give loyalty down." The company is showing no loyalty to the members of 298 and 1127.

#### The Art of War by Sun Tzu 500BC

Widely regarded as "The Oldest Military Treatise in the World," this landmark work covers principles of strategy, tactics, maneuvering, communication, and supplies; the use of terrain, fire, and the seasons of the year; the classification and utilization of spies; the treatment of soldiers, including captives.

One of Sun Tzu's quotes is "If the order is give loud enough and clear enough and the solders fail to obey it is the officers fault not the solders fault and the officers must be put to death."

Translated to today

"If the order is give loud enough and clear enough and the workers fail to obey it is management's fault not the workers fault and the management must be fired."

If a team is not winning do they fire the players or do they fire the coach?

If eurocan was a hockey team there would be 20 coaches and only 3 players. A mill down south shut down and the workers took over the mill. It started making money and eurocan can not figure out how. They have less staff and HIRED more workers and the workers started making the dissisions.

**If Eurocan fails it will not be the workers fault.**

Peter G. King

peterking@peterking.com

#### Membership Meeting September 9, 2009

I remember reading Frank Verde Sr.'s resignation after he was challenged on a decision at the membership meeting. Clear direction had been given by the executive and members, but someone stacked the meeting and overturned the decision made. Brother Verde resigned his position that night when he got home. I read his email which stated "I remember looking up and seeing all these faces that don't usually show up at union meetings and thought well

this is it". REGARDING the posting for the two day warehouse, I made the decision to repost Posting #16-09 with consulting with the acting president at the time Paul. I take full responsibility for this decision. The decision was discussed at the executive meeting the night before and supported. The decision was challenged at the membership meeting, and defeated, by a very small margin. Several months ago the executive and previous executive was giving me clear direction to cancel the posting, and move the two members who were being affected by the manning reduction into the two day warehouse posting. There was a lot of confusion on what had previously occurred and what was agreed to in the past, both on the company's side and the current and previous executive members. I spend many long hours going through all the documentation at the union hall, and emailing for information. I had a problem with the fact that a person could post into the middle of a progression line, because they had a ticket, and felt if they were not two progression lines then they should be. As the two successful applicants were already in the job for 30 days, an extension was granted to the probation period, until the company and union could find documentation regarding the posting, and be clear on whether there were two or one progression lines. Once the decision was made, other issues regarding grandfathering/department seniority/company seniority and requirements for the job surfaced, and we have been working through this. The posting for the two day warehouse went up the beginning March, one of the two applicants choice to return to his previous job, and the scope had changed so much that it was in the unions' best interest to repost the job. This gives opportunity to the senior employees who were being affected by the reductions, an opportunity to post and may be successful at securing a job. Especially in view of the stand that the union had taken with the company regarding positions, which would place long term members hanging off a rail car or, entry level into the papermill. If this decision is challenged again, I will table the vote until I also can get some support at these meetings. As always, please contact me if you have any questions.

**Thanks, In Solidarity,**

Mary Murphy

Two guys were discussing popular family trends on sex, marriage, and family values.

Stu said, 'I didn't sleep with my wife before we got married, did you?'

Leroy replied, 'I'm not sure, what was her maiden name?'

June 15, 2009.

A post shutdown meeting was requested by myself, and attended by Scott doughty, and 1127, today. Discussions around the positive's resulting directly from the five week shutdown including money savings, the

support/commitment that the mill personal gave to the company, the impact the shutdown had on future saving during shutdowns, e.g.: production working with maintenance accomplishing jobs which were handled very well and created opportunities for the company to have huge savings. Bottom line: The Company saved millions of dollars by utilizing our own crews, and for the most part had 100% cooperation. Discussions regarding shortfalls, problems and improvements for the future were also discussed. Although the company was not pleased with the lack of "commitment" from maintenance during mill start up. Issues brought forward by local 298, schedule issues: Maintenance scheduling, start up scheduling, Over twelve overtime coverage in particular the 2 hrs call time the company has attempted to stop paying. When keeping maintenance over the 12 hrs. The ability for the company to review jobs, and to keep the jobs in the hands of our maintenance people. Dennis stated he is committed to keeping the work in-house. The scheduling of operating crews throughout the shutdown, in particular, stores receivers scheduled afternoon shift. ERT members scheduled straight graveyards, and the lack of information for the scheduling department. Production workers, and the unclear communications regarding support system within the department and support for the maintenance department. The scheduling of 4 and 6 hr shifts, and creative shifts which are not covered in the contract. Some in operations were being sent home after six/four hrs because they had reach the "40" hr week. The sporadic ways that application for time off was applied during the shutdown, depending on the departments, and request for vacation time after the shutdown. Local 298 reinforced that Staff doesn't do hourly work; hourly personal has to be trained to do all the hourly work. Gas Testing, hole watch, clean up etc. The communication regarding Shiploaders scheduled to work 10 hr shifts, and not given the opportunity to work 8 hr shifts. The company had stated that all support to the shutdown trailer would be scheduled 10 hr shifts, and this included the shiploaders. The standing committee members at the meeting understood that the shiploaders were exempt from this. We requested the company review these issues and work together to make this and future shutdowns a success.

**Mary**

#### **Interesting times at Eurocan**

The big financial crisis. Wow! Who would have thought? Industry is taking advantage of the situation and basically trying to bust up unions and throw out the contracts. Eurocan by the way is a prime example. Supervisors giving direct orders to pipe fitters to train operators to do their job. This is a clear violation of the contract. Eurocan actually thinks they will save money by taking the pipe fitters off shift. We've been down this road before and good luck with that. Shame on Eurocan! No thought went into this stupidity. Safety thrown right out the door. One of

the reasons we have trade qualifications is to keep people from being maimed or killed. The company says not to worry the liability will be on the company when someone is maimed or killed. That won't help the dead guy or the tradesman when his ticket is pulled. On safety alone absolutely refuse to train non trades people. One operator was already gassed and went down. Never reported it as he was too embarrassed to come forward. Next time he might not be able to get up. Gene the painter not even half way through his first shift as supervisor hands his paint brushes to laborers from the yard to paint in the E.I. shops. Not too mention that due to all the 10% that Gene was doing caused some of the power ends go out to contract. Shame! Aside from the stupidity money going out the door again this is a clear violation of the contract. Shame!

Denis Claire fear mongering employees:

(Morning Highlights)It was very encouraging that a Millwright came in late last night to work on the PM1 base fan pump. It was also concerning that there was a lack of co-operation from some employees despite the urgency to get the paper machine up and running. We have a gap in the understanding that we are in a critical situation and need cooperation. Superintendents to talk to their people about the state of business.

(Response)

Hi Dennis,

I take extreme offense to these types of E-Mails. We had a total of 6 millwrights who worked 12hrs last night and one who worked 16hrs in your time of need. We had 2 machinists work 10 hrs then called back at 8pm and work another 4hrs for one machinist and 6hrs for the other. You also had another 2 millwright's work 12hrs in chip screening. There are probably others in maintenance that worked overtime that I'm not aware of. Does that sound like a lack of cooperation? Management sent two millwright home after 5hrs work and told to come back at 9pm to work another 8hrs. Contractually they only needed to work 3hrs and exercised that right. Getting up at 6am and going home at 12pm is an extremely long day! These same two millwrights were already on a critical jobs and were willing to work 12 or 16 if need be. Who's cooperating with who? For me it's like management wants to cut off the hand that feeds you. Drive that wedge a little deeper then cry to the union executive to calm the waters! While Asset Care is bragging up a storm about all the potential savings our plant is falling apart around us. Hello! It is no wonder that some of us retaliate by sending out our own facts to epp all users to set the record straight. We (union members) get warnings for this type of behavior, what does management get? Yea right!

Thanks for taking the time to read this e-mail  
Paul Wilson  
Union Rep

After discussing my displeasure with Denis personally he assured me he would make a correction

(Following day Morning Highlights)Clarification: need to recognize that people did work overtime Wednesday night on fan pump. The point was we had a period around midnight where we couldn't get resources to stay longer or come in except one and it added to the length of time to complete the job. Main point – if people understood the business situation they would respond differently.

(response)

Hi Dennis,

I have to tell you I thought there would be more in your clarification and so did most of the millwrights. Very disappointing! It most certainly did nothing to improve morale or acknowledge the long hours and hard work in the last few days. It was maintenance people who worked overtime not just other people. Also a lot of maintenance people are played out. Check the overtime hours worked in the last couple weeks. One millwright has worked three 16hr shifts in the last week. This individual was not your Star Player you referred to yesterday. We all understand the "business situation" Dennis but we all have Family lives and responsibilities as well. To find that balance is up to each and every individual to set their priorities. I would hope that management would understand and accept these choices and not put the guilt factor in. This is what I get from your clarification. When you're wrong you're wrong. It takes a man to openly admit it. Sometimes it is best not having said anything and from your clarification this was one of those times.

Thanks again for taking the time to read this E-Mail

Paul Wilson

Union Rep

Point of clarification. One of the reasons some trades people went home after twelve hours was because management would not pay the extra 2 hours penalty. Boy talk about pride getting in the way of production. Throw away thousands to save a couple hundred and face.

Discipline being handed out like it was candy. No consistency what so ever. Depending on who you are of course. Smoking for example. Some people get coaching, some one day off and another three days off. Talk about way out of whack! Lots of discrimination here and are sure winners at arbitration. Staff doing hourly work. Now that we're eliminating jobs the company believes they are fully in there right to do our work. A supervisor in stores should start paying union dues with all the hours logged in doing our work. Many, many grievances on this issue. Shame! Not replacing unmanned positions. Stores for example

runs short handed and they don't fill the position. On paper the company looks good with all the savings. Reality is thousands of dollars out the door as trades people and others wait patiently for groceries. One day I counted 13 trades people yea that's right 13 people standing in front of stores for close to half an hour waiting. This was a shut down day as well. They gave up and went for coffee. I wonder how many will be working overtime because of that stupidity. And Eurocan is reducing in this department. Shame! Contracting out. More than ever. Ask Denis how much the Company has spent to have someone come in to check the fire extinguishers on a yearly basis. I'm sure we've never done that job. Yea right! Shame! Working overtime to cover vacations. It's happening and it needs to stop. We will take the company to task on this one. If you need to work overtime to cover vacations you are undermanned. It means your family members, friends, neighbors are not working because of our and corporate greed. On the bright side I would like to thank all members who are refusing to work overtime to cover vacations. Awesome job! Censorship at Eurocan. Better believe it. Some of us have been warned not to use EPP all users. The Company has the right to give us all their propaganda bullshit and if we try to set the record straight they will take your computer away. Shame!

Bottom line is it's going to get worse before it gets better. The Company is out of control and doesn't know when to stop pushing. Enough is enough! We all need to slow down and concentrate on the task at hand. Rushing and short cuts will only put your work mates and yourself in harms way. **Refuse unsafe work, report unsafe working conditions and make safety suggestions.**

Paul Wilson

Union Rep

#### **Sisters and Brothers:**

Here are a couple of cases to note: the first from the Sack Goldblatt Mitchell Net letter, International Forest products v. Sandhu is a BC Court of Appeal decision which finds that it is not discriminatory to deny severance to employees who are off due to disability. I have set out an excerpt from the Net letter below. The partial closure of British Columbia's International Forest Products Ltd. ("Interfor") took place in August 2001, following which only some of the original employees were required. The company and its union negotiated an arrangement under which the most senior employees in the discontinued operations had the option of remaining employed in the smaller operation, or of receiving a voluntary severance package. Workers who had insufficient seniority to bump into jobs at the smaller operations were also entitled to severance pay. The situation was more complicated in the case of non-active



employees. On the one hand, they were treated like their actively employed co-workers if they returned to active employment. On the other hand, while non-active disabled employees who did not return to work still received workers' compensation, short-term disability, or long-term disability benefits, they were not entitled to severance pay under the negotiated agreement. Disabled employees who did not receive a severance payment filed a human rights complaint under B.C.'s Human Rights Code, alleging that the agreement discriminated against non-active workers "[b]y refusing to offer the severance payment to those employees off work due to disability. ..." In a decision dated April 11, 2006, the B.C. Human Rights Tribunal held that denying severance pay -- an earned benefit based on length of service -- to a disabled employee for the sole reason that (s)he was not actively employed due to disability amounted to prohibited discrimination. The Tribunal found adverse treatment because only those employees who were absent from their jobs due to a disability were denied the option of receiving severance. It found that the partial closure had an impact on the complainants for four reasons:

- \* "(1) those complainants without seniority or the required level of competency lost all possibility of future employment with Interfor;
- \* (2) the complainants faced reduced opportunities for accommodation by Interfor that might have allowed them to return to work;
- \* (3) under the agreement between Interfor and the union, so long as they remained disabled, the complainants lost the investment of their able-bodied years with Interfor; and
- \* (4) the term "active employment," as used in the agreement, was inherently discriminatory and would impact on the dignity of the complainants."

The Tribunal concluded that "all the indicia of discrimination are present in this case. In order for an employee to enjoy severance, a benefit tied to years of service to an employer, that employee was required to be able-bodied." The employer challenged that decision in the B.C. Supreme Court. However, the B.C. Supreme Court rejected the employer's petition on February 13, 2007. The employer further appealed this ruling to the B.C. Court of Appeal. At the Court of Appeal, the employer argued that the lower court had erred by: (a) concluding that the purpose of the settlement was to provide an earned benefit to employees based on length of service; and (b) finding that a prima facie case of discrimination had been established. Writing for a three-member panel of the B.C. Court of Appeal, Justice Low allowed the employer's appeal, finding that no prima facie

case of discrimination had been established. The appeal court considered the impact of two Supreme Court of Canada decisions dealing with discrimination which were not considered by either the Human Rights Tribunal or the lower court. First, Low referred to the decision in *Law Society of British Columbia v. Andrews*, [1989] S.C.J. No. 6. In that case, the Supreme Court declared that "every difference in treatment between individuals under the law will not necessarily result in inequality. ..." Furthermore, the Court defined discrimination as follows:

\* "[D]iscrimination may be described as a distinction, whether intentional or not but based on grounds relating to personal characteristics of the individual or group, which has the effect of imposing burdens, obligations, or disadvantages on such individual or group not imposed on others, or which withholds or limits access to opportunities, benefits, and advantages available to other members of society."

The Court also held in *Andrews* that distinctions between individuals based on their individual merits and capacities, rather than their association with a group, will rarely be classed as discriminatory.

Second, in *McGill University Health Centre (Montreal General Hospital) v. Syndicat des employés de l'Hôpital général de Montréal*, [2007] S.C.J. No. 4 the Supreme Court stated the following regarding the difference between a permissible distinction and prohibited discrimination:

\* "Not every distinction is discriminatory. It is not enough to impugn an employer's conduct on the basis that what was done had a negative impact on an individual in a protected group. Such membership does not, without more, guarantee access to a human rights remedy. It is the link between that group membership and the arbitrariness of the disadvantaging criterion or conduct, either on its face or in its impact that triggers the possibility of a remedy. And it is the claimant who bears this threshold burden." In his application of these principles to the case at bar, Justice Low was particularly persuaded by what he considered to be a pivotal finding of fact, i.e.:

\* "[T]he [non-active disabled employees] were not at all affected by the partial closure. After the closure occurred, each of the respondents (unlike those among their fellow employees who did not get replacement jobs) continued to be in the employ of Interfor while receiving statutory workers' compensation or contractual disability benefits. Had they become able to return to work, they would have either continued to work for Interfor by obtaining a replacement job or they would have received severance pay in accordance with the terms of the agreement."

Justice Low acknowledged that the employment of the non-active disabled workers eventually ended, but he considered that "the termination of their employment was a product of the terms of the collective agreement -- retirement or unacceptable absenteeism. The

respondents attacked neither of those contractual provisions under the Code." The parties agreed that the purpose of the agreement between Interfor and the union was to "provide severance pay to those employees who would lose their employment due to the partial closure." In light of this intention, and given the fact that none of the non-active workers lost their employment due to the partial closure of the plant, Low concluded that the denial of the severance payment to those who did not fit Interfor's eligibility requirement of active employment was not discriminatory. Rather, this requirement was a permissible distinction. According to Low, the evidence supported the following conclusion:

\* "[T]he agreement contained ... a fair and commercially-sensible distinction between the respondents and active employees on the basis of availability for work. It was clearly not a distinction based upon physical or mental disability. The respondents did not receive severance pay because they did not become available for work before retirement or before Interfor invoked the absenteeism clause in the collective agreement. They suffered no disadvantage under the agreement between Interfor and the union. ..."

In the result, the Court quashed the decision of the Human Rights Tribunal.

There is another case we should all be aware of as well. In Dupuis v. SCCEP Local 230, [2008] J.Q. No 3678, the Quebec Court of Appeal made a union pay over \$193,000 in damages to a member whose grievance they had handled negligently.

I don't think this case has been published in English yet, but the gist of it is that when a member had a fairly serious grievance, the union missed the first step in the grievance process set out in the collective agreement and filed a grievance directly with the H.R. department. The union assured the member that the error of missing a step would be ignored at arbitration and that he would likely win on the merits. On this basis, even though offered a pretty good settlement by the employer, the member turned it down and proceeded to arbitration where the whole thing was thrown out due to the procedural omission by the union. The Quebec Court of Appeal found that not only was the union negligent, but they were liable for the member's damages because they had never advised him that he had the right to bring a complaint against the union under the Labour Code (similar to our section 12). Scary decision, but one we should all bear in mind.

**In Solidarity**  
Sarah O'Leary

#### **The Five stages of death at Eurocan :**

1. **Denial** -When you first get hired you think " Wow are these people ever lazy, I must be the hardest worker here this is unreal!"

2. **Anger** -You start to realize that your co-workers around want to work but the lack of organization makes it impossible for anyone to do their job efficiently. You start to become frustrated and wonder if you made the wrong choice in your employment decision.

3. **Bargaining** -Starting to make suggestions, giving reminders to order items and organizing what you can of your own jobs.

4. **Depression** -Overwhelming feelings of hopelessness, frustration, bitterness, self pity, mourning loss of the hopes, dreams and plans for the future. Feeling lack of control, feeling numb, because you realize no matter what you do they don't learn from the help you try to give and they just keep repeating the same errors over and over.

5- **Acceptance** -You now prepare you resume because you know things will not change .You get a job someplace else and leave with fond memories of all your co-workers.

**By Princess**

## **Grievances**

### **At Standing Committee**

**Case #08-36 – Paul O'Driscoll** – Sept 5, 2008 – Hours of Work violation

**Case #08-43 – Cliff Forster** – July 2, 2008 – unjust discipline

**Case #09-05 – CEP 298 – GE Operators** – progression line violation

**Case #09-13 – Fred Hill – Asset Care** – Jan 10, 2009 – seniority violation

**Case #09-14 – Lucky Bhullar** – Dec 25 and 26, 2008 – shift scheduling violation

**Case #09-17 – Dave Dobson** – Feb 10, 2009- unjust discipline

**Case #09-22 – Andrea Lee** – Feb 23, 2009 – unjust discipline

**Case #09-24 Arnie Carrita - O-T chip pile** – Feb 20, 2009 – O/T call in procedure violation

**Case # 09-25 Pat Stewart** – Feb 28, 2009 – O/T call in violation on chip pile

**Case #09-26 Wayne Fulljames** – Feb 28, 2009 – GE overtime violation

**Case #09-27 Daniel Graziani** – Mar 7, 2009 – overtime violation

**Case # 09-29 CEP 298 C-O #2 digester scaffold** – Mar 26, 2009 – C/O #2 digester scaffold – non-notification

**Case #09-31 Mary Murphy** – Feb 4, 2009 – time off violation

**Case #09-39 Carlos Nunes** – Apr 8, 2009 – overtime violation

**Case #09-40 Carlos Nunes** – Apr 9, 2009 – overtime violation

**Case #09-41 Wayne Fulljames** – Mar 17, 2009 – overtime violation

**Case #09-44 Doug Milne** - April 20, 2009 – overtime call list violation

**Case #09-46 Bill Jonkman** – May 19, 2009 – duty to accommodate

**Case #09-47 CEP 298 - flex violation** – May 7, 2009

**Case #09-48 Dino Stamatakis** – Apr 17, 20 & 21, 2009 – pay violation

**Case #09-49 Mullins, Martins & Baverstock** – May 14, 2009 – shiploading violation

**Case #09-50 Sonny Muchalla & E&I Shop** – June 1, 2009 – pay/overtime violation

**Case #09-51 Wayne Baer** – Jun 1-4, 2009 – pay/overtime violation

**Case #09-52 Ted Idle** – Jun 1-4, 2009 – pay/overtime violation

### **Grievances at Step 3**

**Case #09-54 Mary Murphy** – shift change violation – May 9, 2009

**Case #09-55 Dianna Roth** – June 1-5, 2009 – pay/overtime violation

**Case #09-56 Mario Graillon** – June 1-5, 2009 – pay/overtime violation

**Case #09-57 Dave Creighton** – June 1-5, 2009 – pay/overtime violation

**Case # 09-58 Bill Hardy** – June 1-5, 2009 – pay/overtime violation

**Case #09-59 Tim Schmidt** – June 1-5, 2009 – pay/overtime violation

**Case #09-60 Steve Epp** – June 1-5, 2009 – pay/overtime violation

**Case #09-61 Rick Lewis** – June 10, 2009 – overtime violation

**Case # 09-62 L. Bhullar** – June 12, 2009 – shift change

**Case # 09-63 CEP 298 - shiploaders shutdown sched** – May 2009 shutdown

**Case #09-64 Andy Sanwald** – June 1-5, 2009 – pay/overtime violation

**Case #09-65 Bill Browning** – June 1-5, 2009 – pay/overtime violation

**Case #09-66 Steve Woods** – June 1-5, 2009 – pay/overtime violation

**Case #09-67 Trina Martin** – June 5, 2009 – unjust discipline

**Case #09-69 Claus Rosner** – WI benefit violation – May 28, 2009

**Case #09-70 Laura Prinz** – unjust discipline grievance – June 28, 2009

**Case #09-71 CEP 298 – May 2009 shift schedules** – May 2009 Shutdown

**Case #09-73 Derrill MacKay** – May 2009 S/D – hours of work violation

**Case # 09-74 CEP 298 – Shiploader 10-hour shift** – May 2009 S/D – hours of work violation

**Case #09-75 Ed da Costa** – July 13, 2009 – staff doing hourly work

**Case #09-76 CEP 298 – CMP staff doing hourly work** – July 13, 2009

**Case #09-77 Ian Seaby** – July 15, 2009 – flexibility violation and harassment

**Case # 09-78 CEP 298 - COC, Kamtech install valve** – May 27, 2009 – non-notification

**Case #09-79 CEP 298 COC, chinook scaffolding** – May 31, 2009 – non-notification

**Case #09-80 Kevin Reis** – July 17, 2009 – floater violation

**Case #09-81 Bruce Webster** – July 15, 2009 – staff doing hourly work

**Case #09-82 AJ Nijjer** – July 16, 2009 – Banked Time off violation

**Case #09-83 Chris Schlenker** – July 18, 2009 – paid leave violation

**Case #09-84 CEP 298 - bypassing receiving** – July 21, 2009

**Case #09-85 Shari Thomas** – July 25, 2009 – Staff doing hourly work

**Case #09-86 AJ Nijjer - not filling position** – July 31, 2009

**Case # 09-87 Bruce Webster** – July 31, 2008 – flexibility violation

**Case #09-88 CEP 298 - C-O Stores forklift repair** – April 14, 2009 – non-notification

**Case #09-89 Mark Bergey** – June 15, 2009 – Overtime violation

**Case #09-90 Al Carpenter** – June 30, 2009 – overtime violation

**Case # 09-91 Jon Gardiner** – Aug 5, 2009 – time off violation

**Case #09-97 COC - hydraulic hoses** – July 22, 2009

**Case #09-93 CEP 298 - C-O and relief supervision** – July 16, 2009 – Outside Areas' relief supervision; painter work contracted out

**Case #09-94 Brenda Tewnion - verbal warning** – Aug 12, 2009 – unjust discipline

**Case # 09-95 Brenda Tewnion - written warning** – Aug 14, 2009 – unjust discipline

**Case #09-96 Claus Rosner** – July 22, 2009 – safety, flex and jurisdiction violation

**Case #09-98 Lucky Bhullar - seniority move up** – Aug 4, 2009

**Case #09-99 Martha Alexander - verbal warning** – Aug 11, 2009 – unjust discipline for alleged taking of extended breaks

**Case #09-100 Martha Alexander - written warning**

– Aug 11, 2009 – unjust discipline for allegedly leaving the Mill without permission

**Case #09-101 Creighton & Hardy** – June 2009 – improper pay for working overtime

**Case #09-102 Gary Egge** – Mar 20, 2009 – lieu time pay out violation

**Grievances at Step 2**

**Case #09-103 Kevin Gallagher** – Aug 19, 2009 – Seniority violation

**Case # 09-104 CEP 298 - flex violation** – Sept 1, 2009 – labourers painting

**Case #09-105 CEP 298 - COC JHW hauling gravel** – Aug 6, 2009 – notice violation

**From the Newsroom****Pulp Mill Convicted In Environmental Enforcement Case**

**KITIMAT, B.C. -- April 9, 2009 --** West Fraser Mills Ltd. (West Fraser) today received a penalty totalling \$130,000 after pleading guilty in Kitimat Provincial Court to one count of depositing a deleterious substance into water frequented by fish, contrary to subsection 36(3) of the federal *Fisheries Act*. Crown and defence counsels jointly filed an agreed statement of facts with the court.

The \$130,000 penalty to West Fraser includes fines of \$5,000, a payment of \$65,000 to the University of Northern British Columbia for the purposes of conservation and protection of fish and fish habitat in north-western British Columbia, and a payment of \$60,000 for deposit into the Habitat Conservation Trust Fund of British Columbia. Environment Canada's enforcement officers conducted an investigation with the assistance of members from the British Columbia Ministry of Environment Conservation Officer Service of a spill at the Eurocan mill June 21, 2007. West Fraser owns and operates the Eurocan pulp mill located at Kitimat, British Columbia. The investigation revealed that West Fraser had not been duly diligent in the maintenance of the effluent

treatment systems, specifically the main effluent line, at the Eurocan mill. This resulted in a spill of untreated pulp mill effluent into an oxbow (a U-shaped bend in a river) connected to the Kitimat River, waters frequented by fish. Untreated pulp mill effluent has a number of characteristics such as high pH and resin acids that are lethal to fish and other aquatic life. As a result of the investigation, charges were laid against West Fraser on June 27, 2008.



*"This plant is an accident waiting to happen... but our lawyers are ready."*

**Smaller cities losing free TV signal**

CMG/CALM

An overwhelming majority, 84 per cent, of residents in Kamloops say it is unfair that they will be deprived access to free TV signals in a couple of years.

Many small Canadian cities are losing over-the-air television after 2011 because of a recent CRTC ruling requiring broadcasters to provide over-the-air signals in only 29 major cities after the transition to digital TV. The ruling will take away the option of watching TV for free, over the air, from 11 million Canadians—about 30 per cent of the population who live outside the biggest cities.

A poll was conducted in Kamloops, one city affected by the ruling. "This poll confirms that people don't think the two-tier approach to television service is fair," says Lise Lareau, national president of the Canadian Media Guild. "How can we simply accept a plan that hands free TV service to big-city Canadians and cuts off everyone else?" The Kamloops poll also showed that people reject the alternative being proposed by the industry—to force viewers who rely on free, over-the-air TV to start paying for cable or satellite.

None of those who currently watch the three available free channels in Kamloops using rabbit ears or an antenna say they would pay for cable or satellite if those free signals disappear in 2011. Nearly half of this group said they would simply live without TV while 42 per cent say they'd watch TV shows on the Internet.

Right now, six per cent of people in Kamloops watch TV over the air. The poll revealed that these viewers are

committed to free TV viewing. In addition, there is significant interest among those who subscribe to cable and satellite for a modestly improved menu of free TV channels.

In fact, one-third of Kamloops residents say they would rather watch six free TV stations than pay for cable or satellite if the stations included the three that are currently available—CFJC (a local affiliate of the E! network), Global BC and French-language CBC—as well as CBC (English), CTV and the Knowledge Network. Younger people are even more interested in the free TV option, with 42 per cent of people aged 18 to 34 saying they would rather watch six free stations than pay for cable or satellite. More than three-quarters of people in Kamloops knew only a little (50 per cent) or nothing (26 per cent) about the transition to digital TV scheduled for 2011.

Vector Research + Development conducted the poll in mid-July for the Canadian Media Guild.

### **Free beer benefit axed: Union files grievance** UCS/CALM

Beer maker Molson is turning of the tap and cutting off the supply of free suds to its retirees..

Molson, a division of Molson Coors, said it was looking to “standardize” its complimentary beer policy.

There are 2,400 Molson retirees in Canada and their free beer costs the company about \$1 million a year.

Molson retirees in Newfoundland will see their monthly allotment of beer fall from six dozen a month to zero over the next five years.

Current workers will see their allotment drop from 72 dozen bottles a year to 52 dozen.

“There was no consultation, we just received a letter that this is a done deal, which is totally unfair,” Bill Bavis, who retired six years ago after 32 years at Molson’s in St. John’s, Newfoundland, told the Toronto Star. “I think with the economic downturn they’re trying to take advantage of us, as a way to cut retirees’ benefits and justify it.”

Food, Fish and Allied Workers have launched grievances in Montreal and Vancouver, where the allotment is less. A spokesman for Molson said the company feels it still has a very generous benefits package.

### **Forestry in crisis: “Wake up Harper!”**

CEP/CALM

When 4,000 forestry workers from across the country, marched to the prime minister’s office in June, they left a symbolic alarm clock to alert Stephen Harper to the suffering of forestry communities.

Canada’s largest forest union says the government’s announcement of \$1 billion for environmental improvements in the pulp and paper industry changes nothing for forest workers.

“It won’t save any mills or prevent further job loss,” says Communications Energy and Paperworkers president Dave

Coles, noting that 55,000 jobs have been lost in the industry over the last two years. “This money cannot be used to lower the price of the production of pulp and make our industry more competitive with the U.S.

“In the short term, mills will still close because in order to take advantage of the subsidy, they must invest in capital,” he says.

“This is cold comfort to our members whose employers are on the verge of bankruptcy and who were hoping for some reassurance from the federal government about the security of their pensions.”

The industry needs loan guarantees to keep viable mills open and help the industry restructure and a serious proposal to address the pensions issue.

There are 300 forestry-dependent towns in Canada.

### **Bernie Madoff, Scapegoat" by Michael Moore (for Time magazine)**

The following piece written by Michael Moore appears in this week's Time magazine (and in full at Time.com) as part of their annual "Time 100" issue highlighting their choices for "The World's Most Influential People." Elie Wiesel called him a "God." His investors called him a "genius." But, proving correct that old adage from the country and western song, you never really know what goes on behind closed doors. Bernie Madoff, for at least 20 years, ran a Ponzi scheme on thousands of clients, among them the people you and I would consider the best and brightest. Business leaders, celebrities, charities, even some of his own relatives and his defense attorney were taken for a ride (this has to be the first time a lawyer was hosed by the client). We're clearly in one of those historic, game changing years: up is down, red is blue and black is President. Aside from Obama himself, no person will provide a more iconic face of this end-of-capitalism-as-we-know-it year than Bernard Lawrence Madoff. Which is too bad. Yes, he stole \$65 billion from some already quite wealthy people. I know that's upsetting to them because rich guys like Bernie are not supposed to be stealing from their own kind. Crime, thievery, looting - that's what happens on the other side of town. The rules of the money game on Park Avenue and Wall Street are comprised of things like charging the public 29% credit card interest, tricking people into taking out a second mortgage they can't afford, and concocting a student loan system that has graduates in hock for the next 20 years. Now that's smart business! And it's legal. That's where Bernie went wrong - his scheming, his trickery was an outrage both because it was illegal and because he preyed on his side of the tracks. Had Mr. Madoff just followed the example of his fellow top one-percenters, there were many ways he could have legally multiplied his wealth many times over. Here's how it's done. First, threaten your workers that you'll move their jobs offshore if they don't agree to reduce their pay and benefits. Then move those jobs offshore. Then place that

income on the shores of the Cayman Islands and pay no taxes. Don't put the money back into your company. Put it into your pocket and the pockets of your shareholders. There! Done! Legal! But Bernie wanted to play X-games Capitalism, run by the mantra that's at the core of all capitalistic endeavors: Enough Is Never Enough. You have the right to make as much as you can, and if people are too stupid to read the fine print of their health insurance policy or their GM "100,000-mile warranty," well, tough luck, losers. Buyers beware! It would be too easy - and the wrong lesson learned - to put Bernie on TIME's list all by himself. If Ponzi schemes are such a bad thing, then why have we allowed all of our top banks to deal in credit default swaps and other make-believe rackets? Why did we allow those same banks to create the scam of a sub-prime mortgage? And instead of putting the people responsible in the cell block in Lower Manhattan, where Bernie now resides, why did we give them huge sums of our hard-earned tax dollars to bail them out of their self-inflicted troubles? Bernard Madoff is nothing more than the scab on the wound. He's also a most-needed and convenient distraction. Where's the photo on this list of the ex-chairmen of AIG, Merrill Lynch and Citigroup? Where's the mug shot of Phil Gramm, the senator who wrote the bill to strip the system of its regulations, or of the President who signed that bill? And how 'bout those who ran the fake numbers at the ratings agencies, the lobbyists who succeeded in making sleazy accounting a lawful practice, or the stock market itself - an institution that's treated like the Holy Sepulchre instead of the casino that it is (and, like all other casinos, the house eventually wins). And what of Madoff's clients themselves? What did they think was going on to guarantee them incredible returns on their investments every single year - when no one else on planet Earth was getting anything like that? Some have admitted they did have an inkling "something was up," but no one really wanted to ask what it was that was making their money grow on trees. They were afraid they might find out it had nothing to do with gardening. Many of Madoff's victims have told investigators that, over the years, they have made much more than the original investment they gave Bernie. If I buy a stolen car from the guy down the street, the police will take that car from me regardless of whether I knew it was stolen. If I knew it was stolen, then I go to jail for receiving stolen property. Will these "victims" give back their gains that were fraudulently obtained? Will the head of Goldman Sachs reveal what he was doing at the meetings with the Fed chairman and the Treasury secretary before the bailout? Will Bank of America please tell us what they've spent \$45 billion of our TARP money on? That's probably going too far. Better that we just put Bernie on this list. Moore's new documentary on the wonders of capitalism will be in movie theaters this fall.

### Turkey trivia

Internet/CALM

The best time to see a wild turkey is on a warm clear day or in a light rain.

Wild turkeys can adapt to a wide variety of habitats, but most are found in hardwood forests with grassy areas.

Turkeys fly to their roosts around sunset and spend the night in the trees. They fly to the ground at first light and feed until mid-morning. Gobbling starts before sunrise and continues through most of the morning.

A wild turkey has excellent vision and hearing. Their field of vision is about 270 degrees. This is the main reason they are so successful at eluding hunters.

A spooked turkey can run at speeds up to 32 kilometres per hour. They can also burst into flight approaching speeds of 88 kilometres per hour in a matter of seconds.

Domestic turkeys have heart attacks when frightened. In the 1950s, when the U.S. air force was conducting tests and breaking the sound barrier, whole fields of turkeys dropped dead.

### Sick? Stay home or miss even more work

UCS/CALM

Sick? but still going to work? You'll probably end up taking more sick days in the future than colleagues who stay at home when unwell, according to a Swedish study. Researchers at the Karolinska Institute of Stockholm found that workers who go to work feeling sick—termed sickness presenteeism—have higher rates of future work absences due to illness. Gunnar Bergstrom, who led the study, said these findings suggest that measures attempting to decrease work absences could inadvertently have the opposite effect and show that taking sick leave when appropriate benefited the workplace. The study, published in the Journal of Occupational and Environmental Medicine, was based on research involving two groups of workers—about 3,750 public-sector workers who were mainly female, and 2,500 private-sector workers who were mainly male. In the first year of the study, 19 per cent of public sector workers and 13 per cent of private-sector workers had more than five sick-presenteeism days. For these workers, the risk of having more than 30 days of absenteeism the following year was 40 to 50 per cent higher than for workers who had fewer days sick in the office.

### Extreme demos

Labor Notes/CALM

Workers around the world are countering the desertion by their employers in dramatic ways.

In France, laid-off auto-parts workers threatened to blow up their factory if the bankrupt company's two biggest clients, Renault and Peugeot, didn't come up with an improved severance package. The workers burned some machinery and strung up gas canisters around the plant as

a warning.

In Uruguay, a women's cooperative took over an abandoned garment factory after their bosses closed up their factory without paying them back wages or severance. The women moved into an idle plant nearby and started up manufacturing on their own.

### How the home reno tax credit works

Dept. of Finance Canada/CALM

Home improvements add to the value of a home and create economic activity—increasing the demand for labour, building materials and other goods. Renovations can also reduce energy consumption and the long-term cost of owning a home.

As an incentive to renovate, this spring's federal budget included a temporary Home Renovation Tax Credit (HRTC).

The temporary nature of the credit is supposed to encourage Canadians to undertake renovations promptly. The credit applies to eligible home renovation costs for work performed, or goods acquired, before February 1, 2010.

The tax credit is a percentage of expenditures, not a lump sum amount. The 15 per cent credit may be claimed on the portion of eligible expenditures exceeding \$1,000, but not more than \$10,000, meaning the maximum tax credit is \$1,350.

The credit can be claimed on expenditures for one or more of an individual's dwellings. Properties eligible for the HRTC include houses, cottages and condominium units that are owned for personal use.

Renovation costs for projects such as finishing a basement or re-modelling a kitchen will be eligible for the credit, along with associated expenses such as building permits, professional services, equipment rentals and incidental expenses.

Routine repairs and maintenance do not qualify for the credit. Nor does the cost of purchasing furniture, appliances, audio-visual electronics or construction equipment.

Taxpayers can claim the HRTC when filing their 2009 tax return.

Eligible expenditures include:

- renovating a kitchen, bathroom, or basement
- new carpet or hardwood floors
- building an addition, deck, fence or retaining wall
- new furnace or water heater
- painting the interior or exterior of a house
- resurfacing a driveway or laying new sod.

Ineligible expenditures would be

- furniture and appliances (refrigerator, stove, couch)
- purchase of tools
- carpet cleaning
- maintenance contracts (furnace cleaning, snow removal,

lawn care, pool cleaning, etc.).

– [www.budget.gc.ca](http://www.budget.gc.ca)

### Scab treats

Labor Notes/CALM

How much do scabs cost these days? In Austin, Texas, it's \$15.

The city's bus service spent that much buying watches for bus drivers who crossed picket lines during Amalgamated Transit Union Local 1091's three-day strike last year. The transit chief dispersed 200 to 300 watches, and included a chipper note thanking the scabs for their "willingness to work whenever you were needed."

### S.H.I.T. Memorandum

To: All Employees

From: Communications Services

SUBJECT: SPECIAL HIGH INTENSITY TRAINING

In order to assure that we continue to produce the highest quality work possible, it will be our policy to keep all employees well-trained though our Special High Intensity Training (S.H.I.T.). We are giving our employees more S.H.I.T. than any other office in town. If you feel you do not receive your share of S.H.I.T. on the job, please see your supervisor. You will be placed at the top of the S.H.I.T. list for special attention.

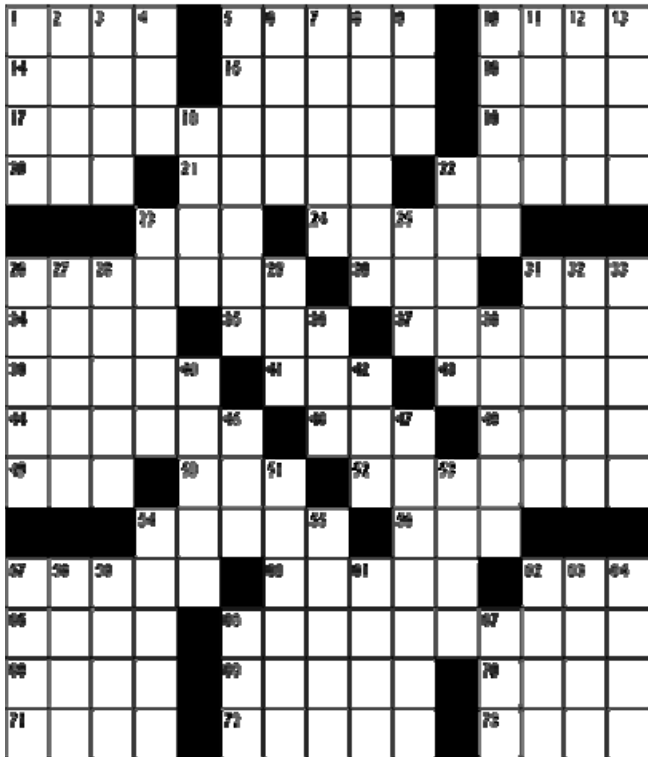
All of our supervisors are particularly qualified to see that you get all the S.H.I.T. you can handle at your own speed. If you think that you have a thorough understanding of the basic S.H.I.T. program, you may wish to participate in Management Of Related Education (M.O.R.E. S.H.I.T.). If you consider yourself to be trained enough already, you may be interested in helping us train others. We can add you to our Basic Understanding Lecture List (B.U.L.L. S.H.I.T.).

Some of you already display aptitudes that would easily allow you to enter the Director of Intensity Program (D.I.P. S.H.I.T.). Those who do not qualify for this position but are still interested will certainly be referred to the Director Under Management Bureau (D.U.M.B. S.H.I.T.). Those individuals who do not meet the requirements of The Bureau must first complete Special Training Under Personal Individual Discretion, Special High Intensity Training (S.T.U.P.I.D. S.H.I.T.). If you have any further questions, please address them to our Head Of Training, Special High Intensity Training (H.O.T. S.H.I.T.) program.

Thank You.

Boss in General

SPECIAL HIGH INTENSITY TRAINING  
(B.I.G.S.H.I.T)



**Across**

- 1. Insect
- 5. Cut of pork
- 10. Source of illumination
- 14. Disoriented
- 15. Blazing
- 16. Musical instrument
- 17. Visual aspect
- 19. Halo
- 20. Tonality
- 21. Portable light
- 22. Freshwater mammal
- 23. Offspring
- 24. Snag
- 26. Surgical knife
- 30. Female deer
- 31. Tree
- 34. Worn in ancient Rome
- 35. Twitch
- 37. Proceed slowly
- 39. Become less intense
- 41. Cooking vessel
- 43. Wanderer
- 44. Ally
- 46. Paddle
- 48. Chess piece
- 49. Devotee
- 50. Male title
- 52. Adornment
- 54. Female sovereign ruler

- 56. Distant but within sight
- 57. Publish
- 60. Relating to the nose
- 62. Label
- 65. Palm fruit
- 66. Slow down
- 68. Prevaricator
- 69. Heron
- 70. Metallic element
- 71. Jittery
- 72. Scrawny
- 73. Cupola

**Down**

- 1. Intense criticism
- 2. Bound
- 3. Catch sight of
- 4. Consumed
- 5. Aristocrat
- 6. A great distance
- 7. Stable gear
- 8. Flower
- 9. Indicating maiden name
- 10. Reluctant
- 11. Adjoin
- 12. To a greater degree
- 13. Juicy fruit
- 18. At the summit
- 22. Body of water
- 23. Roofing material
- 25. Unit of weight for wool (British)
- 26. Rod carried as a symbol
- 27. Venomous snake
- 28. One more time
- 29. Part of the mouth
- 31. Let in
- 32. Angle
- 33. Fence of shrubs or bushes
- 36. Pigeon sound
- 38. Roused from sleep
- 40. Result
- 42. Mariner
- 45. Perish
- 47. Copyright payment
- 51. Revoke
- 53. Part of a shoe
- 54. Pose a question
- 55. Mother-of-pearl
- 57. Not working
- 58. Spoken
- 59. Male deer
- 61. Outstanding tournament player
- 62. Root vegetable
- 63. Particle
- 64. DNA segment
- 66. Condensation
- 67. Relieve from



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Two hunters were walking through the woods. One of them fell down and grabbed his chest like he was in great pain. His friend had a cell phone with and called the operator. He said, I need help, I think my friend is dead. She said calm down I can help! First, make sure he is dead. The operator waited, and then heard a gun shot. He came back on the phone and said, now what?

One Sunday, a priest decided to skip church and go hunting in the neighboring forest. So while he was hunting he saw a gigantic grizzly bear he had stopped to get honey from a beehive. The priest thought the bear was good game, so he clumsily shot at it, and he missed. The bear, startled by the shot, jumped up and started charging at the priest. The priest used his only option: he dropped to his knees and prayed. "Dear God," he said, "Please let this bear be a good christian, a better one than I was." As the bear drew closer, it dropped to its knees and said, "Dear God, thank you for this meal I am about to receive."

A guy stood over his tee shot for what seemed an eternity, looking up, looking down, measuring the distance, figuring the wind direction and speed... driving his partner nuts. Finally his exasperated partner says, "What the hell is taking so long? Hit the damned ball!" The guy answers, "My wife is up there watching me from the clubhouse. I want to make this a perfect shot." "Give me a break! You don't stand a snowball's chance in hell of hitting her from here."



Walking up to a department store's fabric counter, a pretty girl asked, "I want to buy this material for a new dress. How much does it cost?" "Only one kiss per yard," replied the smirking male clerk. "That's fine," replied the girl. "I'll take ten yards." With expectation and anticipation written all over his face, the clerk quickly measured out and wrapped the cloth, then teasingly held it out. The girl snapped up the package and pointed to a little old man standing beside her. "Grandpa will pay the bill," she smiled.

### Welcome to New Members

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

**General Membership Meetings are held on the second Wednesday of every month, except July and August, unless otherwise notified.**

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

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

The above benefits are explained in our bylaws; an updated version of our bylaws can be found online at our web page – <http://www.cep298.com/>.

## Notice

For people wanting assistance with their WCB claims, Paul Jeffery will be providing assistance and can be reached on C shift in the pulpmill or his home phone 632-0139.

## 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, Peter G. King (pipefitter) or Bill Whitty (retired).