



LOCAL 298 NEWSLETTER

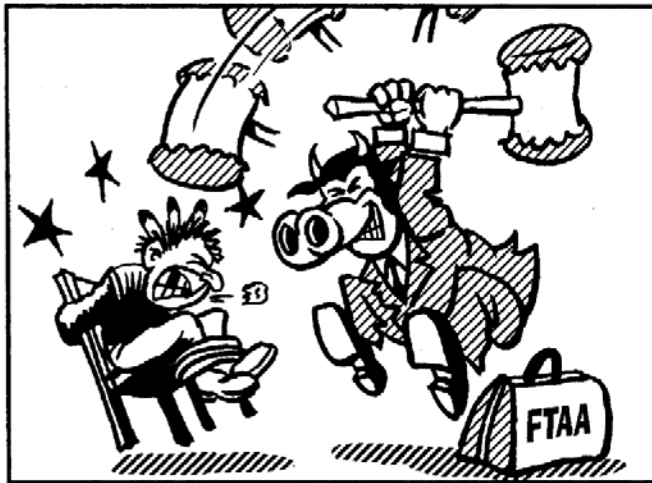
"What We Desire for Ourselves, We Wish for All"

Issue #7 Volume #9

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www.cep298.com

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Executive Officers For 2005

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

Committees

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

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

Job Evaluation:Kevin Read, Ralph Johnston,
Arnie Carrita

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

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

Pensions:Gary Drake, Don Klie, Gary
Ewanski

Sunshine Committee: Dorothy Birkett

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

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

Apprenticeship:John Burget, Paul Wilson, Rick
Wittmann

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

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

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

Newsletter Editor: Don Klie donklie@telus.net

WARNING!!!

THIS NEWSLETTER IS RATED:

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FOR UNION!

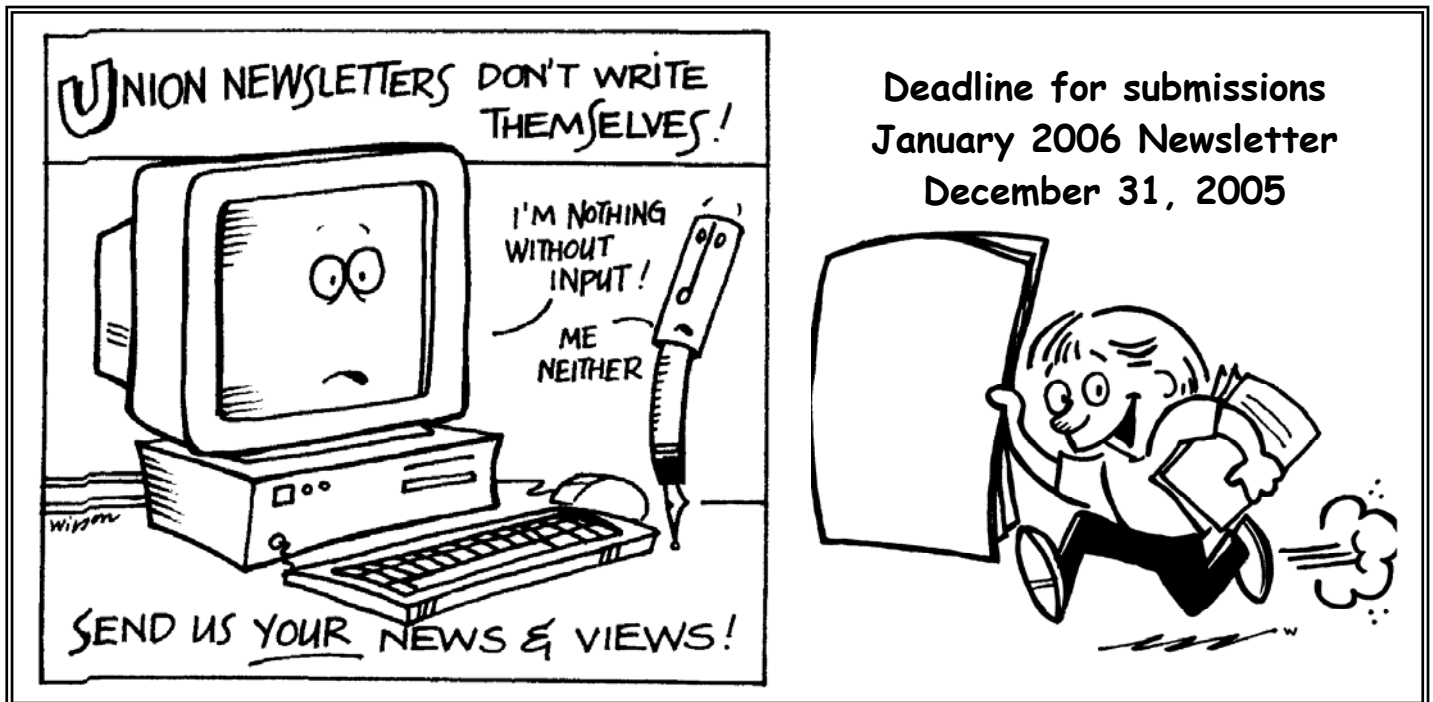
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Editor: Don Klie



President's Report***Have A Merry Christmas!***

by Don Klie

I am please to be able to report that in this year's elections for Executive and committee positions we have a large list of candidates running for almost every position possible. Only one position has been acclaimed, that being Dave Andrews as Trustee.

Earlier in the November Presidential election I was fortunately to squeak out a victory over the two challengers. The final standing was: Don Klie – 76; Mary Murphy – 69; and Paul Wilson – 41. Clearly the other two candidates have a large base of support in the mill and I am glad to say that both are running for positions on the Executive.

I would like to thank all of those who supported me in the election and pledge to do my best to represent Local 298 as President for another year.

At this time I would also like to thank Ilona Kenny, both personally and on behalf of the Union, for the service she has provided to this Union over the past few years. She has given a great deal of her time and effort to this Union's cause and helped many people along the way. She is not running for any positions for next year's executive or committees choosing instead to take a well deserved break. Her dedication and commitment will be missed.

Voting notices have been posted in the mill (polling days are Friday, December 9th and Tuesday, December 13th from 5:30 am to 7:45 am and 3:30 pm to 7:30 pm) so please be sure to exercise your rights and vote.

Pension Bridging

I would like to apologize for an error in my last report about two retirees qualifying for retroactive bridging payments. Information sent out to the Locals from the Vancouver Office listed only two 298 members who had retired since 2003. I had assumed that they had qualified for the retro bridging however that was incorrect.

The Vancouver Office also sent as an example the Norske agreement on how to manage the "trigger" fund and we will be discussing with Eurocan how the fund will be managed on our site.

The Christmas Of Our Discontent

Most members are aware of the issues surrounding the maintenance department's proposal for changing the workweek schedule for the day shift maintenance crews around the Christmas and New



Year's statutory holidays. The proposal was intended to save the maintenance department money by scheduling individuals in such a way as to maintain adequate coverage while at the same time ensuring that overtime was not paid to individuals who would normally have worked a regular schedule by mere fact of the workweek being reduced by 8 or 16 hours and that three of the stats fell on the weekend.

Specifically, most people were going to be given Friday, December 23rd off, Tuesday, December 27th or Friday, December 30th off, and all of dayshift maintenance would have had Monday, January 2nd off. A few individuals would have been given Monday, December 19th off and would have had to work Friday, December 23rd. The Company's intention was to canvas for volunteers to fill the required schedules, or to schedule, based on seniority, the necessary individuals. The same principle would have worked for December 27th and 30th, and again, depending who volunteered to take which day off, minimum manning would have somehow been maintained for those two days.

While some saw the proposal as a way to have more time off, others saw it as Scrooge's Christmas Bonus.

Fortunately, the Union and Company were able to reach a resolve on the issue. People will be allowed to volunteer to take the time off or work it as has been the past practice. Individuals wanting the time off can either apply for a leave of absence or put in for banked time or other paid leave that would not count towards the workweek. This solution address two of the Company's concern; first, being the desire not to have to pay extra overtime during this period while maintaining sufficient coverage; and second, the Company gets to burn up time off requirements during a period when maintenance demands are anticipated to be greatly reduced.

This solution also addresses a number of the Union's concerns; the time off being voluntary; allowing people who wanted more time off to be with their family at Christmas but were unable to get it because of the time-off ratio; and, being able to defer the stat holiday pay to a time-off in the future but still being able to get 40 hours of pay during the Christmas period.

The Company has requested a meeting for early in the New Year to discuss how this issue will be dealt with next Christmas. Anyone wishing to express their opinions on this issue please let me or any other of the executive or shop stewards know.

BUSHWACK Light Duty

Article 26 – Light Duty in the Bull Session Agreements allows for an employee to return to light duty work which is meaningful and productive with the written permission of his doctor and without endangering the future of Workmen's Compensation benefits or any other benefits. Prior to the commencement of light duty, the employee will meet with the supervisor and safety captain to discuss the conditions, and will be assessed within two weeks of commencing light duty work to determine suitability to continue on the program.

This provision goes hand in hand with the **Letter Of Understanding Re: Rehabilitation and Re-Integration Program** and the goals of the Joint Re & Re Committee.

The intent of these provisions is to try to provide for an avenue for injured or disabled employees to return to work as soon as possible and to aid in the individual's recovery. Also, these programs allow for a member to return to a normal wage level at the earliest possible time.

These two provisions address some very important concerns for our Union and its members.

These provisions also address some of the Company's very important concerns, that is, keeping WCB and disability insurance premiums lower.

Only recently we were advised by Eurocan's Safety Superintendent that the Company had saved about \$400,000 on its WCB premiums. As everyone has been witnessing over the past two or three years (since just before the 2003 strike) our safety statistics have been improving dramatically.

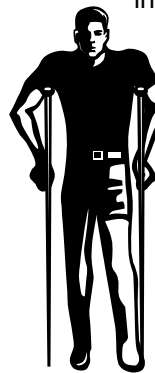
One way the Company has improved its lost time statistics is by offering light duty to anyone injured at work. There have been many cases where the Company has been very creative in finding meaningful light duty work for employees who have been injured at work. This effort by the Company is greatly appreciated as long as it doesn't negatively impact on the individual.

One very glaring negative of the program though is where the Company goes behind an individual's

back and tells the WCB that the Company can provide appropriate light duty for any limitation an employees has. While the Company offer of light duty might be well intended, the facts are that on occasion they have forgotten to tell the employee just how far the Company will go to provide appropriately modified work.

And, on occasion the Company has gone behind an individual's back and contacted the family physician and asked them to okay the light duty work without ever mentioning it to the employee.

On two different occasions in the past 6 months the Company has unilaterally accessed an individual's doctor to get the physician to sign off on the light duty work without first speaking to the individual.



On two different occasions in the past two years the Company has told the WCB that they could meet the limitations of the injured employee, but the Company didn't discuss it with the individuals concerned. In both cases here the individuals had their WCB benefits denied. Only on appeal have some of the benefits been restored (and we are continuing to appeal to have the remaining benefits restored).

What's A Person To Do?!

The Union has requested the Company's policy on how they offer light duty and how they approach or contact an individual's physician. The Company admitted that they do not endorse their supervisors, superintendents or any other staff member contacting an individual's physician unless they have been authorized to do so by the individual.

I again advise all members that if you are unfortunate to be injured at work such that you need either to be accommodated with modified working conditions or lose time from work, that you meet with your supervisor along with your safety captain or shop steward and clearly review your limitations and any offers of light duty. Make sure that you review any offer of light duty with your physician and have his written permission to participate in the accommodation.

If at any time you experience trouble handling the modified work, tell your supervisor and safety captain or shop steward. Any changes to the modified work have to be reviewed with your physician.

If your physician does not agree with the light duty work offered, check back with the supervisor, with a safety captain or shop steward, to see if there is any other modified work available.

If the supervisor is unable to offer appropriate light duty make sure you have a witness to that fact.

Confirm with the supervisor that if asked by the WCB they will indicate that the Company was unable to accommodate you with light duty.

Be Careful What You Sign

One last note; be careful when signing any form regarding an injury or illness, and Weekly Indemnity or Long Term Disability benefits. Most of those forms include authorization statements that allow for the employer or insurance carrier to unilaterally access your medical providers and others. There is no requirement in the contract that requires an individual to allow for such access in order to receive benefits. I would suggest that you read the statement very closely and blackout anything that would allow the carrier unilateral access to your physician. You are still responsible for providing sufficient medical information to substantiate your claim for benefits, but you are entitled to be part of and aware of all information requests.

You Call This Training?!

On two separate occasions over the past few months there have been glaring examples of individuals not receiving proper training before being expected to perform their duties. One involved a millwright being utilized to doing relief lubrication duties in the Papermill and the other involved millwrights being utilized to cover some of the tinsmith's duties.



While flexibility gives the Company the right to assign individuals to perform work not traditionally in their trade, flexibility is only allowed if the person is properly trained to do the job.

I find it very hard to understand why the Company would want to risk having its employees injured or equipment damaged because of poor training.

If any member finds themselves in a situation where they believe that they have not been properly

trained to do the job their supervisor has assigned them, please refuse to do the job based on safety until such time as you have been properly trained. For the definition of just what proper training is, look around, see what training others have received before being allowed to work on the equipment. And, if in doubt, bring in the safety captain. Don't be easy on safety; take a hard line – for yourself and others.

Commitment To Employment

A **Letter of Understanding** was agreed to during the last negotiations to form a joint committee, both locally and on a provincial/national level to examine ways to enhance employment opportunities in the pulp and paper industry.

On a provincial level the employers and Wage Caucus Locals have met to discuss trades and apprenticeship training.

Locally, the committee has met on a number of occasions, the result of which the Company committed \$150,000 for this year. Anyone who has walked past the machine shop over the past month has seen two new pieces of equipment, a new lathe and a new milling machine. Not as obvious but just as important are the digital read out equipment for the older lathes. This much needed upgrade to the machine, plus the fact that the manning has been increased to three, has greatly improved the ability of the machine shop to meet the everyday needs of the mill.

The update to the machine shop was long overdue. This shop was a prime example of what happens when you fail to invest in your "assets". Training and modernizing are necessary to keep up with the changes and challenges in the industry.

In the electrical and instrument shops the Company has had to spend large amounts of resources keeping the crews up to date on the revolution that has been going on in their field, mainly because of computerization. For the mechanical trades, keeping the tool crib stocked with the necessary tools to do the job has been the main focus of investment with the odd training session being provided.

Since the early 90's the Company has failed to adequately address the changes that have been occurring in the machining industry. This latest round of investment in the shop is a good start to revitalizing an important part of our mill.

The Company is also looking very closely at purchasing a new, higher capacity Hiab crane for the flat deck truck. There are several jobs around the mill site where this type of crane could be utilized, thus foregoing having to bring in a 40 ton, or larger, mobile crane. It was like going bird hunting with an elephant gun; overkill to the extreme.

There were a number of items on the wish list that didn't get chosen this year but will be put on the list for next year; examples are: vacuum truck, dump truck and high pressure water pump(s).

Anyone wanting to contribute ideas as to the kinds of equipment we need to purchase that would provide an adequate return on investments, or the types of training and programs that would do the same, please feel free to pass that information on to the Union Standing Committee members.

You Did What With My Money??!!!

Recently, it came to our attention that an error had been made in the payroll department regarding money being deposited into the Futura 298/Defense /Strike Fund. After the 2003 strike an individual opened up the savings account and filed the requisite paperwork with payroll. Unfortunately, paperwork filing and computer imputing errors resulted in one individual's money being deposited into the account of another, and the other individual didn't have any money deducted. Consequently, there is only money for one person, which has to be returned, leaving one person without any money in his personal defense/strike fund.

The Union has requested a full audit be done by payroll to ensure that employees' files have not been misfiled or that incorrect deductions and deposits are not occurring elsewhere. We would also advise everyone to become familiar with how their pay cheques work; what the deductions stand for and where they are going. If any anomalies are noticed, or if you don't understand a deduction, make sure you call Pay Roll and ask for an explanation. Please let your shop steward or Standing Committee representative know if you're having problems so that the Union can also track this issue.

Floaters Anybody ?

Everyone knows that "*When the [floating] holiday is requested in writing seven (7) days in advance, the payment of overtime shall not be a factor in the granting of Personal Floating Holidays.*"

However, the Company's policies and practices in this regard, in the opinion of the Union, do not stand up to scrutiny.

A grievance has been filed where an employee was denied a floater because, supposedly, there were too many people off (*specifically what occurred was in July an individual applied for a floater to be taken in September. A week later another person applied for a week's vacation. The individual who applied for the floater was denied so as to allow for*

the other individual's vacation. The Company has since said it erred when approving the vacation over the floater.).

The Company is allowed to set policies for how many people they will allow off at any one time. However, there might be occasions when, even though the maximum number of people have been allowed off, there exists a way in which the job can be done on overtime without affecting production or the work that has to be done.

The example in the case at hand very aptly demonstrates the point: in the lubrication department the Oilers are required to do regular rounds Monday through Friday, with the weekends being covered mainly by the tour maintenance, or in emergencies, someone gets called in. On a regular basis, because of shutdowns in other areas of the mill, an Oiler in one area is sent to the other shut downed area to help out, and then returns to his own area at the end of the day and then, on overtime, does the normal rounds and checks. If more than one person is needed to cover that area at the end of the day that can be accomplished by asking another oiler to work overtime as well.

What this practice allows for is that on a regular day, if a person wants to use a floater for that particular day where the maximum numbers of people are already scheduled off, the floater should be allowed and coverage provided by one or two of the other Oilers on overtime at the end of the day.

The reality of the situation is that it doesn't matter during the day when the rounds and checks are made, just that they are done on that particular day.

This practice could also occur in rest of maintenance depending on the type of workload and work being done on a particular day. Production departments might have a harder time following this practice because of the need for continuous monitoring or working in the area.

The grievance is currently being processed, but I would encourage others to identify days, times and conditions where this type of practice could be used. If you are denied the time off, file a grievance.

Pension Trigger Clarification

At a recent CEP Pulp and Paper Wage Caucus meeting I had an opportunity to get some clarification regarding the Pension Trigger.

The monies paid into this fund are to be used to pay for bridging for those who retire early at the age of 60, and only applies to those who were on the payroll May 1, 2003. Anyone hired afterward May 1, 2003 does not qualify for this benefit. That will have to be negotiated in the future, just like the trigger payments.

It is predicted that the Pension Trigger will trip again at the end of this quarter. It is currently

assumed that the first three trips of the Trigger will be because of the newsprint price trigger. The Canfor Pension Trigger, which we belong to, is based on the price of pulp and has not yet tripped nor does it appear likely to in the near future. If that remains the case, if and when the pulp trigger does trip, we will not benefit from it until after it has tripped three times as well.

As of yet Eurocan has not informed us of the specifics of what they are doing with the money.

At the Norske mills (*What's in a name? The Norske mills are now called Catalyst*) that employer is setting up a no-interest-bearing account in which to deposit the money. Originally, a trust fund was to be established but, according to the advisers setting up such a fund would require significant funds for setting up things such as, trustees, training, bonding of the trustees, etc. The Union agreed to simply setting up a non-interest bearing bank account.

(A copy of the Norske arrangement and some questions and answers is provided later in this news letter. Editor.)

WCB Hotline – Asbestos Scare

Notices around the mill have been keeping people updated as to the progress being made with regard to the demolition of the Woodmill. Prior to any demolition being done an asbestos survey was done in order to try to find any area where asbestos had been used. The most likely places were pipe insulation, Transite siding, roofing material and roofing drains. Once the asbestos was identified, special procedures for handling the asbestos material were written up so that the material could be contained and properly disposed of.

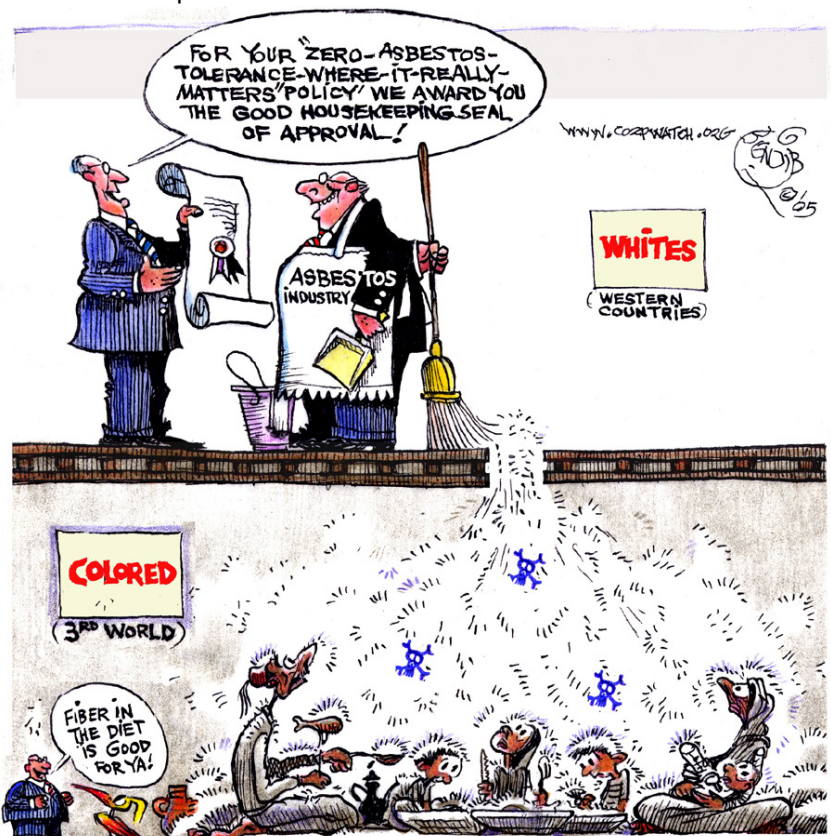
At one point during the demolition an anonymous call was made to the WCB hotline complaining that asbestos material was not being properly contained during the demolition process. A WCB Accident Prevention Officer eventually showed up on the site and shut down the work until such time as an inspection of the area could be done to ascertain what the risks and hazards were.

The information to the WCB seemed vague at best, especially in view of the fact that the demolition site was so large. The only suspected asbestos that could be found was some old, white pipe insulation, which to the untrained eye could look like asbestos insulation. It was lying on the ground about 20 feet from the rail lines at Purchase Chip Unloading. The insulation was non-asbestos and the WCB Officer gave the demolition crew the all clear to continue the work.

Concern was expressed by the demolition crew supervisor that a lot of time was wasted investigating this issue. His point was not the fact that there might be legitimate concerns about the safety of loose building materials lying around that might be hazardous. His point was, why didn't anyone express their concern to him prior to calling the WCB? If there had been an uncontrolled exposure of dangerous material like asbestos, the material should have been cleaned up immediately by trained and experienced individuals. As it was the material laid around the site for some time and, supposedly, someone came along with a loader and simply scooped up some of the material and took it away. If the material had contained asbestos, the way in which it was cleaned up would have created an even greater hazard.

The Union requested that the area supervisors at Raw Materials be informed again of what to do in case someone had questions or concerns about the safety of the demolition site. We also requested that the supervisors have a short information meeting with their employees and inform them of what had occurred and what to do if any of them had concerns.

Anyone who has concerns about safety issues regarding the Woodmill demolition site or any other issues in the mill should first raise the issue with their safety captain and supervisor. The supervisor must deal with the concerns to the satisfaction of the individual(s). If the individual is not satisfied with the response then they should involve a union representative from the Joint Health and



Occupational Safety Committee.

If the unsafe condition/issue is not dealt with to the satisfaction of the individual they have a choice between two routes that can be taken; the individual can invoke **Article XXVIII – Safety and Occupational Health** of the collective agreement and refuse to work based on safety; or they can invoke Section 3.12 – Refusal of Unsafe Work of the WCB regulations. Either course of action would eventually involve expert(s) to try to resolve the issue.

The main concern that popped out at me in this issue is that if there had been asbestos lying around uncontained and exposed like this it should have been dealt with immediately. By involving the WCB first and not bringing the issue to the immediate attention of the supervisor meant that this issue didn't get properly dealt with until after several other people were potentially exposed to hazardous materials. There are better ways to deal with these types of situations than to wait for the WCB to respond.

In the future, please involve your safety captain, and other Union officials if necessary, as a first step to dealing with issues or concerns regarding unsafe conditions.

Shop Steward Training

For three days in November the Union provided training for Shop Stewards and Executive members. CEP National representatives Ben Inglis and Bob Hughf were in town to provide training on many issues including grievance handling, duty to accommodate, duty to fair representation, harassment and discipline. The Union greatly appreciates both Ben and Bob's assistance and experience and look forward to putting on future training sessions.

Shop Stewards are essential components of every union local. They provide much needed communications between the members and Union executive, as well as with the supervisors. Their knowledge of the issues on the floor and in their particular areas is crucial to the Union when representing the members, whether it is with regular Union business, dealing with grievances or any other issue.

Shop Stewards are selected democratically by the members of each crew. Elections for shop steward should take place at the end of each year if necessary and please inform the Union who the representative is. Our Union is only as good as its members and every member has the right to a good union. Please get involved and help out.

It's Our Work And Our Mill

I recently attended a short-notice CEP Pulp and Paper Wage Caucus meeting called to discuss the state of our industry and the future of our work.

Western Region Vice President, Dave Coles started off the meeting by reviewing what has been happening in our industry across Canada. Over the past 6 weeks there have been announcements of partial or permanent mill closures every 3 to 4 days affecting more the 5,000 direct jobs.

Every region in CEP has been holding similar meetings to discuss what has been occurring not only at the mills that have announced production curtailment and closures, but, to also hear reports from the rest of the locals on how each of the other mills are doing.

Nationally, the CEP was working on strategies aimed at the federal government to work on an overall policy for the whole of Canada, but some of that initiative has had to be put on hold because of the election. *(However, this is a good time to make sure that all of the candidates are aware of the problems in the forest and pulp and paper industries, and that their strategies are in-line with ours for addressing the issues. Editor.)*

Provincially, the Regions are contacting the provincial governments to try to get them to also address these issues and to develop a coordinated long term forest products strategy and policy.

A report from the Weyerhaeuser, Prince Albert Pulp and Paper Mill noted that even though Weyerhaeuser had spend over \$400 million on the mill over the last four years, the mill was still slated to shutdown by April of 2006. Prior to the October 4, 2005 closure announcement the mill had been hiring new employees and taking on new apprentices. The mill was making money; however, it was only running at 75% efficiency. Today the mill is running at around 92% efficiency.

Supposedly, the decision to close the mill had nothing to do with how well the mill was doing but more to do with shareholder strategy.

Dave Coles made a very important observation; it is management's responsibility to operate the mill and to do that in the most efficient manner. Poor management decisions and initiatives were identified as the most likely culprit for the mill running only at 75% efficiency.

Prince Albert and Saskatchewan, and the CEP are now focused on finding a new buyer for the mill. The Local union is assisting, and demanding that, management do what it takes to get the mill operating at the highest levels possible. The Union cannot sit back and take the position that management has the right to manage and mismanage the mill.

Management incompetence can no longer be accepted and/or ignored.

This is also a message that all of us have to take to our own management team. If we see better ways to do the work then we have to pass that on to management. If they refuse to address the issue or improve the situation then we have to become more insistent. We cannot allow our mill to flounder or be shutdown because of mismanagement.

The Union looks forward to working with the membership to making improvements to our mill.

Hope in Port Alice

As many have heard, there is hope in Port Alice that the mill will indeed reopen. A deal has been struck with a new owner and an agreement with the employees has been worked out.

The Union was able to negotiate a contract with the new owner that only slightly deviated from the current provincial agreement. It is a five year agreement and certainly the aim will be to allow for the mill to get back on its feet again and prove itself as a viable entity. Details of the new agreement have not yet been released as legal and technical aspects of the deal have yet to be finalized.

Contract paves way to reopen B.C. pulp mill

By JONATHAN WOODWARD
GlobeandMail.com
Monday, December 5, 2005

VANCOUVER -- A moribund pulp mill on northern Vancouver Island and the town that depended on it could be revived as early as this March after the mill workers union voted overwhelmingly to accept a new contract.

The nearly unanimous vote of 164-1, just four days after the union rejected a similar agreement, is touted as the final hurdle in a tense, 14-month-long negotiation to reopen the Port Alice cellulose mill.

As many as 300 people will have work and the community's slow disintegration will finally end, said Andrew McKay, millwright and union vice-president.

"I'm thrilled we got through this," he said. "It's been a long 14 months."

Today in Vancouver, that deal and other agreements necessary to make the mill's reopening possible -- each making headlines when anyone threatened to back away -- will be signed officially.

Since the Port Alice mill, which employed 300 people and accounted for 82 per cent of Port Alice's tax base, abruptly went belly up last fall under the management of Lapointe Partners of Wisconsin, the

town's amenities have closed and its population has dwindled.

Businessman Richard Bassett, a partner in the Swiss-based holding company Charlestown Investments, proposed to restart the mill on the condition that his company's environmental liability be limited to anything after tomorrow's purchase.

After locking horns for months, Mr. Bassett and Economic Development Minister Colin Hansen agreed the province will cover \$7.5-million of before-purchase contamination when the mill eventually shuts down. Mr. Bassett will also sign a deal with the village that halves the mill's municipal taxes. The mill will formally be sold for \$1.

"We'll contribute \$25-million before March to get the mill up and running," Mr. Bassett said yesterday.

That money will be topped up to \$40-million as Mr. Bassett's company Neucel modernizes what Mr. Bassett says is the highest-cost producer of specialty cellulose, which is used to make a range of products from diapers to explosives to rayon in men's suits. Over the next five years, he'll invest \$108-million.

Saturday's vote was a stark turnaround from a union that rejected by 57 per cent on Tuesday what many said was the last, best offer from Neucel. The union executive recommended the deal be rejected over the contentious issues of pensions and seniority. Mr. Bassett said he'd walk away from the \$1.5-million he and his company had spent while negotiating.

"We said to our lawyers, 'Down tools, stop. We're not going to spend any more money on this,'" Mr. Bassett said.

But that changed on Friday when the trustee, David Bowra, hammered out a proposal with both parties that kept seniority and exchanged a week's vacation for a bigger employer contribution to the pension plan, up to 7.5 per cent from five per cent.

"We shuffled a bit of money around and addressed the issues that were of utmost concern to us," Mr. McKay said.

He said this marks a turnaround for Port Alice. The village's pool will be open again by the spring, he said, and as mill workers are recruited, school enrolment will rise.



HOW TO GET GORDON CAMPBELL'S ATTENTION
IF YOU ARE IN THE SOFTWOOD LUMBER INDUSTRY

First Vice President's Report

And onto the next chapter...

By Ilona Kenny

So it's voting time again and I'm encouraging everyone to give serious thought to who might best represent this membership.

The President has been chosen and now it's time to consider the Vice President positions. This position is not for those people who have their own agenda, who seek glory and self validation. It's not a job for people who crave power. It's a 24/7 job that keeps you on your toes all the time. It's a job where people yell at you before coffee in the morning. It's a position where you have to be a team player, where you unite the membership and not alienate it and where you protect the contract.

We have 3 candidates who sit on different committees. All have their own strengths and weaknesses (as we all do) and so they need to be considered carefully, without putting a personality to the person. If you put a personality to the person, you either like them or you don't and that colors your perception of the job they would do. That's unfair and it can be misleading and as a reminder, it's not a personality contest. The most likeable candidate is not necessarily the best and can actually be the worst in this particular position. There are other positions they may be better suited for.

I've worked with just about all the committees and have my own opinions of who is best able to fulfill the role of Vice President. Since all candidates sit on committees, I guess it's only fair to see what the perception is of that committee's success and why.

Paul Wilson is part of the Apprenticeship Committee, which has had its ups and downs depending on who they have to work with in Management. The Committee itself seems to be pretty tight and they appear to stay focused on getting the best person for each apprenticeship. Paul knows the contract as evidenced at Union Meetings and is our Rep at the Labor Council. I'm sure he's held other union positions but they escape me at the moment. Paul is not afraid to speak out.

Dino Stamatakis is part of the Contracting Out Committee and they work really well together. I'm quite impressed with the strength of this committee. Dino was out for a bit because the Company refused to accommodate him as they had in the past. It didn't escape our attention that Dino's name is on a lot of grievances for Contracting Out and it was in the Company's best interest to get him off site any way they could. Dino has sat on the Executive before. The good thing is that as a ship loader, Dino is down at the dock and at the Mill. With all the changes

Management is throwing in those departments it would be good to have someone from that department.

Mary Murphy has been on the Joint Health and Safety Committee for quite a few years. Although the JH&S Committee is not as productive as it could be, it's not because of any union member. It's because Management has wanted it that way. She's also a member of the Re and Re Committee. This is another Committee that is unproductive and has strayed from what it was supposed to be. Again, it's not the fault of the union members of that committee, either from 298 or 1127. It's because Management wants it that way. She is also our Financial Secretary. Mary appears to be as dedicated to those Committees as she is to ISO, Lock-Out Audits etc. She's certainly not afraid to say what's on her mind or go down the track she believes is the correct one, such as SAFOR.

So as you can see, they are all people who keep on going even when the going gets rough. Most are good team players. It comes down to who do you really trust to do the right thing, say the right thing, for the membership and keep their cool while doing it.

Think and then VOTE

Ilona

Levi's come clean

ITGLWF/CALM

A decision by Levi Strauss & Co. to disclose the names and locations of the more than 750 suppliers currently manufacturing its goods been welcomed by the Global Union representing workers in the clothing industry.

Neil Kearney of the Brussels-based Inter-national Textile, Garment and Leather Workers' Federation says, "It is noteworthy that Levi Strauss has come to recognize that disclosing its suppliers will help improve working conditions.

"When Nike published its list of suppliers in April, we expressed the hope that others would follow suit. Progress has been slow, but now appears to be gathering momentum. Other companies in the sector should now follow the example of Nike and Levi Strauss.

"Companies genuinely concerned about ensuring a clean supply chain must recognize that sweatshop conditions can only be eliminated if companies are transparent about how they operate, providing information on working conditions as well as making available details of their suppliers," concludes Mr. Kearney.

***HAVE A JOLLY HOLLY
CHRISTMAS!***

JOHS Report

Hank Can Talk The Talk, But Can He Walk the Walk

By Dan Belleville

Attending Safety Conference

Since safety is a joint commitment from both the Union and the Company I think both should pay their fair share and not stick one with 80% to 90% of it. We are Killing or Destroying workers at West Frasier and I believe the Company has an OBLIGATION here. I feel strongly about this so I have filed a grievance because I would like to know the reasons the Company thinks differently. I've heard Hank and Rick both say they are committed to safety and being a country boy I believe what people say (that's their WORD).

Article XXVIII – Safety and Occupational Health, Section 4 – Joint Labour

/Management Safety Conference (#3)--Not more than two accredited delegates from each Local Union may attend the said safety conference and they shall be compensated by their respective companies for any loss of wages incurred as a result of their attending the said conference. And, it is understood that traveling and living expenses will be paid by the Unions.

As you know, some times we send more than two and the Union pays for all their costs because we believe safety is an important aspect of working at Eurocan.

This year was a little different; usually we have a two day conference just with the Union and two days with the Companies. This year we had two days with the union and one day with the Company Reps. This was because we are moving the Conference to the spring.

At Standing Committee I asked if the Company would pay my last two Shifts because the Union was paying my two day shifts, one of which one was a Sunday. Heather said that the way it reads there will be no loss of wages because of attending the said conference so she could not see a problem. But a

day later 1127 came to me and said Doug Peterson told them the Company would only pay for one day's wages. Now keep in mind last year I was the extra delegate and it was on my days off. I took a week off and the Union paid the traveling and living expenses and the Company paid nothing. Excuse Me, Hank did take the reps out for supper one night and we thanked him for that. But this year it fell on our four days off work so I went and asked Doug why is he saying he will not pay for the second day because I can't drive back in time for work. He said that he will not pay any more then he does for his Staff and it was my choice to drive and not fly. So I asked if he was paying for our flights and he said we are not obligated to do that.

The Union said if I had any trouble getting the Company to pay what I thought as their fair share they would pay me. This is how I see it as being fair and you tell me if I'm unfair. The Union pays 12 hr. Sunday and Monday and all expenses and the Company pays 12 hours, Tuesday 8 hours + 4hours overtime Wednesday.

This is how it's working out because I won't let the Union pay unfairly:

Union pays Sunday & Monday in lieu	Company pays Tuesday	My option I'll take 12hr in lieu of Expenses
75%	10%	10%



I would like to hear what the owners think of this. Are they of the same mind as Doug? Is this Doug's idea or does the Wade Committee decide this? Is this how West Fraser sees themselves as being committed to safety? I would like to see this letter sent to Hank and have him answer it because talking to him in the past I didn't see him taking this stand. So Hank, let this Country boy know how you really think.

JH&S REP

Daniel Belleville

November 2005 Central Safety

Accident Investigation---We had only two Incidents that made it to the Joint Health & Safety Meeting this Month and we know that there are more because I've done some in Raw Materials and was asked to do some in other areas. Of the two, one was involving an electric shock and the other involved a pipe crashing down on top of a loader.

One end of the eclectic cord was lying in water and no GFI was used, this was the root cause of why this happened. Because this was investigated, GFI's will be ordered for all maintenance workers and as each outlet is replaced or new ones are installed, GFI 's will be used. **THAT IS THE NEW POLICY AT EUROCAN !**

The Company said the root cause of the pipe coming down was because it was not properly braced. I think that may be a factor but the root cause I believe is using the wrong equipment to do the job. Therefore, if the Company keeps using the wrong equipment to do the jobs these things will continue to happen until something dreadful happens. This is another reason why the Company has to get a crane or Droit.



Reviewed October Minutes

Damage on the west hoist on the digester capping floor has been repaired and Les Condon confirmed this.

Product truck modifications for preventing rolls from falling off the truck are going ahead and Craig Sears should have the final details for next month. Les Condon said we should keep track of why these rolls are coming off and how often. If it happens often enough we should be able to determine the cause and might be able to build something right into the finishing line-systems when we do our upgrades that will help resolve the issue.

The deflection hood in Recaust will have to wait until the spring shutdown and there should be no reason why it can't be done at that time.

Training regarding alarms and lights---

There was a mill evacuation earlier and we are waiting for a report to find out how we did so we can address the problems. I bet if they compare this evacuation report with others done it will show the same problems and next to nothing has been done. I could be wrong but is anyone ready to bet!

NaSH or Acid repairs--- We have been told that the acid system is complete and so is the NaSH system. The NaSH system just has not been tested but that will happen soon. There was no one to signoff on this which has to happen before we close this item.

MSI INJURIES---David Cotes has been hired by Eurocan on an on going basis to help with MSI problems. He has a company that has a large data base that we can draw from.

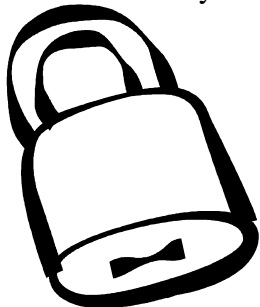
HEALTH & SAFETY MANUAL---- This is a living document that was being changed but it has died and is on hold for now.

SAFETY MANAGEMENT SYSTEM--- Jack Patrick noted that WEST FRASER has developed some safety guide lines and we will be measuring and auditing these guidelines. This is another system to use but we have already had some of the best policies in place that we have developed over the years and this was stated by the WCB at the recent JOHS meeting in Richmond. But, if we backslide on our policies or don't even follow them they are useless. For example when the Steam Plant Supervisors were changing lockout sheets on the fly and not following procedure until we almost killed two workers, that procedure was stopped.

SAFETY IMPROVEMENT FUND---- Everything is a go that we have decided for this year and there has been a posting for idea's for next year. Before we decide on next year's projects I would like to know what the Company's projects are so we are not wasting money on things that the Wade Committee must do. Also I would like to invite Rick Maksymetz to explain what the idea for the \$5K was for at the next meeting.

INCIDENT INVESTIGATIONS---A policy was handed out written by Ilona and Wayne. The Committee decided to send it to management to find out if they have a policy or is this one that we can use.

LOCKOUT COMMITTEE----Jack to have a meeting December 6/05. Jon Gardner wants to have a talk on de-locking and setups as de-locking is done. Make a Policy!



PAPERMILL REPS--- Jack didn't speak with Rick about having designated reps from the Papermill because Mike Rekedal was away.

WORK ON PAPER MACHINES---A risk assessment hasn't been done for working around the ropes and felts while the machines are running. This will be done before next the meeting and I was told I could be there to represent 298 interests.

CAR WASH INCIDENT---Jack said this will be pushed to have it done and he would not wait for the last minute to have it done. If we wait too long it may be missed and the work not done by the in time it's needed in the spring.

PAPER BLOCKING ROAD----the rolls have been moved and the Company will be monitoring this and I may check also once and awhile.

NEW BUSINESS

Jack handed out a Musculoskeletal Injury Risk Assessment Process Sheet. We are to read it and talk on it at the next meeting.

Conditions of Raw Materials Building---- This building I was told is only a couple years old and it looks like twenty. I also was told Hazard reports were put in and not responded to. Craig Sears said that's not so because he had read them and responded. I could only tell him this is what I've been told and I didn't see any Hazard reports at the Union Hall to say any different. Hazard reports are to be forwarded down to the Union Hall by the Company. There is fungus in several areas, bathrooms are few and in bad conditions; a window, after it rains, can be used as a fish tank because the water leaks in between the panes, and an outside door can't be closed. I toured the area right after the meeting with Craig Sears and he assured me he will have the repairs done right away or sooner. Thanks Craig, and when it's done we will give you an ataboy.

That's it for another month and I will be looking for your support for next year, but more important is stay healthy and safe and watch out for each other.

Thank You
Dan Belleville
Or as Peter once said, Dam Belleville

JOHS Report

Training, Not Discipline Reporting, Not Masking

By Mary Murphy and Dan Belleville

(The following is a copy of our Local's report that was presented at the recent industry JOHS Safety Conference in Richmond, BC. Comments have been added in various sections reporting on the response from other conference delegates. Editor.)

CEP Local 298 Health and Safety Report - 2005

Safety statistics this year to November 2005

First aid visits - 323

Medical non recordable - 29

Medical recordable - 18

Lost Time injuries - 5

There's been a huge improvement in the safety statistics over the last couple of years at Eurocan. The number of first aid incidents has dropped considerably, so when an incident or near miss occurs it is usually of a serious nature. The pyramid effect only works if all incidents/first aid's are reported. Some members of the committee feel that all first aids and near misses are not being reported. All locals reported walking wounded incentives, which regress (discourage) reporting of incidents and injuries. Many companies are following the DuPont safety program, and one of the managers from Norske felt that within the next several months there will be a fatality in the industry based on the seriousness of the injuries reported.

Again there is a commitment from the Joint Occupational Health and Safety Committee (JOHS) to establish the committee's goals and commitments at the beginning 2006. At this meeting the committee will also identify the training requirements for our safety captains and supervisors, along with setting up guidelines for the health and safety program, and reviewing/updating the health and safety manual.

Monthly, the committee reviews Incident investigations, focusing on the root causes and insuring adequate recommendations for prevention and following up of the recommendations; tracking and trending of the root causes; review of the previous month's minutes, and what is outstanding; review, if requested, of the fire report which are and sometimes are not in the monthly package, safety statistics, safety graphs, and safety work orders which are prioritized by the company; area inspections which are completed by management and often not shared with the health and safety committee; any audits requested by the committee, or the company, if requested; WCB inspection reports, which are in the package but not tracked by



the JOHS Committee; asbestos area reports which are in the package when requested. So, although the JOHS Committee oversees all aspects of the health and safety program they are still missing key elements for ensuring that the program is effective. At the conference one local from Quesnel was informed by WCB that if they wanted to sample a good health and safety program they should acquire Eurocan's health and safety program as it is one of the top in B.C.....and that is true, except we at Eurocan have a problem educating and following our health and safety program, policies, and procedures; as Dan says we are back sliding...

One of the goals the health and safety committee members have is to be a visual resource within the mill. So, when we attend incident investigations it concerns me that we are considered a liability at these investigations by some department management instead of a credit. We struggle to this day with management's ability and commitment to utilize involvement of safety captains and health and safety members in all safety aspects. We waste precious time at our JOHS Meeting discussing the need for the health and safety members attending the investigations versus management requesting that central members not attend investigations, and in the same breath wanting to promote the committee throughout the mill, addressing/promoting health and safety concerns.

The JOHS Committee continues to have a \$500,000 yearly budget to be used for health and safety issues, work environment, work tasks, etc. Recommendation are received from the workers and prioritized by the health and safety committee, who also allocates where the monies will be spent. Items which do not make the priority list are kept on the list and reviewed in the upcoming year. Because of this process the committee is able to address many items with the departments and get these concerns addressed.

This year our budget has been allocated to:

1. SOG low point collection system;
2. upgrading H2S alarm system;
3. vacuum system for the chip screening area;
4. purchasing 3 electric drive pallet jacks for area maintenance in the mill;
5. replacing Transite/asbestos wall in maintenance; and,
6. roll up doors for maintenance in the welding shop.

Forwarded to next year's budget are three floor drains for the Janitorial department.

The members at the conference felt concerned that this budget is used to waive management's responsibilities for insuring a safe work environment. The concerned locals stated that they felt that upgrading the H2S alarm system and taking care of SOG or other potential harmful substances are the responsibility of management, and should not wait for monies allocated by the health and safety committee. Our health and safety representatives, 1127 and 298, had a difficult time insuring the locals that indeed this money was not to waive management's responsibility but to improve work conditions – I a "like to have, but not necessary". The other locals felt that the SOG and H2S monitoring and control systems did not fit into this category.

One of my concerns, young workers, although there is a great deal of focus on the young workers in the workplace it is apparent that there is a problem at our mill site. Several incidents over the last couple of months indicate that we need to focus on the young workers and their safety at our mill site. I feel that there is some fabrication on ROOT CAUSES on the incident investigations so that the apparent "lack of training" or "substandard equipment" is not so apparent. This is an area that we need to work on as a committee along with the departments. The last incident investigation I attended, I felt like a bucket of cold water was dropping onto me when I entered the room, although the department head did thank me for coming in, the posturing from management was obvious, "I am, therefore, it is". The safety captain was not utilized in the investigation process and the root cause had already been identified, ***even though that was not the "true root cause"***.

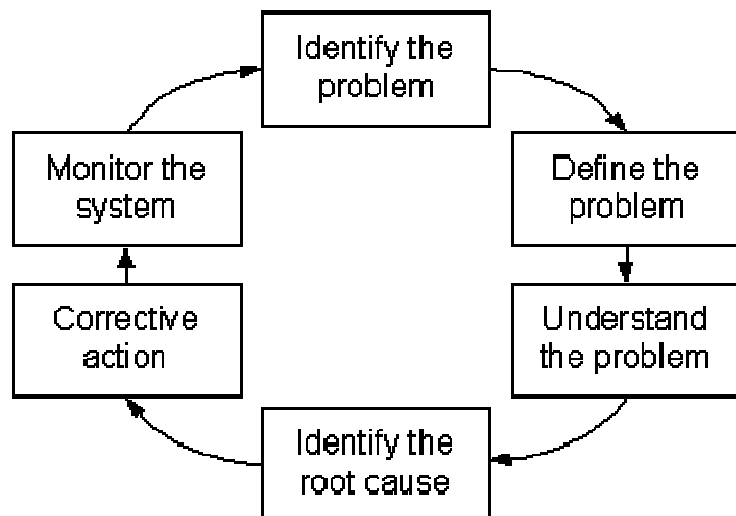
The young worker was provided with literature and job procedures to review but observations of his work or the type of training received was not reviewed. Workers do not want to get others in trouble, whether it be management or co-workers, they want to please by nature. The reason for this particular incident was inadequate training. I was not surprised with this path as several

months ago I was involved with an investigation where the same root cause applied but was not reflected in the incident investigation. Another young worker was using substandard equipment and when an injury occurred it was felt by management they were doing a service(?) by having the investigation, that it was not a requirement.

Discipline is apparently the top priority with some management, although it is a clear message that the mill manager sends, "safety is the first priority and improvement is #1 focus to prevent incidents"; the interest is in fixing the problem, not masking it to help with the safety statistics. The message is being lost as it trickles down.

Locals reported that it was the old time workers at their mill sites getting hurt, because of cutbacks, change of and to jobs, increased workloads, etc. It was felt that although we have concerns for young/new workers, they experience the same with old time employees.

Stress, and Stress related work environment, and failure to accommodate: The excuse our management uses in failure to accommodate is, "...we don't want to injure the employee any more...we don't want to supply them with work that could cause further injury", therefore, the supervisor requests that the individual is 100% before returning to work. We do have a procedure for workers who are on light duty or are being accommodated and, proper monitoring by the supervisor along with the safety captain would work if the company followed the appropriate procedure. We have one member who has been off work for seven months, living on \$68 a day. There is no accommodation for him, but we have walking wounded at the mill site where all types of work are available for them, and usually these are the same problem departments. I can tell you that this person's stress level is certainly going up.



Locals reported that workers injured on the job are accommodated to huge lengths; anything to prevent a lost time accident.

The committee's focus on incident investigations, root causes and prevention is important and mandated. A lot of education around incident investigations is a priority. As a committee we need to focus more on prevention education, before the fact rather than after the fact. We have processes in place to insure that this is successful, but, the committee needs to focus on monitoring these processes; monitoring area inspections; equipment inspections; adequate safe operating procedures; competency based training; constantly reviewing safe operating procedures and training; constant Job Observations, especially with new workers; and, engineering hazards out when possible and using adequate personal protective equipment as a last resort for reducing exposure because of human error.

By increasing awareness, history has proven that a society can effectively promote change...e.g. seat belts, MADD, etc. And, contrary to some of Eurocan management's outlook, studies have shown that a happy employee is a safe employee.

Also noted during the conference....Safety does pay: some safer mills are paying a million dollars less in premiums than the less fortunate mills. Others promote safety sponsoring safety fairs during a scheduled promotion day, using safety vendors the same as Eurocan did several years ago, using all of the safety resources within the mill. After the fatality at Eurocan, Norske had an information sessions for their mills where the work procedures for high pressure cleaning was reviewed with all by the companies doing these types of high hazard jobs. They were concerned that it was difficult to get any appropriate information from Eurocan; we certainly received many questions, until the chairperson cut in and felt it was time to move on.

Also, completing the conference Norske management, Ron Buchhorn, voiced everyone's concern, attendance by representatives from all senior management and union officials at the joint health and safety conferences is vital for the program to move forward successfully, giving the message of the importance of safety in our workplace.

Next year's conference will be held in the spring, we are looking forward to the commitment from senior management and union officials.

Dan and I have all the safety reports from the locals and will make copies available to anyone who would like to read them. CEP 1115's report is very interesting, discusses safest mill in B.C., creative bookkeeping, and their difficulties with West Fraser.

**In solidarity,
Dan Belleville and Mary Murphy**

December 6: Move to action by Peggy Nash & Eileen Morrow/CLC/CALM

Most Canadians are proud to live in an egalitarian society. We have a Charter of Rights and Freedoms and a woman as Chief Justice of the Supreme Court. Enrollment of women in professions like medicine and law is at an all time high. We've even sent a woman into space.

Yet, there is growing concern that women's equality has been put on the back burner.

Women's political progress has stalled and in some areas is declining. Women continue to hold only 21 per cent of the seats in the House of Commons, even though we are more than 50 per cent of the population.

Growing economic inequality and the erosion of women's rights are bad news for those struggling to end violence against women. Social policies sink women below the poverty line. Women trapped in abusive and violent situations have no way out for themselves and their children. They experience a justice system that works against them. Aboriginal women, women of colour, immigrant women, women with disabilities and deaf women are even more marginalized.

On December 6, 1989, 14 women, mostly young engineering students, were hunted down and murdered at Montreal's École Polytechnique by a man who blamed women for his failures.

The Montreal massacre galvanized our nation. Many of us vowed to commemorate the murdered women so their names, and not the name of their murderer, would be remembered. We were determined to become a country that would spotlight the causes of such a catastrophe and work for change. Every year we recognize the date with vigils, commemorative ceremonies, candles and tears. And yet, every year, women and girls continue to be assaulted and murdered.

Low wages and shortages of affordable housing and shelters trap women with abusive partners. With about 70 per cent of mothers in the paid workforce, there is a need for good-quality, affordable child care, but it is difficult to find.

Women continue to have great difficulties with the justice system. Governments have not acted on recommendations from high-profile inquests into women's murders. Restraining orders do not keep men from acting out on their threats. Abusers who clearly need to be detained get out on bail. Guns are still easy to get.

Paul Martin squeaked in with a minority government by promising, among other things, to protect equality and the Charter of Rights and Freedoms. He said he would bring in a Quebec-style child care program. He got elected with votes of women fearful of the Conservatives. We need to continue to push to ensure that this minority government acts for women's interests.

- *Peggy Nash is a senior representative with the Canadian Auto Workers and co-chair of the Canadian Labour Congress Women's Committee. Eileen Morrow is coordinator of the Ontario Association of Interval and Transition Houses.*



Dear Brothers & Sisters:

On behalf of the strike line Local 87-M Hamilton Web/Brabant, we would like to take this time to thank you for your contribution to our cause. Your generous donation of \$100.00 is greatly appreciated at a time of great difficulty.

As our long strike continues, our hopes are strengthened due to the support and encouragement, individuals like yourselves give us. Many thanks

In solidarity
Valerie Nokes
Secretary/Treasurer
Local 87M

Thanks for doing such a good job!

A big thanks to all at CEP Local 298, especially Don Klie, Pat Howes and to Steve Welsh for the work done on the arbitration submitted on my behalf. The result was a successful conclusion.

I and my wife Jean appreciate all the work and support given us during this stressful time.

Again, thanks and all the best to everyone

Allan & Jean Pierce

HAPPY HOLIDAYS

Wishing you a very happy Holiday Season. Season's greetings on behalf of **Local 10-B Kamloops BC.**

Dear Brothers & Sisters:

Thank you for the latest donation you sent to the Port Alice Food Bank. We sincerely appreciate the continuing support your local has shown us over the past year. Hopefully by the end of this week we will have some positive news about the mill.

Fraternally Yours
Don Vye
President
CEP Local 514

To local 298 members and social club, thank you for thinking of me during my recent illness. The fruit basket and movie passes were very much appreciated.

Thanks again,
Harry Murphy

Dear Brothers & Sisters:

Doug, Kali & I would like to thank you for the wonderful flower arrangement we received. It was a very welcomed surprise. Thanks for thinking a about us. Doug & I are loving every minute of parenting....So Far!

Thanks again
Kali, Shari Thomas & Doug Graham

Dear CEP Local 298

Thank you very much for the bouquet of flowers and fruit basket; they were a much needed welcome when I got home.

Thanks Once Again
Joanne Bennatto

MERRY CHRISTMAS
TO ALL AND TO ALL A
HAPPY NEW YEAR.



Leonus (Leo) Steponavicius

(The following was copied from the December 10, 2005 edition of The Weekend Advertiser. Editor)

January 3, 1924 - November 26, 2005

Passed away suddenly at his home in Courtenay, BC. He is survived by his wife Jean; son Mike (Reni) of Kitimat; daughter Donna Kellar of Terrace; as well as his grandchildren Chelsey, Kody, Reid, Kayla, Randi, Abigail and Kendra.

A gathering in celebration of Leo's life was held November 30 in Comox, BC.

(Leo worked at Eurocan for a number years as a millwright before retiring to Vancouver Island. He worked first in the Woodmill until it closed in the early 1980's and completed his career as a member of the Pulp and Paper Maintenance crew. Leo was known for his fiery temper and determined work ethic. He was a capable tradesman and was never one to shy away from speaking his mind. Our condolences go out to his surviving spouse and family members. Editor.)

Donald (Don) Ong

(The following was copied from the Eurocan notice posted in the mill. Editor.)

MEMORIAL SERVICE

It is with heartfelt sadness that the Company announces the passing of Eurocan retiree, Donald (Don) Ong. Don passed away peacefully on December 8th, 2005 following a courageous battle with Alzheimer's disease.

A long-term employee, Don worked for Eurocan as a Heavy Duty Mechanic in our Vehicle Maintenance Department from September 20th, 1971 to his retirement on April 30th, 1990.

A Memorial Service for Don will be held at Kitimat's Christ the King Catholic Church on Friday,

December 16th at 1:30 p.m. A small reception will follow in the upstairs foyer of Christ the King Catholic Church. In lieu of flowers, donations can be made to the Alzheimer Society of B.C., #300 - 828 West 8th Avenue, Vancouver, B.C. V5Z 1E2.

Our sincere condolences and prayers go out to Don's wife, Joanne, his son Stephen, nephew Richard Crockart, and niece Kim (Paul Amado). Their sorrow is shared by his many friends here at Eurocan.

Canadian activists receive "alternative Nobel prize" Council of Canadians/CALM

Maude Barlow, national chair of the Council of Canadians, and Tony Clarke, director of the Polaris Institute, are receiving the Right Live-lihood Award, also known as the "alternative Nobel Prize."

The two Canadians will share the prize of \$300,000 with two other recipients from Malaysia and Botswana.

Founded in 1980, the Right Livelihood Award is presented annually in the Swedish Parliament. The award was introduced "to honour and support those offering practical and exemplary answers to the most urgent challenges facing us today."

Longtime leaders in the global movement for social justice, Barlow and Clarke were chosen for their recent work promoting the fundamental right to water.

In 2002, the pair combined their expertise and research findings in the bestselling book *Blue Gold*. The book documents the privatization and commodification of water around the world—a rapidly proliferating enterprise enabled by recent international trade agreements. It has been translated into 12 languages and is sold in more than 40 countries.

Unlike the Nobel Prize, the RLA has no categories. It recognizes "that in striving to meet the human challenges of today's world, the most inspiring and remarkable work often defies any standard classification."

Barlow and Clarke will receive the award at a ceremony held in the Swedish parliament on December 9, 2005.

Finding happiness Internet/CALM

"How far you go in life depends on your being tender with the young, compassionate with the aged, sympathetic with the striving and tolerant of the weak and strong. Because someday in your life you will have been all of these."

George Washington Carver (1864–1943) Pension Update

Sound Investment Strategy Contributes to Benefit Increases

By Dave Schaub
CEP Western Region Staff Rep

Greetings

I have attached an article for use in your newsletters or posting on bulletin boards indicating that the trustees have approved the benefit increases effective January 1, 2006. As you will note, there is a very significant improvement in the current or future service portion of the plan which has been increased from 1.4% to 1.5%. This increase is a year ahead of time in accordance with our previous plan of moving up in .5% increments each year. This improvement was made possible by some very good investment returns over the past year and **should not be an indication** that the trustees will be able to approve this type of increase in the future. This will allow our members retiring next year to have the benefit of the increase a year early.

All other improvements are in line with the Board's previous policy. It should be noted that this was not a unanimous vote as others have been in the past.

On the issue of the Restructuring of the Pension Plan to allow for a Diversification Classification for new entrants, the trustees have voted to accept the concept in principle and have referred it to a sub-committee and plan professionals which will meet during the first week in November. It is expected that the Executive Summary will be completed at that time for circulation to the Local Unions.

If you have any questions feel free to contact any of the trustees.

David Schaub
National Representative

Pension Updates for 2006 Are Here !

On October 4th, 2005 your trustees met with the plan professionals to review the financial status of your pension plan to determine whether we were able to implement the increase in benefits that some of you who are planning on retiring were waiting for.

I am pleased to advise you that the plan had very good investment returns in the past year which will allow us to move the plan benefits upwards.

Effective January 1, 2006 the following increases will apply :

Past Service – this is the credited service that you have accrued from the date of hire to December 31st, 1996. Any improvements are granted by indexing the current benefit level by the general wage increase from the previous May 1. This benefit will increase from \$48.24 to \$49.20 per year of service.

Career Update – this allows the administrator to calculate your pension on the annualized average of the last five years rather than all of your earnings. This benefit has been granted so your pension will now be calculated using your earnings from 2001 – 2005 inclusive.

Pensioner Increase – this is through an indexing formula that is based on the Consumer Price Index for B.C. taken each September. Pensioners will have their benefits increase once again.

Current Service Benefits – this benefit was originally set as 1.3% of your annualized earnings for your service from January 1, 1997 to the current date. This benefit has increased by .05% each year to the current 1.4%. The benefit will increase from 1.4% of your annualized earnings to 1.5%. This is move away from our normal increases but with the investment performance of the fund having returns higher than expected, the trustees, through confirmation with the plan advisors, granted this increase.

I must caution you that this increase to 1.5% is a year ahead of the formula that we were following and should not be interpreted to mean that this will reoccur in the future.

Your trustees have a very cautious approach to granting these improvements to your benefits. We must be able to ensure that once the improvements have been granted that the plan will be able to support these benefits into the future.

Your plan is one of the very few that has been consistently granting benefit improvements for all of your service during these times when other plans are struggling to maintain their benefits or even having to reduce not only the benefits for active members but also the retirees pensions.

If you have any questions please contact your Pension committee representative in your Local, your National Representative or a Plan Trustee.

For those of you who will be retiring in the near future we would wish you the very best in your retirement. Enjoy your plan improvements as you have earned them.

Submitted by Dave Schaub,
Trustee, Pulp & Paper Pension Plan

Literary reference

Internet/CALM

What do you call a hangover caused by drinking too much wine?

The Wrath of Grapes

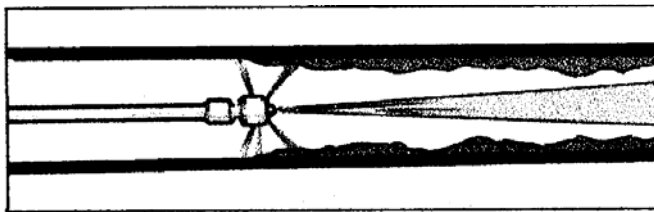
(The information on the following 3 pages was developed by the WCB and published on their website as a result of its investigation into the death of George Weatherly, who was working for Prince George Hydro Mechanical during our Spring 2005 Shutdown. Editor.)

Waterjet cleaning using a flex-lance

Waterjet systems are used for cutting and cleaning in a variety of industries. This technology uses a high-pressure stream of water to blast through materials, such as residue that collects inside pipes or vessels. The stream of high-pressure water has enough power to slice through solid materials—or to damage any part of the human body.

Cleaning pipes with a flex-lance

Some pipes can be cleaned with a rigid lance made of metal tubing. However, if a pipe is long or has bends in it, a flex-lance is usually used. A flex-lance is a high-pressure hose with a cleaning head or nozzle on the end. The nozzle on a flex-lance is self-propelling. It moves forward through the pipe as the water blasts out under high pressure in different directions.



A self-propelling nozzle moves through the pipe to clean out residue.

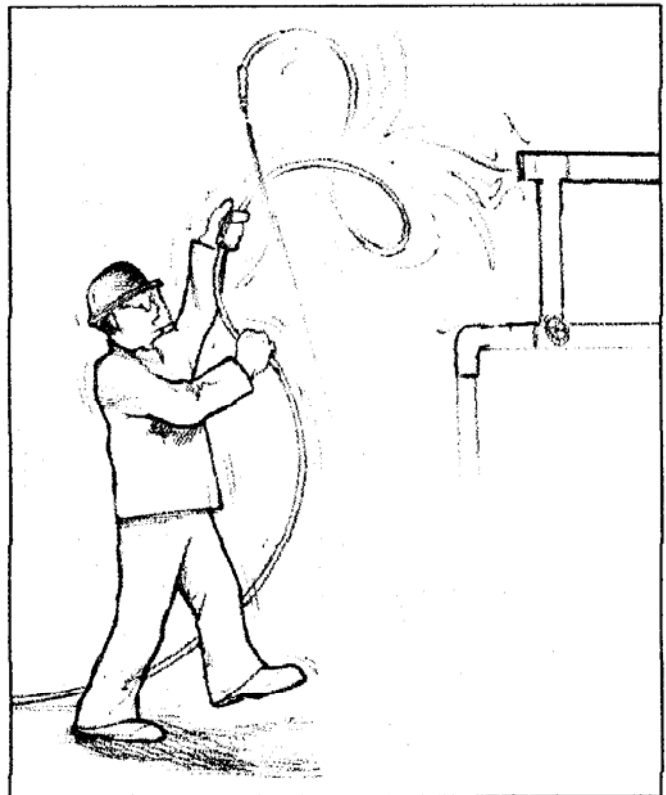
To clean the inside of a pipe, the nozzle is placed inside the pipe, where the worker cannot usually see the nozzle or the stream of high-pressure water. The worker must take extra precautions to know where the nozzle is and to prevent it from coming back out of the pipe in an uncontrolled manner.

One safe work practice is to clean the open end near the worker with a jetting gun before using a flex-lance to clean the rest of the pipe. If there is no room to use a jetting gun, consider alternatives to avoid cleaning the open end with a flex-lance. For example, it may be possible to clean this end from another opening in the pipe.

A fatal incident

In a recent incident, a worker was using a flex-lance to remove the lime residue that had accumulated inside a 3-inch diameter pipe. He was using a self-propelling nozzle with a new hose, which retained its tight coil. The pressure was approximately 18,000 psi (pounds per square inch).

The worker was withdrawing the nozzle and flex-lance from the pipe to clean out the residue that remained within a few inches of the open pipe end. As the nozzle came near the open end, he lost control of the flex-lance. The nozzle came out of the pipe, the hose recoiled, and the nozzle penetrated his upper body. His injuries were fatal.



In a recent incident the flex-hose came out of the pipe and recoiled toward the worker.

Keeping control of a flex-lance

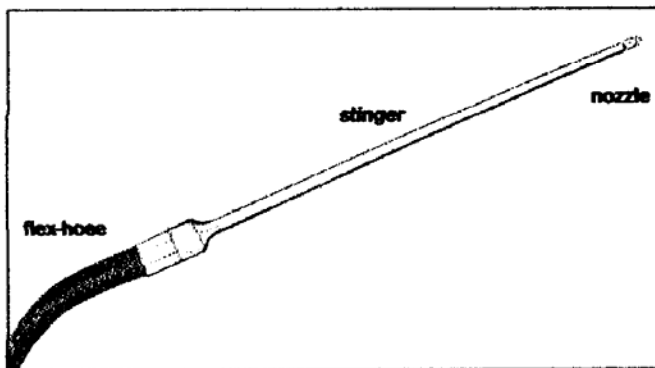
When using a flex-lance inside a pipe, the operator *cannot see the nozzle*. The hazard is greatest when the operator is withdrawing the flex-lance from the pipe and it approaches the open end near the worker. There are two main hazards:

- The nozzle turns around inside the pipe and sprays the operator at the open end with high-pressure water.
- The operator loses control when withdrawing the flex-lance from the pipe and the nozzle or high-pressure spray hits the operator.

The operator can have better control of the flex-lance by using, where appropriate, a stinger and a backout preventer and by following safe work practices.

Metal tube (stinger)

If the inside diameter of the pipe would allow the nozzle to turn back on itself, attach a metal connecting tube (also called a stinger or lance). A stinger is connected between the hose and the nozzle to prevent the nozzle from turning around inside the pipe and shooting out under pressure from the open end of the pipe. Stingers come in different lengths. It is recommended that the length of the stinger plus the end fitting and the nozzle be equal to 1.5 times the inside diameter of the pipe.



A stinger, or lance, is attached between the flex-hose and the nozzle.

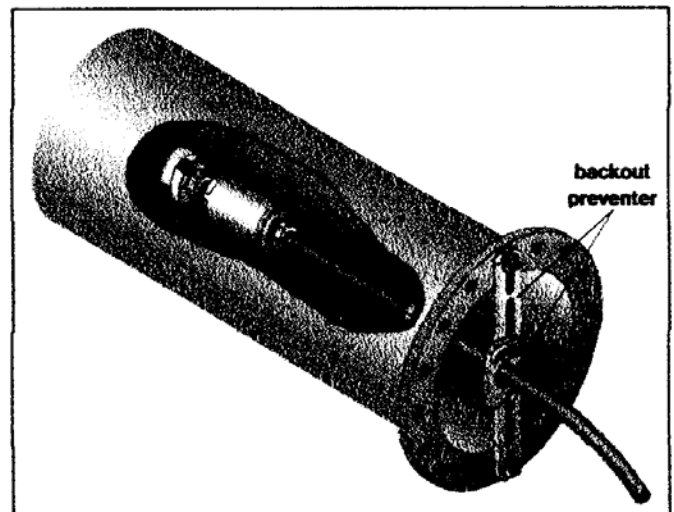
A stinger also lets the operator know where the nozzle is as the flex-lance is being withdrawn from the pipe. When the stinger is visible, the operator knows how close the nozzle is to the open end.

Backout preventer

A backout preventer provides control when the flex-lance is inside the pipe:

- It prevents the flex-lance from backing out of the pipe if the spray is uncontrolled because of a plugged orifice in the nozzle.
- It prevents the pressurized flex-lance from being inadvertently pulled out of the open end.

A backout preventer is attached to a permanent or temporary flange at the open end of the pipe. The hose, stinger, and nozzle are put into the pipe through an adjustable opening in the backout preventer before pressurization. The adjustable opening is then made smaller to allow the hose to move freely but not to allow the nozzle, hose fitting, or stinger to exit.



This type of backout preventer is attached across the diameter of the open pipe end. The opening for the hose is adjustable.

Backout preventers can be used with both large- and small-diameter pipes. They are not suitable for cleaning fixed tube bundles (heat exchangers), so alternative methods of controlling the withdrawal of the flex-lance may be needed.

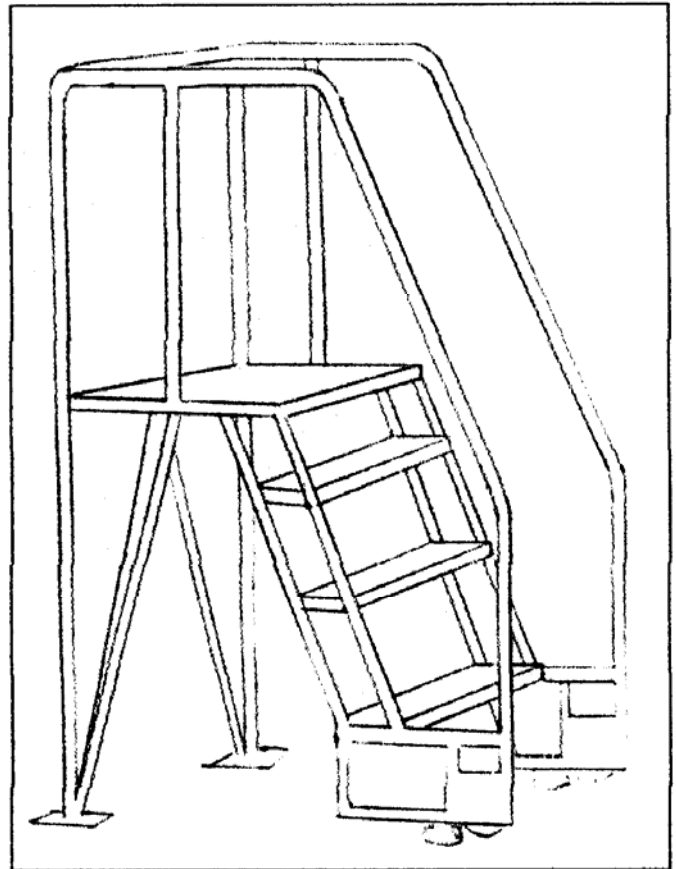
Safe work practices

The following safe work practices will help the operator maintain control of the flex-lance as it is withdrawn from the open end of the pipe:

- Place a mark on the hose about 2 feet from the nozzle end. This mark will allow the operator to know how close the nozzle is to the open end of the pipe. As the mark wears off, re-mark the hose.
- The worker operating the flex-lance must also operate the pressure-relief device (foot dump valve). The operator can react more quickly than a second worker if pressure must be decreased quickly.
- *Depressurize the flex-lance before removing it from the pipe.*

The operator must stand in a position that is safe and allows control of the flex-lance. Safe work practices include the following:

- Long hoses store a great deal of energy, and flex-lance hoses have a tendency to recoil. Keep the length of hose between the operator and the pipe as short as practical.
- Operate the flex-lance between foot and shoulder height only. It is difficult to control the flex-lance if it is higher than the shoulder.
- Use a work platform or scaffold to provide firm footing if the operator needs to be raised up to a safe working position. The platform must allow room for the worker to operate the foot dump valve.



It is difficult to control the flex-lance if it is higher than the operator's shoulder. A work platform can raise the operator to a safe working height and provide a firm footing.

Other requirements

This bulletin focuses on the safe use of flex-lances to clean the inside of pipes. It does not cover other topics such hazard assessment, required personal protective equipment, surface cleaning, and working in confined spaces. Waterjet operators must be trained in standard safety practices before operating the equipment. The hazards of each situation must be individually assessed and appropriate controls must be used.



Firing of Via Rail Chair overturned by courts

<http://www.lancasterhouse.com>

A Federal Court judge has overturned the federal government's dismissal of Jean Pelletier, Chairman of the Board of VIA Rail and a key figure in the Gomery Inquiry. The ruling was based on the fact that Pelletier had no knowledge that disciplinary action was being contemplated, was never made aware of the reasons for the government's dissatisfaction, and was never given an opportunity to respond to the allegations against him.

When Olympic gold medalist, Myriam Bédard, wrote a letter to Prime Minister Paul Martin on February 13, 2004 charging Jean Pelletier with forcing her resignation as a marketing executive, and complained of "unethical behaviour" at VIA Rail, she set in train a course of events that led to Pelletier's dismissal. In an interview with La Presse, Pelletier said: "This is a poor girl who deserves pity, who doesn't have a spouse, as far as I know. She is struggling as a single mother with economic responsibilities. I pity her...Olympic medalists are people who find it difficult after being acclaimed at the Olympics, when they find themselves back in the real world."

On February 27, immediately after the article was published, the federal government asked for an explanation. Pelletier issued a public statement of apology later that day.

Two days later, the Minister of Transport, Tony Valeri, phoned to inform Pelletier that his appointment was terminated.

Pelletier brought an application for judicial review in the Federal Court requesting that the termination order be set aside because of a breach by the federal government of his entitlement to procedural fairness.

Pelletier's application succeeded. A duty to act fairly applies, Judge Simon Noël noted, to "every public authority making an administrative decision which is not of a legislative nature and which affects the rights, privileges, or interests of an individual."

Citing the factors used to assess whether a duty to act fairly exists, as set out in *Knight v. Indian Head School Div. 19*, [1990] 1 S.C.R. 653, and noting that the government did not dispute the claim to procedural fairness, Judge Noël found that a duty of fairness was owed to Pelletier. The nature of the decision was not legislative or general; the "at pleasure" form of appointment did not preclude procedural guarantees, and the effect of the decision was significant, since Pelletier's employment was at stake.

Having found that a duty of fairness was owed, Judge Noël then turned to the question of whether,

from the context or statements made, Pelletier "knew or ought to have known that disciplinary action was being contemplated against him." In this regard, the evidence was undisputed that Pelletier was only "belatedly" informed when Mr. Valeri phoned him on March 1. Noël stated: "[T]he events occurred too quickly and in an extremely informal way, without the presence of Mr. Pelletier's counsel, and even without the possible outcomes of the discussions having been clearly put on the table." There was no explicit mention of contemplated disciplinary measures since events unfolded in a "sudden flurry," and the calls that did take place were so general in nature that Pelletier was left with the impression that they were made for information gathering purposes, not to assess whether disciplinary action was appropriate.

As Pelletier lacked meaningful knowledge of the employer's intent to take disciplinary action and its reasons for doing so, his "right to answer" was prejudiced, Noël found. There were several reasons that could have resulted in Pelletier's removal, but none was clearly expressed; Pelletier was given little time to prepare a response, and was not able to consult his counsel in the short period of time available. Noël determined that Pelletier was not made fully aware of the reasons for his dismissal until he read the press release announcing his removal, and hence had no real opportunity to change the government's mind or respond to the reasons for the government's dissatisfaction. "His right to answer was therefore compromised," Noël concluded.

Commenting that the process was "neither fair or open," and indeed was "conducted in an opaque and hasty manner," Noël declared that Pelletier was not provided with the procedural guarantees to which he was entitled. Accordingly, the Order in Council removing Pelletier from his position as Chairman of the Board of Directors of VIA Rail was ordered set aside and the matter was referred back to the government.

The government has 30 days to decide if it will appeal the ruling to the Federal Court of Appeal. In the meantime, it has served notice on Pelletier that it intends to fire him again from his \$240,000-a-year job, but this time allow him to be heard before doing so. For his part, Pelletier has sued the federal government for damages resulting from his firing.

Pelletier v. Attorney General of Canada

Federal Court of Canada

Judge Simon Noël

November 18, 2005 (19 pages)

Full text: <http://decisions.fct-cf.gc.ca/fct/2005/2005fc1545.shtml>

***SEASONS GREETINGS
ENJOY THE HOLIDAYS***

Welcome to New Members

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

<u>Member</u>	<u>Department</u>	<u>Initiated</u>
Kevin Hamilton	Raw Materials	----
Colin Taylor	Steam Plant	----
Mika Vossi	Steam Plant	----
Stephen Stone	Electrical	----
Teresa L. Nyce	First Aid/Stores	----
Scott MacGregor	Stores/First Aid	----
Chris Gielens	Maintenance	----
Ted Idle	Pipefitter	Yes
William (Bill) Hardy	Pipefitter	----
Paul Jeffery	Steam Plant	Yes

The next General Membership Meeting is at 4:30 pm, Wednesday, December 14, 2005 at the Union Hall, 623 Enterprise Avenue. General Membership Meetings are held on the second Wednesday of every month unless otherwise notified.

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

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

The above benefits are explained in our bylaws booklet.

Employee and Family Assistance Program - EFAP

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

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

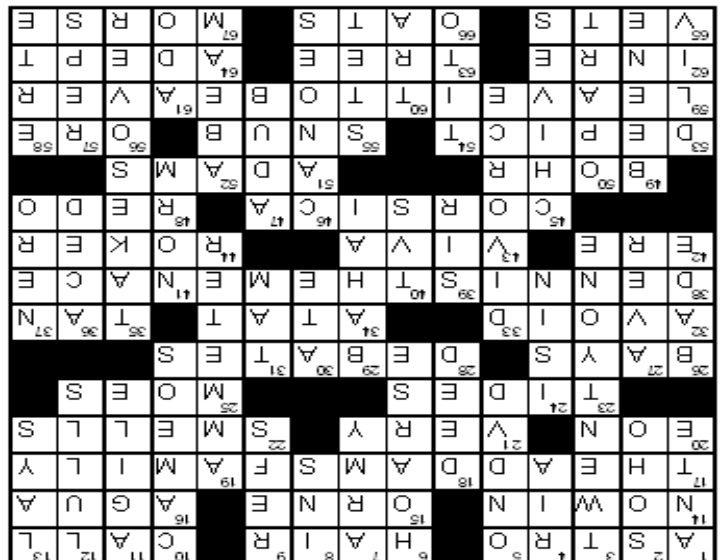
There is no charge for these services and all sessions are strictly confidential.

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

Notice

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

EDITED BY TIMOTHY E. PARKER
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By Anita Ward

"CLASSIC"

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

ACROSS

- 1 Elroy's hound
- 6 Long-running Broadway musical
- 10 See a bet
- 14 Kind of situation
- 15 Department of France
- 16 Lago contents
- 17 Thing's keepers
- 20 Longest division of geological time
- 21 Exceedingly
- 22 Picks up a scent
- 23 Ocean movements
- 25 "The Simpsons" tavern
- 26 Auto shop compartments
- 28 Political confrontations
- 32 Elude the tag
- 34 Words after rat
- 35 Sit under a lamp
- 38 Ruff's master
- 42 Word used before now
- 43 "___ Las Vegas"
- 44 Al, the weatherman
- 45 Chevy model
- 48 Give a makeover
- 49 Atomic physicist Niels
- 51 Second president
- 53 Show a picture of
- 55 Put down
- 56 Galena, e.g.
- 59 Something decided by June
- 62 About, formally speaking
- 63 Alder or aspen
- 64 Masterful
- 65 Docs with many small patients
- 66 Some cereal ingredients
- 67 Kind of signals

DOWN

- 1 Pot payment
- 2 Manhattan locale
- 3 Landmark age
- 4 Its mouth is its biggest part

- 5 Where many films may be found
- 6 Husky-voiced
- 7 Where you can be all you can be?
- 8 Re-election seekers
- 9 Grid zebras
- 10 Minor roles for big stars
- 11 Quick-thinking
- 12 Calm periods
- 13 Minstrels' songs
- 18 House paper
- 19 Current gauge
- 24 The doctor ___
- 26 Issued a command to
- 27 State point-blank
- 29 Faith founded in Persia
- 30 Had a little something
- 31 Cap with a pompom
- 33 Word Wynette spelled
- 35 Supplants
- 36 Gave great service?
- 37 Infamous Roman ruler
- 39 Title for Arthur Conan Doyle
- 40 Cable outlets?
- 41 Vera's TV husband
- 45 Onion relatives
- 46 Easily tipped crafts
- 47 Rub-___
- 49 Geoffrey of fashion
- 50 '60s style
- 52 Nautical position
- 53 Year in Vigilius' papacy
- 54 He backed Michael Jackson
- 55 Margin mark
- 57 Weightlifters' iterations
- 58 Harper's Bazaar illustrator
- 60 Start of a refrain
- 61 "Much ___ About Nothing"

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1	2	3	4	5		6	7	8	9		10	11	12	13	
14						15					16				
17						18					19				
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59								60					61		
62						63						64			
65						66						67			