

# News and Views

C.E.P. Local 433



Volume 8 Issue 3

December 2004

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# HOPE

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# Peace

# Joy



Our next meeting is 8 p.m,  
January 20th, 2004 at the  
Union Office.

## Welcome B.C. Rubber

**We would** like to welcome the members at B.C. Rubber to Local 433.

On September 3, 2004 the 20 members at B.C. Rubber voted to join Local 433.

They have elected a plant committee and shops stewards already. They have already formed an agenda and will negotiate a first agreement with the Company in the near future.

Welcome to C.E.P. Local 433!!



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il would like to start my report by welcoming the members of B.C. Rubber to our Local Union. The employees at B.C. Rubber voted 14 to 6 to join Local 433 and a certification was granted effective September 3rd, 2004.

As at the writing of this article, we have elected a Plant Committee and have a first agreement proposal ready for presentation to the employer. We are in the process of setting up dates to meet to start the bargaining process.

And speaking of bargaining, we are entering another period of heavy bargaining in our Local Union.

At Montenay we have membership meetings set to finalize our bargaining agenda and we will be exchanging agendas with the employer on November 22nd.

At Flexia, their Agreement does not expire until the end of March, 2005. Both the Company and Union Plant Committees however, have expressed an interest in going to the table early. The Union Plant Committee will be meeting with myself on November 10th to draft up an agenda for presentation to the members. Once the members have finalized an agenda we will then start bargaining with the Company.

And starting early in 2005 we will be bargaining with Pliant, Vision Packaging, and Unisource.

We expect to be busy at the bargaining table from now until at least early into the summer. Our resources will once again be stretched and we appreciate your patience during this busy time period.

And finally, I just can't let this end of the year report go by without bringing up one other issue which should be of concern to all of us, and that is the provincial election set for May of 2005. No matter what your political belief, if you are a trade unionist who believes in trade union values, then you must work to defeat the present government. Don't ever forget that this is a government that showed no hesitation in ripping up Collective Agreements and ordering workers (HEU) back to work with roll backs, and then ordered the employees to pay back money to their employer! We must work to defeat this government and elect a government who will show some respect to the working men and women of this province. Please, come May 2005, let your voices be heard!

In conclusion, I would like to wish all of our members and their families a safe and happy holiday season. I want to thank you for your support over this last year, and I look forward to working with all of you in the new year.

**Articles appearing in *News and Views* express the views of the authors. They are not necessarily the policy of the CEP or views shared by the editors or CEP officers.**

## OUR PRIVACY COMMITMENT TO MEMBERS OF LOCAL 433

**Local 433** respects individual privacy and recognizes the particular sensitivity of personal information, which includes almost any information about an identifiable individual.

Accordingly, Local 433 has established a Privacy Policy which sets out the limited purposes for which we process the personal information of our members and affirms our commitment to the protection of your personal information from unauthorized access, use, and disclosure.

Local 433 recognizes our obligations concerning the protection of personal information of our

members. Our Privacy Policy has been developed with those obligations in mind.

You can pick up a copy of our Privacy Policy at the Local 433 office.

Local 433 has appointed a Privacy Officer to help you with any questions or concerns you may have regarding the protection of your personal information. Our Privacy Officer is the Business Agent and he can be reached at the Local Union office.

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### Esso fails to ban Greenpeace parody

CCPA MONITOR

**Greenpeace has** won a two-year legal battle giving it the right to continue parodying the corporate logo of the world's largest oil company, Esso. As part of its "Don't Buy Esso, Don't Buy Exxon/Mobil" campaign, the environmental group has been restyling the company's logo – using

dollar signs instead of the letter "s" so that it reads "E\$\$O."

The corporation took Greenpeace to court for copyright infringement, claiming that its "Stop E\$\$O" website would "confuse customers" into thinking they were at a real corporate site. Esso also claimed that the parody would damage its "good reputation," even though it is notorious for doing more to hinder efforts to combat global warming than any other corporation.

### Executive of C.E.P. Local 433

President - Ben Inglis  
 Vice-President - Otto Wittenberg  
 Recording Secretary - Ron Schuck  
 Financial Secretary/Business Agent - Gord Campbell  
 Treasurer - Mike Beniach  
 Trustee - Tom Fulton  
 Trustee - Ken Nelles  
 Trustee - Ken MacDonald  
 Inner Guard - Brad Johnson  
 Outer Guard - James Monks

## No OH&S training

SunSpots/ SUN/CALM

**Most work-related** injuries in Canada occur in the first month after someone starts a new job.

A survey of Canadians who had been with a new employer for less than one year shows that the large majority didn't receive any occupational health and safety or orientation training.

Using data from Statistics Canada, researcher Peter Smith discovered that only 19.8 per cent of workers who had started to work for a new employer in the past six months had received either OH&S or orientation training.

"Although there is evidence that some workers are getting trained, the bottom line is that the large majority of workers across Canada who are in a new job are not being given the training needed to help prevent work injury and illness," Smith noted.

## Workplaces cause asthma

CCPA MONITOR

**People who** work in cleaning, farming and transportation are particularly vulnerable to asthma, according to a new study published in *The American Journal of Industrial Medicine*.

Overall, the study found that 26% of all adult asthma cases are caused or exacerbated by the workplace environment. This is mainly due to exposure to solvents, pesticides, dust, oil mist, lubricants, and other chemical compounds

## Bushism No. 496

CCPA MONITOR

"**in my** judgment, when the United States says there will be serious consequences, and if there isn't serious consequences, it creates adverse consequences."

— *George W. Bush, Feb. 8, 2004.*

## Custom Paper

**Custom Paper** is busy with afternoons again, starting the first week of November.

November is a very busy month for us. I would like to wish everybody the very best this holiday season and see you in the New Year.

Brian McDonald  
Plant Committee

## Crown Packaging

**To date** we have 9 on layoff, with business steady but not busy. We've had a very serious accident with one brother at our hogger, he was working overtime when he got caught in the machine. His arm was crushed and eventually amputated just above the elbow. We don't know when he will be returning to work but he is doing pretty well under the circumstances.

We've also had a serious fire at our compactor, thanks to our ERT team for acting with the knowledge and expertise they are trained for in saving the plant.

On another note the world class company we work for have shown their commitment to running their company their way by laying off people and running overtime on the weekends. We are undermanned in my opinion, our maintenance dept is short staffed so the crews must work every weekend in fear that their jobs will be contracted out, if they refuse overtime! This is a world class company, I just am curious as to what world they are referring to.

In solidarity and Best Holiday Wishes  
Gary Wenborn  
Plant Committee



Brother Gord Campbell at the microphone and hard at work with Otto Witternberg at the convention in Quebec City.



## Norampac

**Well, it was** a very busy summer at Norampac, but we are now starting to slow down. From the middle of April through to the end of September we have hired 10 new employees and 2 millwrights.

The Company has purchased and installed an Automation. This is a machine that glues labels to cardboard. They have also recently installed two new smart carts and new down stackers and cut lines for the corrugator. There is also serious talk on purchasing another flexo. It's nice to see such a positive outlook to the future of our plant.

I would like to thank the Local for the privilege of attending this years' National Convention, held in



Brother Mike Beniach at the convention.

Quebec City. Our National Convention ran for 5 days and is a sight to behold. Watching and listening to members from the west coast to the east coast debate issues ranging from per capital dues increases, to getting funds for battling drug testing in the work place to funding for mentorship programs for future national officers. Those were just three, of probably the most hotly debated issues.

I'll end this short report by thanking the members from our plant who are continuing to support the members on strike at the Norampac board mill in Burnaby. This is being done by a weekly payroll deduction to a supplementary strike fund.

Wishing all an early Merry Christmas and a great new year.

Mike Beniach  
Plant Committee



## Retirement worries

CLC/CALM

**New opinion** polls commissioned by the Canadian Labour Congress show three out of four Canadians worry about having enough money to live on when they retire.

Between May 13 and 21, Toronto-based Vector Research asked 1,131 Canadians to pick from a list what “should be an absolute priority for the federal government or can be delayed for another year?” For 73 per cent of respondents “protecting pensions and retirement incomes” was an absolute priority. When 1,003 adult Canadians were asked to rate 12 public policy issues on a scale of one to 10 indicating priority. “Protecting retirees’ pensions and retirement income” was ranked by 72 per cent of respondents as priority level 1, 2 or 3.

Here are some ideas from the CLC to improve the way pensions work:

- increased benefits under the Old Age Security and the Canada Pension Plan
- better regulation of workplace pensions so portability and indexation improve
- joint management of pension when the majority of plan members ask for it
- pension fund shareholders become active shareholders and pension fund managers account for the effects of their investments on labour, the environment and the community
- more certain funding of present and future pension obligations in the private sector, including considering pension obligations ahead of fully secured creditor status under bankruptcy laws
- strengthening of pension benefit guarantee legislation.

*The May is accurate to within 2.9 percentage points 19 times out of 20.*

## LETTERS TO THE EDITOR



## Merry Christmas?

**On Monday** November 22<sup>nd</sup>, Crown Packaging, our so called world class company announced they are removing machinery from the Richmond plant and shipping it to their new, I assume non-union plant in Calgary. Up to 10 jobs will be affected.

It seems to be a pattern here at Christmas. Two years ago it was Waltons taking over the warehouse and with it 16 jobs (that was rectified in the last contract). Some months later they announced the beer line was shutting down. Six to eight months later they announced they are moving it to Calgary along with a four colour rotary die cutter and the RSS.

Once again they announce this is happening just before Christmas.

They implement their safety bingo program? (BINGO) It would be nice to see the workers put their winnings into the Crown strike fund.

Why are there senior members working while they remove jobs from our plant and junior people are on layoff.

In Solidarity  
Ken Nelles

## Subject: Oil Pricing explained

**Oil shortage:** explanation finally!!! There are a lot of folks who can't understand how we came to have an oil shortage in Canada. Well, there's a very simple answer. Nobody bothered to check the oil. We just didn't know we were getting low. The reason for that is purely geographical: All our oil is in Alberta. All our dipsticks are in Ottawa.

## Privatizing Abu Ghraib

CCPA MONITOR

“In the shock of the Iraqi abuse scandal – amid horrific images of prisoner brutality, the inquiries into who did what and who told them to – one unsettling detail went largely unnoticed. Of the 37 interrogators at Abu Ghraib prison, 27 did not belong to the U.S. military but to a private contractor called CACI International. Two of these workers were cited in Maj.-Gen. Anthony Taguba’s damning report on the ‘sadistic, blatant and wanton’ treatment of detainees. But, unlike the seven military guards and some U.S. intelligence officers facing criminal trials or under investigation, the two CACI employees face no accountability, let alone punishment. Being civilians, they are not subject to military law nor the Geneva Convention.

“To give the civilians in Iraq a legal free pass is unconscionable,” says Peter Singer, author of *Corporate Warriors: The Rise of the Privatized Military Industry*, a scathing look at the Pentagon’s spiraling reliance on outside contractors. (The privatization of Abu Ghraib prison is just one example.) today, there are hundreds of for-profit companies, mainly American, with about 20,000 personnel in Iraq, doing traditional military work, including intelligence and interrogations of prisoners.”

■ Lynda Hurst in *The Toronto Star*

## Bush on Rwanda

While berating the United Nations for refusing to authorize the U.S. attack on Iraq, President George W. Bush pointed to the example of the UN’s inaction in the face of the genocide that claimed 800,000 lives in Rwanda.

“The UN,” he said, “must mean something. Remember Rwanda. The UN didn’t do its job.” His advisors reportedly had to draw straws to see which one of them would dare tell Bush that it was the U.S. that led the opposition to any UN action in Rwanda, and that Bush himself was on record as opposed to intervening in any country where U.S. “vital interests” were not at stake.

## Accurate Rubber

**Business is** picking up in our company, (as is in BC in general) a few new guys began training, which is essential for the company to survive long term. By some accounts there is enough work for up to a year.

New General Manager lasted year plus, his departure did not affect negatively company prospect it seems.

I would like to take this opportunity to start discussion regarding **union dues increase**, before we increase our union dues perhaps we should look if there is same other way that we can come up to pay extra \$1.00 to \$3.00 per member ( 805 members x \$3.00 = \$2415.00) One of the ideas that Dave Cordeau from our plant come up, would be to cancel Union Summer Picnic which would save about \$3500.00, as you can see this rough example would more then cover extra expense. Also please keep in mind that our union dues are rising as negotiated contract came in to place if our expense grow faster then negotiated settlements perhaps there is something wrong in this picture. I think we should not give in into NDP mentality tax and spend, tax and spend and so on...

Have a good holiday, and watch those calories and that hand that is reaching to your pocket.

Peter Straczek

## Adages

Internet/CALM

A conscience is what hurts when all your other parts are feeling good.

The faintest ink is more powerful than the strongest memory.

There is always some madness in love. However, there is always some reason in madness.

You can only go as far as you push.

There’s no place like home.com.

Absence makes the heart go wander.

## RSIs and back pain

Health & Safety News/UFCW 175 & 633/CALM

**The most** common work-related injuries are chronic back pain and related repetitive strain injuries (RSIs).

These injuries usually result from lifting, pulling and pushing heavy loads, driving or sitting or standing for prolonged periods. Cashiers, labourers, assemblers, drivers and workers in many other sectors are susceptible to these types of injuries.

The Canadian Centre for Occupational Health and Safety says that every year, more than 8,000 workers are permanently disabled by back injuries. Ergonomic legislation, however, is slow to evolve.

Some companies use things like automated arms and belts controlled by workers to eliminate the need for a person to do manual lifting. Nevertheless, workers should always take safety very seriously.

Signs and symptoms of back injury are pain in the back, pain down the leg or restricted movement of the back. Injuries of the back

**Degenerative back disease:** As we age our discs gradually dry out and flatten. That means the discs lose height, and as they do, the vertebrae move closer together. This is called degenerative disc disease. As the disease progresses, the space available between the joints and nerves and other tissues becomes smaller. Sometimes the space becomes so small that the nerve and tissues are pinched. Although degenerative disc disease is part of the normal aging process and occurs over many years, it can be accelerated by awkward postures, movements and injury.

**Herniated disc:** With movement and time, tiny rips can start developing in the outer wall of the disc. If there is still a lot of jelly-like fluid in the disc, the fluid will try to push through these rips, causing the disc to bulge. If the rip goes right through the outer wall and the jelly-like centre pushes through it, the disc is herniated. A herniated disc is sometimes incorrectly called a slipped disc. Discs

are firmly attached to vertebrae; they do not slip out.

**Pinched nerves:** Herniated discs can also cause a pinched nerve. If the centre of a disc bulges beyond its outer wall, it pushes towards the nerve. If the centre of a nerve bulges beyond its outer wall, it puts pressure on the nerve. This can cause tingling, numbness and weakness in the leg. This pain is called referred because the pain does not start in the leg, but in the back. In other words, the back refers the pain to the leg. What may appear to be a leg injury might actually be damage to spinal discs or nerves.

### Back sprains and strains

In other parts of the body, sprains and strains of the back occur when the back's ligaments or muscles are overused. This can occur during lifting and handling activities, especially when risk factors such as forceful exertions and awkward body postures act in combination.

### Things to consider when assessing job hazards

- weight of the object to lift or handle
- distance of load to carry
- awkward shape or size of the load
- frequency of lifting or other load handling activity
- absence of convenient handholds on the load
- stability of the load
- distance from the floor and where the lift starts and stops

### Tips on lifting heavy objects

- Only lift objects that you can manage. If it is too big, heavy or awkward-ask for help.
- Lift using the leg and buttock muscles.
- Bend at your knees and keep your back vertical, or at least flat if leaning. Do not arch your neck or back.

*continued on next page*

- Keep object close.
- Limit or avoid twisting your back.
- Restrict the number of lifts because fatigue makes joints and muscles more susceptible to injury.
- Use a wide foot stance to provide stability.
- Stretch before and after lifting, especially if you have been sitting for a long time.

For those who drive, stand or sit for prolonged periods, the pain and injury may be cumulative and go unnoticed. Make sure your seat is properly positioned. Drivers should relax their legs and have the back of their seat properly aligned to support their back. Take frequent breaks and always stretch whenever you can.

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## Vice-President's Report

**This October** I was fortunate to attend the National Union Convention held in Quebec City. Quebec is beautiful and we received warm hospitality there. There were some really interesting moments at the convention itself. Example is the vote on a union mentoring proposal that had the National's resolution committee's recommendation voted down by 5 votes. Out of 1500 plus delegates this is about as tight as Bush's win in Florida. This is also the first convention at which alternates were actually seated with the voting delegates. A positive move as it promotes inclusion and is in keeping with the focus on mentorship.

Local 433 elected to join in the presentation of two resolutions. One was to have the National Union provide someone in each region to help deal with WCB issues. There have been so many changes in law and reduction of process for employees that Local's are having trouble keeping up to provide good servicing. The National Union now has a very good understanding of what the Locals want and need.

The other resolution our local shared in presenting was to promote a world wide ban on Asbestos.

This includes Canadian production, exportation and any form of Asbestos use. Despite there being CEP members who are in the industry and industries related to Asbestos use, the resolution was overwhelming passed. This reminded me of our stand to support the Kyoto Accord at the last convention. When I see our membership stand up for what is right even if it may provide hardship or cost to them I see a Union of true integrity and compassion.

There has been an amendment to the Humanity Fund that will see new monies going to the very important issue of fighting AIDS.

This was also the second time that our Local presented a donation to the Spina Bifida Foundation, the charity of choice for the National Union.

I'd like to thank the membership of our Local for allowing me the chance to participate on their behalf.

I would at this time like to acknowledge the guys I work with in the Industrial Products dept of Crown Packaging. A short while ago the company introduced a safety award program. For 2 years without a lost time accident the dept was the first to have a draw. One member of the crew was to win \$1,300.00. The crew however told the company that safety should not be a competitive issue. We all contributed to the safety record so we should all receive an equal award. The company obviously didn't like this as they proceeded with the draw. The winner of this draw refused to take the prize as awarded. He wanted to have it shared equally with his workmates. The company finally complied by giving each of us gift certificates.

When my daughter was very young we used to teach her that 'sharing is caring'. Obviously, the Industrial Products crew understands this. I would like to wish all members of Local 433 and their families

Season's Greetings.

Otto Wittenberg  
Vice-President

## The Great Disconnect

We get the services we deserve from the taxes we pay.

**The buzz** now is that Stephen Harper isn't scary after all. I guess it depends on what scares you. I wouldn't be scared to discover the Conservative leader walking behind me on a darkened street. On the other hand, I'd be very scared to find him managing the country's finances.

The problem is that he's not asking us to elect him to patrol our streets.

Harper has been advocating something that would be a significant departure for Canada — pushing Canadian taxes below US levels. At an event in Brockville last week, he went even further, saying his party would strive to make this “not the highest-spending country in the world [it certainly isn't], but the lowest-taxing one.”

So our goal should be not just to get below the US but to get our taxes down to the level of — what? — Mexico?

Canada's overall taxes amount to 33 % of GDP, compared to 29 % in the US, 18 % in Mexico. (There are even lower tax levels in the Third World.)

So does Harper want us to have the kind of education, health care, pensions and public infrastructure that they have in Mexico or perhaps Bangladesh, where the adult literacy rate is 43 %?

I'm sure he doesn't — or if he does, he wouldn't admit it to the Canadian electorate. But it's a measure of how numbed we've become by the tax-cutting arguments of the right that this sort of ludicrous statement by a party leader in the midst of an election campaign passes almost without notice. When it comes to cutting taxes, nothing is considered too wacky or extreme.

This illustrates how successful the right has been in severing the connection in the public's mind between the taxes we pay and the public services we receive. It could be called the Great Disconnect.

Clearly, we can't have the kind of public services Canadians say they want without paying for them. Just as there's no free lunch, there's no free health care — or free garbage pickup. But this fundamental fact is omitted from the fantasy world presented to us by right-wing tax-cutters.

If we look around the real world, however, we see there's a clear connection. People in Mexico pay very little tax and get very little back. While Mexico is a nice place to visit, one avoids drinking the water, getting sick or growing old there.

□ **“When it comes to cutting taxes, nothing is considered too wacky or extreme.”**

Meanwhile, the people of Europe and Scandinavia pay a lot more tax, but they get a lot more services — like national day care, extensive parental leaves, comprehensive home care and drug programs, free dental care for children, free university tuition — things that would be dismissed here as pie-in-the-sky dreaming.

We're told such indulgence would make us economically uncompetitive — even though Scandinavian countries routinely score near the top of the World Economic Forum's annual competitiveness index; indeed, Finland, where taxes amount to 46 % of GDP, currently ranks Number 1.

We're encouraged instead to be envious of low US taxes. In fact, US taxes are only really lower for the rich. Low-income Americans pay higher taxes than low-income Canadians, and receive fewer benefits.

In the middle range, Americans pay somewhat less tax than Canadians, but they don't get public health care, which can cost \$10,000 (US) a year to buy privately. Middle-income Americans also suffer from the lack of a universal old age pension like the one we have.

The success of the right in perpetrating the Great Disconnect in public debate explains the outrage a few months ago over NDP Leader Jack Layton's suggestion that Prime Minister Paul Martin bears

Continued next page

some responsibility for the death of homeless people.

In the imaginary world of the Great Disconnect, one can cut spending — like cutting taxes — and nothing happens. But in the real world, spending cuts affect people, particularly the most vulnerable. In the mid-1990s, Martin ended Ottawa's role in social housing and significantly reduced funding for social programs at all levels of government. He wasn't trying to hurt people but his cuts likely contributed to homelessness; homeless people have higher death rates.

Fault also lies with Conservative leaders Mike Harris and Brian Mulroney — and with Canadians for electing them. But the point is that cutting spending isn't just a gentleman's parlour game; it has consequences.

Martin's attempt to present himself as the victim of a scurrilous attack doesn't wash. It seems the real victims — as practitioners of the Great Disconnect hope we'll forget — are dead.

*Linda McQuaig is a journalist and a columnist with the Toronto Star, in which this column originally appeared. She is the author of **All You Can Eat: Greed, Lust and the New Capitalism** (Penguin \$34.00, hardcover. Paperback: \$22.00)*



Linda McQuaig speaking at the C.E.P. National Convention

## Tidbits

Internet/CALM

**If the population** of China started walking by you in single file the line would never end because of the rate of reproduction.

An average person in North America will spend an average of six months waiting at red lights during their lifetime.

The cruise liner Queen Elizabeth II moves only six inches for every gallon of diesel it burns.

In the last 4,000 years, no new animals have been domesticated.

An ostrich's eye is bigger than its brain.

Cats have more than 100 vocal sounds. Dogs only have about 10.

February 1865 is the only month in recorded history that didn't have a full moon.

Leonardo Da Vinci invented scissors.

Stewardesses is the longest word typed only with the left hand.

Lollipop is the longest word typed only with the right hand.

About 56 per cent of typing is done with your left hand.

"The quick brown fox jumps over the lazy dog" uses every letter of the alphabet.

There are two words in the English language that have all five vowels in order: abstemious and facetious.

Typewriter is the longest word that can be made using the letters only on one row of the keyboard.

Dreamt is the only English word that ends in the letters m and t.

# The National

## Peace on Earth.

**The phrase** is all around us. We see it on greeting cards and painted in store windows. What do we mean when we say it ourselves? Has it just become a substitute for “have a nice day”?

Given that we don’t live in a time of peace and we live next to a country whose leader is likely the greatest war criminal of our times it is sometimes hard to imagine what world peace might look like.

Here in Canada we are fortunate to live in relative peace. But is it good luck, or is it a result of the choices that we make? We choose to focus our military (such as it is) on peacekeeping. We choose to pool our resources so as to provide health care for all. We have built our nation on inclusion and acceptance.

Imagine if our values were practiced in Afghanistan, Sudan or Iraq. What if instead of imposing sanctions on countries we actually worked with them to provide universal health care. The most successful way to eliminate poverty is through

education. The most successful way to weaken dictators is by eliminating poverty. Universal health care and access to quality education for all children is bringing peace on earth.

Last year I asked you to share your good fortune with others in your community by assisting local organizations. This year I am urging you to support a Nobel Peace Prize winning organization that CEP is proud to be associated with. Médecins Sans Frontières (Doctors Without Borders) has launched a new program called Partners Without Borders which will provide a stable source of funds for emergency medical assistance to people in crisis worldwide.

MSF can be contacted through their website at: [www.msf.ca](http://www.msf.ca) or by calling 1-800-982-7903.

I wish you and yours peace and joy for the holiday season. And for all of us, peace on earth.

Dave Coles  
Western Region Vice President



## Your Union Executive at the C.E.P. National Convention in Quebec City.

From the left: Vice-President Otto Wittenberg, Recording Secretary Ron Schuck, Treasurer Mike Beniach, Business Agent Gord Campbell, National Representative Jim Britton, and President and temporary National Representative Ben Inglis.