

# News and Views

C.E.P. Local 433



Volume 9 Issue 2

June 2005

Inside this issue:

---

Business Agents Report	2
Crown Report	8
Presidents Report	7
Custom Paper	3
Sonoco	3



**President Otto Witternberg** congratulates Brother Ben Inglis on his posting to Prince George as a C.E.P. National Representative. The Local also gave Ben a parting gift as Ben begins his new job. Brother Inglis was Local President for a number of years

and served on the Local's Executive. Recording Secretary Ron Schuck looks on. Brother Inglis thanked his former co-workers at Unisource and especially Brother Brad Johnson for their support over the years.



Next Meetings; June 16th  
August 18th and September  
15th. All meetings start at 8  
p.m.

## Three contracts settled

**The Local** has reached agreement on three contracts since the last issue of the newsletter was published. Flexia, Montenay, and Sulzer Pumps have each concluded negotiations.

Business Agent Gord Campbell is close to concluding an agreement with Pliant and there is lots of bargaining going on in the Local.

For more details read Gord's report on the next page.

Business Agent  
Gord Campbell

*News and Views*



Editors

Ron Schuck  
email - [rschuck@dccnet.com](mailto:rschuck@dccnet.com)  
Ken Nelless  
email - [knelless@Lycos.com](mailto:knelless@Lycos.com)  
Publishers  
C.E.P. Local 433  
#102 - 8988 Fraserton Court  
Burnaby, B.C.  
V5J 5H8  
Phone - 604-321-3471  
Fax - 604-321-6249  
email -  
[cep433sec@infoserve.net](mailto:cep433sec@infoserve.net)  
Web Page - [www.cep433.ca](http://www.cep433.ca)

Business Agent  
Gord Campbell



Printer - G.A. Roedde  
#3 -12840 Bathgate Way  
Richmond, B.C.

**As you** know, this is a bargaining year in the Local Union and that is where most of our attention has been. So far we have concluded agreements at Flexia, Montenay and Sulzer Pumps.

At Flexia we achieved a five year agreement with wage increases of 2.5%, 2.5%, 2%, 2%, and 2%. This is the term and wages of the pulp pattern. We also achieved some minor benefit improvements and language improvements, especially in the area of seniority protection and supervisors working.

At Montenay we also now have a ratified Collective Agreement. We achieved the term and wage pattern of the pulp industry, with a cost of living clause that forms the minimum wage increase. In other words, employees will receive the pulp pattern for wages unless the Vancouver CPI is greater than the negotiated wage increase, in which case employees would receive the equivalent increase of the CPI.

Employees also received some benefit improvements, and after a strike vote, we were able to eliminate the "step rates" in Montenay's Collective Agreement. In Operations, each classification had three "step rates" and an employee had to

work through the first two steps, over a period of time, before they became eligible for the top rate. These step rates are now gone and employees go immediately to the top rate in each classification.

At Sulzer Pumps they achieved a three year Collective Agreement with wage increases of 2.5%, 2.25% and 2.75%. These rate increases are on their end rates only. There were also some language and benefit improvements. One of the benefit improvements is that the employees will now be covered by a long term disability plan, which will be administered by the employer.

At the time of writing this article, we are close to reaching an agreement with Pliant, which will of course subject to membership ratification. We are in the midst of bargaining with Vision Packaging and have just recently started our bargaining with Unisource. We are continuing to bargain for a first agreement with B.C. Rubber and have not yet opened up bargaining with Western News.

On top of all the bargaining going on, we have a number of arbitrations we are proceeding

continued on next page

**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.**

with and also are processing a number of WCB appeals.

It has been, and continues to be an extremely busy year for us.

I would also like to remind you about our upcoming picnic. It is scheduled for Sunday July 17th at Deas Island Park. This is a great event and we would encourage you to come out with your family and enjoy the day.

And finally, I would like to take this opportunity to wish all the members a safe and happy summer season.

---

## Custom Paper

**Custom Paper** is extremely busy with an afternoon shift and overtime being offered on Saturdays. I hope everyone has a great summer.

Brian McDonald

# Sonoco New West

**We are** steady here at Sonoco, lately our finishing department has been busy, and our spiral winding departments have been alternately slow and busy.

We currently have one full/part time employee, and one summer employee.

The following employees have reached these service levels this quarter:

Peter Mui      April 26th                      29 years

Lyle Mielitz    May 4th                                      11 years

In the next quarter, these employees will reach these levels:

Richard Li      August 6th                                32 years

Alex Espitia    July 17th                                    9 years

Frank Koay     August 6th                                 7 years

Ed Mitchell    July 31st                                    2 years

Lyle Mielitz  
Sonoco New West

---

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

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

## What's best for our kids? We have backseat TV, the Europeans have national child care

By Linda McQuaig  
CPPAMONITOR

Some high-end automobiles now come equipped with backseat television sets. I'm sure it's just a matter of time before the backseat TV becomes a North American staple, thereby providing our kids with exactly what they need most: more television. As our economy has grown ever richer, we seem to put more and more of our resources into personal consumption. When it comes to sheer innovation in baubles and trinkets, the United States and Canada are clearly pushing at the frontiers—the backseat TV being the latest breakthrough.

Over in Europe, however, personal consumption isn't quite so advanced. One reason is that Europeans pay significantly higher taxes, leaving them less money for personal indulgence. So, by the standards we judge things here, the Europeans are worse off than we are.

Always left out of this calculation, of course, is what the Europeans get for their higher taxes. Among other things, they get some pretty wonderful things for their children. In most European countries, for example, children as young as 2 years old are enrolled in government-sponsored early childhood education programs in which they experience day-long activities involving music, art, story-telling, outdoor exploration—all aimed at stimulating their curiosity and zest for learning. The programs, held in bright, cheerful facilities with lots of playground space, are so popular that attendance is nearly universal in countries like France, Italy and Spain, even where there are large numbers of stay-at-home mothers.

In a sense, you could say that the Europeans, by going the high-tax route, have opted for early childhood education while we in North America, by insisting on low taxes, have opted for backseat TV.

It's a choice that many Canadians may want to reconsider, and may soon have the chance to, with



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

a debate shaping up over Ottawa's plans to create a national child care program.

It's hard to imagine that Canadians wouldn't like the kind of early childhood programs that exist in Europe. Who wouldn't want something like that for their child and the other children in their community?

But a national child care program doesn't fit with the fierce anti-tax, anti-government agenda that business and the right have been encouraging in North America for the past two decades. They have effectively created a mindset here that automatically resists the establishment of any new government program, even one for our children.

This has left working parents scrambling to come up with private arrangements, and turned child care mostly into a low-cost, low-frill service operating out of basements and other locations where nobody else would want to spend the day. For many parents, the solution never gets beyond solving a babysitting crisis. The concept of something as desirable as childhood enrichment—along the lines of what is standard fare in Europe—is just a far-off, unaffordable dream.

That could change. In the federal election last year, the Liberals promised a national child care program and recently the Martin government has been trying to work out a deal with the provinces. There are lots of unresolved issues—such as whether there will be adequate funding and national standards—

but Canada seems closer to a national child care program than it's ever been. This has provoked a backlash from right-wing commentators, who are eager to keep Canada on a low-tax, low-service treadmill like our neighbours to the south.

*Globe and Mail* columnist Margaret Wentz, for instance, has dismissed the idea that a national child care program could offer any benefits for children: "Half a zillion studies show that who minds the kids in early life makes virtually no difference to how they turn out."

Really? Half a zillion studies show that? Actually, does even *one* credible study show that?

As child development experts Jack Shonkoff and Deborah Phillips wrote in *From Neurons to Neighbourhoods*, a book recently published by the U.S. National Academy of Science, "the positive relation between child care quality and virtually every facet of children's development that has been studied is one of the most consistent findings in development science."

Wentz implies that the current push for a national child care program in Canada is the work of what she calls the "day-care lobby," and she tosses around the term as if what we're dealing with here is a powerful set of interests not unlike the oil or tobacco lobby.

What we're actually dealing with here is a group of committed women who've put endless hours of their time for years into championing a cause that offers them little or no personal gain. But for you right-wingers, it's still not too late to stop this powerful day-care juggernaut. If you don't, your child could end up in a program with art, music and story-telling, instead of just flipping channels in the back-seat.

*(Linda McQuaig-lmcquaig@sympatico.ca-is a Toronto-based commentator and the author of several best-selling books, including her latest, **It's the Crude, Dude.**)*

---

Did you know? Winston Churchill was born in a ladies' room during a dance. Women blink nearly twice as much as men. Peanuts are one of the ingredients of dynamite.

## From our meeting



Above: Two members receive 25 year pins at the Membership meeting

Below: new members being sworn in



Business Agent Gord Campbell congratulating former President Ben Inglis on his new job as C.E.P. National Representative.

# A good pun is its own re-word

## Strike out

Internet/CALM

**Time flies** like an arrow. Fruit flies like a banana. Without geometry, life is pointless. Pasteurize: Too far to see. Khalis: What you need to start the car in Boston. Incongruous: Where bills are passed. Sea captains don't like crew cuts. Corduroy pillows are making headlines. Energizer Bunny arrested – charged with battery. A pessimist's blood type is always B-negative. Practice safe eating – always use condiments. A Freudian slip is when you say one thing but mean your mother. Shotgun wedding: A case of wife or death. A hangover is the wrath of grapes. Is a book on voyeurism a peeping tome?

A famous symphony orchestra conductor had always had a problem with the bass violinists in his string section.

During performances of Beethoven's Ninth Symphony, when it came to a section without any bass violin parts, the bassists would get bored and pass around a flask of whiskey and get tipsy.

To remind himself the basses needed an extra push to get playing again, the conductor fastened a piece of string around the page of his score just before the final bass cue.

Finally, during one performance, the bassists got so intoxicated that two of them passed out.

So there they were—the bottom of the ninth, the score tied, the basses loaded with two out.



# Presidents Report

**The term** 'duty to accommodate' is now quite common in workplace language. I think we all have a basic understanding that this means a worker who suffers permanent illness, injury or disability should be accommodated as much as possible up to the point of undue hardship to allow him/her to be reintegrated into the workforce (or remain within the workforce) with their own employer and yet not be placed into a non-productive job setting.

Simple enough, the worker, union and employer all work together with the above as a common goal. But it is not so simple! What is undue hardship? The answers could be different with every case. This question has been at the core of several arbitrations. With the aging of the Canadian workforce it is reasonable to expect these issues to arise more often in our Local. Recently I've found a very clear outline of the key elements of a Duty to Accommodate process in another union's magazine. I hope stewards in all our units will find this informative and helpful.

\*the provision of clear medical evidence of the disability, which sets out the employees functional limitations and any modifications needed to address these limitations

\*proper management of medical information and clarity on employees' privacy rights

\*evaluation of the employee's own job and whether it can be modified if necessary

\*evaluation of the physical environment of the workplace to see if changes are needed to accommodate the employee

\*access to job vacancies in order to evaluate their suitability to the employee

\*provide training if it will support access to an appropriate job position

\*consider the reorganization of work functions to create a position that can be performed

\*alterations of work schedules, including provisions for time off for medical treatment

If you are injured or develop an illness that may threaten your employment or your ability to return to work it is imperative you stay in good contact with your union. Due to the complex nature of accommodations, the sooner your union can begin advocating on your behalf, the smoother the process should be.

I would like to wish all members of Local 433 a great summer. Also want to remind all to attend our picnic at Deas Island Park on July 17. See you there!

Otto Wittenberg

---

## A brief history of medicine

CCPAMONITOR

1000 BC: Here, eat this root.

1000 AD: That root is heathen. Say this prayer.

1800 AD: That prayer is pure superstition. Here, take this potion.

1940 AD: That potion is snake oil. Here, take this pill.

1980 AD: That pill is ineffective. Here, take this antibiotic.

2000 AD: That antibiotic doesn't work any more. Here, eat this root.



*are the "U"  
in UNION!*

# Crown Packaging

**Brothers and Sisters**, I would like to start my report by thanking you for your continued support this past year. A union is only as strong as it's members resolve and I think that we are in pretty good shape. This year we have had to deal with some challenging issues and many familiar themes. They may shuffle the deck in the front office, but their game remains the same. For example; in IP they are demanding 30% more product from the same old machines. In the Box Plant, they remove a four colour press and expect gains in productivity. The only improvement appears to be in the Maintenance department, where we managed to extract two apprentice positions and are trying for a third. There are predictions of dire shortages in the trades in the coming years and the company would be well advised to start training replacements now.

You can generally tell which direction a company is heading by looking at the key pieces of equipment that actually make the business happen. In a sawmill it would be the head saw, at our plant it's the corrugator. Nobody makes a dime unless that thing is running. It would make sense that this is where you would protect your investment, by upgrading and improving this key piece of the business. So far, we have seen little improvement from the company's efforts there.

Summer is fast approaching and we have started to hire students. Many of these kids are members'

children trying to earn next years tuition. Let's help to keep them safe and sound by making sure that they are working safely. Also, just because they may not be union members, they have rights in the workplace. They have the right to refuse unsafe work, to be treated with dignity and respect. They have the right to work in an environment free of intimidation and harassment. New hires are supposed to be given an orientation before they commence working in the plant. Recently I had an opportunity to look at some of the material used in the orientation process. It was poor at best. We will be trying to rectify this at main safety.

Last month, one of our members was hurt on the job. An accident investigation took place in a timely manner and the worker agreed to come in and do light duties. Towards the end of his period of disability he was called into the office. He was told that the company was investigating his accident. When the worker thought this strange, that an accident investigation had occurred some time earlier, he was told that they didn't want to mix the two processes. The next workday he was called back into the office and issued discipline related to the accident. What a nice bunch of guys, waiting until he was feeling better.

Well that's all for now. Have a great summer.

Rod Peat, Crown Standing Committee Chairman.

---

## Asking questions

CCPAMONITOR

**Why are** we so much better at answering questions than at asking the right questions? It is because we are trained at school and university to answer the questions asked by others? If so, should we be trained to ask questions?

-Trevor A. Kletz

**I couldn't** repair your brakes, so I made your horn louder.

**Did you** know? Rubber bands last longer when refridgerated. An ostrich's eye is bigger than its brain. There are 293 ways to make change for a dollar.



## Exercise helps some types of low-back pain

Institute for Work & Health/CALM

**According to** two new studies released today by researchers at the Institute for Work & Health, exercise therapy can make a difference for some back pain sufferers.

“Exercise therapy can help alleviate pain and improve function for some patients with non-specific low-back pain—back pain that isn’t the result of a condition like arthritis or infection,” says Jill Hayden, the lead investigator and a research fellow at the Institute.

Hayden searched the medical literature published up to October 2004 and carried out a systematic review of 61 published randomized controlled studies that evaluated the benefits of exercise compared to other treatments or no treatment at all.

The analysis was an update of a review that was published in 1999 and included many new research studies. The studies examined the benefits of exercise therapy for patients in the acute stage (defined as symptoms lasting up to six weeks), the sub-acute stage (symptoms lasting from six to 12 weeks) and those with chronic low-back pain (symptoms lasting longer than three months).

“By combining the results of these studies, we are able to better understand the true effect of exercise,” says Hayden. “We found that adults with chronic low-back pain had modest improvements in physical function and pain with exercise therapy.” Hayden’s review of the research evidence did not find a difference between patients with acute low-back pain who underwent exercise therapy and those who did not.

“There was no evidence in the published studies that exercise therapy is more effective than other treatments for acute low-back pain. However, exercise is not the same as keeping active, which is strongly recommended for patients with acute low-back pain,” Hayden adds.

The finding for acute low-back pain was not surprising, she says. “The majority of people in this phase will get better on their own, without treatment, so it is difficult to identify more effective strategies.”

Only a small number of studies examined subacute low-back pain. There was some evidence suggesting workers with subacute LBP benefited from a program that included a gradual increase in the intensity (type and amount) of exercise.

Hayden conducted a second systematic review of 43 research studies about back pain and exercise. These studies were aimed at identifying particular characteristics of exercise interventions that contributed to decreased pain and improved function among patients with chronic low-back pain.

It’s the first time a review has comprehensively examined the characteristics of exercise interventions for low-back pain.

“When we analyzed the research, we found that the most effective strategy seems to be supervised, individually tailored exercise programs,” says Hayden. “Stretching and strengthening exercises were the most effective in improving pain and function in adults with chronic low-back pain.”

Low-back pain is a leading cause of disability and accounts for almost one-third of all workers’ compensation lost-time claims in Ontario. Studies have shown that low-back pain will affect up to 85 per cent of the working population at least once in their lives.

## Solidarity Forever

(sung to the tune of The Battle Hymn of the Republic)

When the union's inspiration through worker's blood shall run, There can be no power greater anywhere beneath the sun; Yet what force on earth is weaker than the feeble strength of one, For the union makes us strong.

Solidarity forever, Solidarity forever, Solidarity forever, For the union makes us strong

Is there aught we hold in common with the greedy parasite; Who would lash us into serfdom and would crush us with his might? Is there anything left to us but to organize and fight? For the union makes us strong

Solidarity forever, Solidarity forever, Solidarity forever For the union makes us strong.

It is we who ploughed the prairies, built the cities where they trade, Dug the mines and built the workshops, endless miles of railroad laid; Now we stand outcast and starving 'mid the wonders we have made, But the union makes us strong

Solidarity forever, Solidarity forever, Solidarity forever For the union makes us strong.

All the world that's owned by idle drones is ours and ours alone We have laid the wide foundations, built it skyward stone by stone. It is ours, not to slave in, but to master and to own. While the union makes us strong.

Solidarity forever, Solidarity forever, Solidarity forever For the union makes us strong.

They have taken unfold millions that they never toiled to earn, But without our brain and muscle not a single wheel will turn; But without our brain and muscle not a single wheel will turn; We can break their haughty power, gain our freedom when we learn; That the union makes us strong

Solidarity forever, Solidarity forever, Solidarity forever For the union makes us strong.

In our hands is placed a power greater than their hoard gold, Greater than the might of armies magnified a thousand fold; We can bring to birth a new world from the ashes of the old, For the union makes us strong.

Solidarity forever, Solidarity forever, Solidarity forever For the union makes us strong.

### “Solidarity,” Words by Ralph Chaplin

Ralph Chaplin was born in Ames, Kansas, 1887. He joined the Industrial Workers of the World (IWW) in 1913. He was one of the most popular writers in the organization. As well as editing *Solidarity* and the *Industrial Worker*, wrote poems, songs and pamphlets for the organization. He also produced a large number of illustrations for these journals. Along with Joe Hill, was the most popular songwriter in the IWW. This included *Solidarity Forever* and *The Commonwealth of Toil*.

During the First World War Chaplin opposed the anti-war campaign led by Frank Little. However, in September, 1918, Chaplin was one of the 165 IWW leaders charged with trying to “prevent, hinder and delay the execution” of eleven Acts of Congress and Presidential Proclamations covering the war program. Found guilty, Chaplin was sentenced to 20 years imprisonment and a fine of \$20,000.

Chaplin was released from prison in 1923 and returned to trade union work. His autobiography, *Wobbly*, was published in 1948. Ralph Chaplin, who was converted to Roman Catholicism in the 1950s, died in 1961.

---

### Relax

CALM

**Nice guys** finish last. But they get to sleep in.

– Anonymous

### No restraint

CALM

**Democracy means** government where you can say what you think even if you don't think.

– Anonymous

# Pictures from May Crown retirement luncheon



Members, Retirees and their  
families

Come to the Local 433's  
Picnic

July 17th  
at

Deas Island Regional Park

Starting at 12:30