

News and Views

C.E.P. Local 433



Volume 9 Issue 1

March 2005

National Union

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Next Meetings; March 17th, April 21st, and May 19th. All meetings start at 8 p.m.

Greetings Brothers and Sisters:

By now you will all have seen the Liberal Party TV advertising campaign. This is not to be confused with the months of Liberal government advertising paid for by you and me. It hardly seems like small consolation to know that these advertisements are paid for by Gordon Campbell's friends.

Millions of corporate dollars have been pouring into the Liberal party, mostly by larger corporations, including most of our employers. Forest companies are the most generous of donators, pouring hundreds of thousands of dollars annually. And of course, they want value for their money. They want the status quo.

They like lower taxes, helps their bottom line. They like more job cuts in the private and public sector. It makes for a more compliant work force. Nothing like a good dose of vulnerability to keep those pesky employees quiet, they say.

These obnoxious advertisements tell us that they have done such a good job with the economy that we are going into a "Golden Decade". What they don't tell you is that although this government claims to have \$1.7 billion to pay down the debt, they added over \$2 billion to the debt in the first year of their mandate *just by giving us those tax cuts the minute they took office!*

We now have the highest debt in history, coming off three consecutive budgets that had the highest deficits in BC history. These business oriented wiz kids have added over \$5 billion to our debt burden. If this is entering the "Golden Decade", I want to know who is getting the gold.

Make sure that on May 17th you send a message to Gordon Campbell and his friends. We need to tell them that people and communities come first, not tax breaks for their rich friends. We need to tell them that quality, accessible health care and public



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Business Agent
 Gord Campbell

I would like to start my report by welcoming the members of Sulzer Pumps to our Local Union. We now represent just under 30 employees who work in the office structure at Sulzer Pumps and again, all of our members welcome you to Local 433.

As most of you are aware, this is a bargaining year for our Local. I'll briefly outline for you the different plants that are in bargaining.

At the time of writing this article the membership at Montenay had just voted 87% in favour of strike action. We are now waiting to hear back from the employer.

At Flexia we have had our agenda exchange and are set for our first three days of bargaining starting Monday February 21st.

At Vision Packaging, the membership have now met and approved an agenda and we will be exchanging with the employer on Monday March 7th.

At Pliant the Committee has prepared a draft agenda and we will be meeting with the membership on Wednesday March 9th for final approval, before we exchange with the employer on Wednesday March 16th.

At Unisource, the Committee will be meeting on Friday March 11th to prepare a draft agenda for presentation to the membership.

At Sulzer Pumps, the Company has indicated they would like to have bargaining concluded by the end of March. Because of the workload we currently have in the Local, the National Union has asked Dave Durning, our Organizer, to do the bargaining for us. The employees at Sulzer know Dave well, as he was instrumental in their move to Local 433.

And finally, at B.C. Rubber, the bargaining is continuing. We have had a number of meetings with the employer and more are scheduled. This is a first agreement, so it will take much longer to conclude than normal bargaining.

This is also our final newsletter before the upcoming provincial election, which is set for May 17th. I urge you to get active in this election and to work for, and speak on behalf of the candidate and party you believe will best represent working people.

We have seen over the past three and one half years an arrogant government that has gone out of its' way to antagonize

continued on next page

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and belittle trade unions. The government is now coming out with all kinds of good news announcements in the hope that you will forget what they have done in the past.

But who can really forget? Remember what they said before they got in office? No reduction in the minimum wage. Then they come in with \$6.00 per hour.

They also said they would never rip up Collective Agreements. One of their first acts in office was to rip up some of the public sector agreements. This is the most offensive thing any government can do, and they didn't think twice about it. Collective Agreements that had been bargained and fought for were ripped up and rolled back.

Remember what they did to the Hospital Workers? Not only did they legislate an end to the HEU strike, they legislated a 15% wage roll back, they made the roll back retroactive, so that when employees went back to work they would owe their employer back pay and there was no limit on the number of jobs that could be lost through contracting out. It took a near general strike to force the government to back off some of these issues, although the 15% roll back remained.

The list just goes on, and on, and on. Our Labour Code has been changed, our Workers Compensation laws have been changed, and our

Employment Standards Act has been changed. The government is now changing our apprenticeship programs and our health and safety regulations. All of these are issues that directly affect working people and none of these changes have been to our advantage.

Come May 17th make your vote count. Get out and cast your ballot. And remember, your vote is important. Throughout history a number of important events have happened by the slightest of margins:

In 1645, one vote gave Oliver Cromwell control of England;

In 1649, one vote caused Charles I of England to be executed;

In 1776, one vote gave America the English language instead of German;

In 1868, one vote saved U.S. President Andrew Johnson from impeachment;

In 1875, one vote changed France from a monarchy to a republic;

In 1876, one vote gave Rutherford B. Hayes the Presidency of the United States;

continued on next page

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

Business Agents Report(continued)

In 1923, one vote gave Adolph Hitler leadership of the Nazi party;

In 1941, one vote saved Selective service, just weeks before Pearl Harbour was attacked.

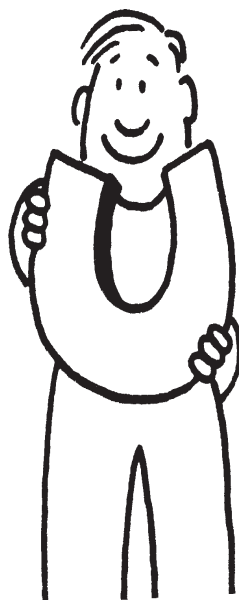
Please, come election day, don't forget what this provincial government has done to you, as a working trade unionist in this province. And then get out and vote.

Custom Paper

Custom Paper is slow. There is no afternoon shift and 2 people are on layoff. Hopefully it won't last long.

We also have one machine shut down for maintenance.

Brian McDonald



*are the "U"
in UNION!*

Don't See Your Plant in the Newsletter?

Plants that didn't give a report this newsletter are Accurate Rubber, B.C. Rubber, Borden, Flexia, Iron Mountain, Landmark, Montenay, Norske, Pioneer Envelopes, Pliant, Vision and Western News.

Many thanks to Buckeye, Crown Packaging, Custom Paper, Norampac, Sonoco (New West.), and Unisource for submitting reports.

Questions without any answers

Internet/CALM

1. Why does a doctor leave the room when you get undressed?
2. Why does mineral water that has trickled down through mountains for centuries have a best-by date?
3. Why can't you put in your contact lenses with your mouth closed?
4. Why is it called Alcoholics Anonymous when the first thing you do is stand up and say, "My name is Bob, and I am an alcoholic?"
5. Why are they called stairs inside but steps outside?
6. Why is there a light in the fridge but not in the freezer?
7. Is French kissing in France just called kissing?
8. Why is a person that handles your money called a broker?
9. How come the professor on Gilligan's Island could make a radio out of a coconut but couldn't fix a hole in the boat?
10. Why is it when someone tells you there are more than a billion stars in the universe, you believe them, but when they tell you there's wet paint, you have to touch it to make sure?

Crown Packaging

Currently we are doing mostly pre-run inventory items, with only seven people on layoff. Our red white and blue employer has finally listened to us and posted for an apprentice millwright along with hiring a fulltime journeyman.

Our Industrial products dept. has secured a large order with BPB for our wallboard tape, which we hope will keep IP around for a long time.

Our company is testing the grounds with respect to working lead hands on our corrugator, but as usual they want something for nothing. Now, as we all know, nothing is free in this world, so the

union asked for several items and as we've seen before we were told they would not do it. We must as a union fight for what we all believe in, a better work place and a good standard of living!

With all the employers trying to downsize and lower our standard of living we must stick together as a union and show them we are here to stay and we won't give up!!!!

In solidarity
Gary Wenborn

Norampac

As I am writing this report we have six on layoff, no grievances, and are in the process of getting our collective agreement printed.

We are slow right now at Norampac with our fourth Friday closure and four Friday curtailments. We manage to keep the layoff list smaller this way, but some of the membership are complaining about having to use their holidays for the Friday curtailments and closures, especially when we are still asked to run machines through breaks, even when there is only one order for that machine. Not sure of the logic in managements thinking of this, but I would like to thank the management staff for making our membership bond stronger and stronger.

We look forward to a busy summer, with the purchase of a **new old** flexo folder gluer, and moving of machinery in the plant to accommodate said purchase .

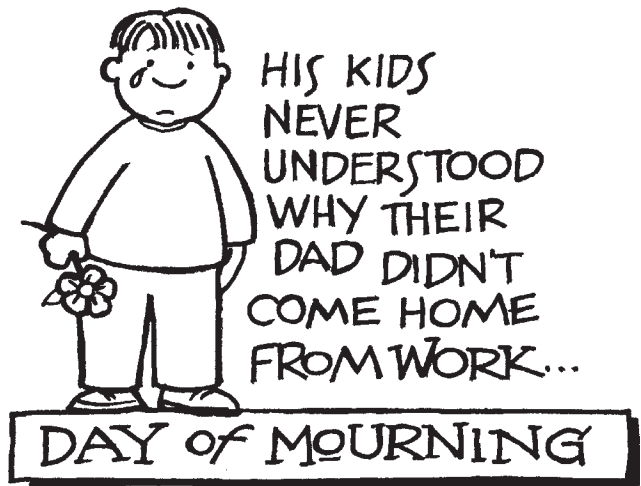
Also as I am writing this I would like to wish Brother Mike Beniach a safe return trip home from Asia where he has spent the last three months on a vacation of a lifetime. We all wish you well.

While we are well wishing I would like to say on behalf of the employees from Norampac, Happy

Retirement to the following brothers Wayne Canning, Bryson Jones, Al Weber, Kirk Cowen, Ivor Delange, and John Blixt all of whom have retired in the last three or four months.

Hope everyone has a safe and happy spring and I look forward to seeing you at a meeting this year.

In Solidarity
Bob Morris



April 28th, 2005



IN MEMORIAM



Retired CEP National Representative Reno Biasutti passed away after a long illness on January 22nd. Born in 1927 in Powell River Reno was a shop steward, Local Union officer of the IBPSWU at the MacBlo Pulp Mill in Powell River. Reno never swayed in his commitment to the working people. Jack Munro (former head of the IWA) gave the eulogy at the funeral. Among the 100 people in attendance where former Premier Glen Clark, heads of companies from the Pulp Bureau, CEP Retirees from Powell River, former CEP Rank and File member Mike Verdiel, retired National Representative (and former Business Agent of Local 433) Gid Diekman and retired Local 433 secretary Bill Newnham.

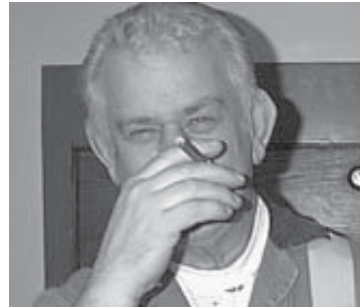
25 Year Pins Available

Have you been working at your plant for 25 years or more? If so the Local would like to recognize your service.

If you qualify (25 or more years) contact the office or Plant Committee and come out to the next Union Meeting to be recognized.

Retirements

At Crown Brother Lou Knippleberg after 33 years will retire in March.



Camera shy

If you know of someone retiring at your workplace please let the editors know so we can recognize their contribution to our Local.

Night work is unhealthy

Labor Notes/CALM

Workers' bodies are being "thrown out of whack" by increasing amounts of night-time work, says a report in the Detroit News. According to the report, work-related sleep disorders affect tens of thousands of workers, leading to chronic exhaustion and an inability to concentrate, which can become a serious safety concern. The report also found strong correlations between night work and weight gain, heart disease, digestive problems and high blood pressure.

Big Merger

Labor Notes/CALM

The United Steelworkers of America and PACE—the Paperworker, Allied Industrial, Chemical and Energy Workers International Union—have announced plans to merge into what would be the largest manufacturing union in the U.S.

The new 850,000-member union will be called the United Steel, Paper & Forestry, Rubber, Manufacturing, Energy, Allied Industrial Service Workers International Union (USW).

PACE and USWA members will vote on the proposed merger at concurrent conventions to be held in April.

Unisource

At Unisource business has been slow but we have been able to keep layoffs at a minimum by having guys take time off through holidays , L.O.A and deferred OT which has helped a great deal

adjusted well to it , although there are still some glitches which cause headaches for the staff , hopefully in the coming months those will be worked out.

On February 4th we had a step 3 meeting with Gord in attendance and it was probably the most productive meeting we have had with management in well over a year. We were able to get through a large number of grievances, and while it was a long day it was also a productive one. As a committee this is what we want to see when dealing with grievances.

Finally we are preparing for bargaining, as our contract expires at the end of March , we can expect these negotiations to be extremely tough but our members have been preparing for this for a long time and are ready to do whatever it takes to get a fair deal.

Brad Johnson

The WMS system has now been in affect for over 3 months and all the employees seem to have

Sonoco

Congratulations to the new and returning members of the Executive.

Some members have, or will reach these anniversary dates this quarter:

At Sonoco, we are moderately busy. We have one member on long term disability, and have just added a "fulltime part-time" employee who was previously employed in the plant through a work agency. Welcome, Ryan.

David Li	1 year	January 20th
John Farina	16 years	January 22nd
Paul Mui	31 years	February 28th

Lyle Mieliltz

The employees have been experiencing an air quality issue recently. After experiencing some symptoms, Frank, our maintenance person initiated carbon monoxide readings which revealed the problem to be our main forklift. This concern was brought to management, and, after some investigating, will result in the removal of that forklift, and the purchase of a new forklift. Please be sure to be aware of this possibility in your plants, and make your concerns known to management. It's your health.



*are the "U"
in UNION!*

Solving the Skills Shortage Needs a Real Plan, Not a Numbers Game - BC's Growing Skills Shortage Will Only Get Worse with BC Liberal Training Strategy

Opinion Editorial

By Jim Sinclair, President B.C. Federation of Labour

If you believe spin from Advanced Education Minister Ida Chong, trades training in BC couldn't be better and those concerned about BC's growing skills shortage have nothing to worry about. What Chong won't tell you is that since dismantling the successful Industry Training and Apprenticeship Commission (ITAC), trades training in BC is worse off and the Gordon Campbell government does not have a plan to make it any better.

In fact, the most recent numbers from Statistics Canada show that in 2002, while every other province in Canada enjoyed an all-time high in apprenticeship training program registration, under the Campbell Liberals, British Columbia experienced a 1.7 percent decrease overall and an 8.2 percent drop in the construction sector. But far from admitting their failure and putting together a comprehensive plan to train more workers, Chong and the Liberals decided to use a different method of counting to inflate their numbers.

Figures released recently by Chong and the BC Liberals' Industry Training Authority (ITA) are just a numbers game and are far from the reality of what's happened to trades training in our province. Chong has claimed that registered apprentices are up by 29 percent in BC. This whopper is more than political manipulation – it's a government that refuses to take the blinders off and actually prepare for the looming economic challenge our skills shortage creates.

In previous calculations, registered apprentices were removed from the list once they were inactive for six months. Now the ITA has extended that period by 200 percent – to eighteen months. In addition, many registrants are now counted multiple times because the ITA has no effective

method of ensuring that the numbers they receive from post-secondary institutions do not reflect an individual being registered at multiple institutions. Multiple registration is a growing practice students use to ensure they can enter a training program.

When the BC Liberals introduced the **Industry Training Authority Act**, they demolished the ITAC and replaced it with the ITA. This change cut over one hundred staff positions, effectively dismantling a structure of apprenticeship and trades training and eliminating proper monitoring of the apprentices in the system. Despite the BC Liberals' attempt to spin the numbers, leaked internal government documents reveal that the ITA "lacks the internal capacity to develop, implement or maintain programs." The documents go on to admit: "There is no coherent provincial picture of training demand and supply," a far cry from Minister Chong's claims.

The BC Liberal approach to training refuses to take advice from educators or those in the labour movement. Instead, they've handed over the reins to their pals in big business. The result – piece meal training that makes the prospect of completing a full apprenticeship in a timely manner difficult. Why? Because industry groups running the show aren't interested in building skilled workers, their only interest is in providing just-in-time skills to get their short term corporate needs met. The end result – cancelled training classes. Students face bleak prospect of ever completing a full apprenticeship and BC's commitment to maintain Canada's Red Seal standard is being eroded.

The Red Seal program establishes national standards for designated trades and builds the labour mobility required for a thriving economy. While many employers are opposed to the BC Liberals' vision of trades training, some jump at the chance to limit labour mobility because in doing

so they can also help drive down wages. That's not the economy we want for our children.

This week Carole James and the NDP unveiled their plan for solving BC's skills shortage. Their three-point plan calls for investment, co-operation and innovation:

1. A roundtable that includes representatives from business, educators and labour, that reports directly to the minister responsible;
2. A 25 percent increase in fiscal year 2005-06 of the number of people participating in apprenticeship and trades training programs, including a budget increase from the current budget of \$75 million to \$95 million (this would be part of a long-term strategy to double, by 2009, the number of British Columbians in apprenticeships and industry training programs);
3. Better support for employers and apprentices, from on-the-job training as well as improved access to the workforce; including better matching initiatives, appropriate monitoring and career planning support for apprentices.

The B.C. Federation of Labour released a report in mid-November outlining the steps needed to make trades training more effective. The plan calls on the government to take decisive measures now to double the number of apprenticeships within four years.

In addition to several of the proposals outlined by James, the Federation has also called for better access to trades training by making it more affordable and more inclusive.

We need new measures to fund real improvements in trades training, with emphasis on incentives that reward employers who take their commitment to training seriously. We also need to move BC back into line with provinces like Alberta and Quebec where compulsory trades certification is well established and properly enforced. The Federation has also lobbied for building a stronger connection between training

priorities and collective bargaining, and strengthening our commitment to the principle of labour mobility by working with the federal and provincial governments to expand the Red Seal program.

When you hear Gordon Campbell and the Liberals talk of a golden decade, you can't help but ask, for whom? A skilled workforce of British Columbians, or those from other jurisdictions where real training is taking place. While the NDP has not fully adopted our proposal, it's safe to say with Carole James' plan for BC, trades training will be back on track.

CROSSWORD

ACROSS

1. Varnish	46. Actor	7. Mr. Pacino	27. Blackboard
4. Soft drink choice	Baldwin	8. Stoic	30. Performer
8. Strikebreaker	47. Created	9. Phones	31. Overwhelming
12. Form of "to be"	48. Ms. Farrow	10. Ex-coach	33. Choose
13. Track-shaped	49. Curved	Parseghian	34. Ages and ages
14. GWTW plantation	50. Mime	11. Cocktail lounge	36. Poe's bird
15. Male title	51. Lamprey	17. Brawl	37. Striped cat
16. Actress Ryan		19. Before	39. Went by bus
17. Large tooth	DOWN	20. Chili con ____	40. Great Lake
18. Shiny fabric	1. Young girl	22. Stringed instrument	41. Hand out hands
20. Prison unit	2. Met highlight	23. Border	42. Hack
21. Talent	3. Sure	24. Rise rapidly	43. Bravo (Sp.)
22. Suitcases	4. Heavenly sight	25. Epochal	44. Fold
25. Ms. Adams	5. Baker's need	26. Dunce (Sl.)	47. Mrs. Kettle
27. Fathered	6. Dawdle		
28. Carry out			
29. Baseball's Gant			
30. "Home ____"			
31. Moslem title			
32. Paid notice			
33. Weighing device			
34. Water pitcher			
35. Lynn or Swit			
37. Kick			
38. Medicinal plant			
39. Washed lightly			
42. Lid			
44. Daily record			
45. Lode yield			

Buckeye

I am just back from a one-month trip in the Philippines.

While I was on vacation, a 6-year employee has quit, pursuing his music aspirations.

The workplace seems pretty busy as the Folding department is fully staffed again.

There are trailers at every loading door...a sight I have never seen before in my eleven years here. Management has talked about a bonus this year and it just may happen.

Due to bereavement leaves, some crews have been a little short-staffed. That will be temporarily addressed when the summer students are hired.

Last summer, the Irish paper mill was permanently shut down. Recently, one of our German pulp mills is being shut down. The production from this plant is being shifted to other plants. Bargaining will probably proceed sometime soon as our contract is up in 2006.

Chris Liang

Inner peace

Internet/CALM

Simple advice from a Dr. Phil show helped me achieve inner peace.

Dr. Phil proclaimed, "The best way to achieve inner peace is to finish all the things you've started."

I looked around my house to see all the things I started and hadn't finished.

I finished off a bottle of Merlot, a bottle of rum, a bottle of Kahlua, a six-pack of beer, the remainder of both my Prozac and Valium prescriptions, some left-over chicken wings, a container of tiramisu and a box of chocolates.

Your have no idea how freaking good it felt.

Free riders club

If you know people who are always badmouthing unions and blaming the woes of the world on organized labour, then you might want to cut out this card. Give it to those people. Tell them to sign it and see just how strong their convictions really are.

I am opposed to all unions, therefore I am opposed to all benefits unions have won through the years, paid vacations, paid holidays, sick leave, seniority rights, wage increases, pension and insurance plans, safety laws, worker' compensation laws, Canada pension, time-and-a-half for overtime hours in excess of eight in one day and 40 in any one week, unemployment benefits and job security.

I refuse to accept any benefits that were won by the unions and hereby authorize and direct the employer to withhold the amount of all union won benefits from my pay cheque and donate it to charity.

Sign here

Canada can afford to be both compassionate and competitive

The **obfuscation**** about the federal surplus is actually part of a larger obfuscation about the real possibilities before us.

Here's a simple test: Would Canadians like to have free day care, free dental care for their children, free university tuition, extended home care and parental leaves, retraining programs for the unemployed, five weeks' guaranteed paid vacation, with two weeks extra "holiday" pay ?

My guess would be Yes. But, while we may want these things, we have been led to believe we can't possibly have them – that, if we were to gain such benefits, we'd lose our ability to compete in the global economy, that disaster would befall us if the government were obliged to spend the public's money (the excess budget billions) on the public's social and economic needs.

But, while the furor over the \$9.1 billion surplus was making the front pages a few months ago, buried in the business sections of our newspapers at the same time was the annual report on global competitiveness ranking by the Geneva-based World Economic Forum.

At the very top of the list – the most globally competitive nation in the world – was Finland, *a country that provides its citizens with all of the above-mentioned benefits.*

In case that sounds like some sort of fluke, the list also showed that three other Scandinavian



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

countries – Norway, Sweden and Denmark, which all boast similar extensive social programs – also rank among the top six countries in global competitiveness.

Canada ranked 15th.

The simple truth is that countries can have extremely generous social programs and still be extremely globally competitive. But Canadians are unlikely to become aware of their true options as long as the Martin Liberals keep up their surplus-hiding tricks while the stunning success of the Scandinavian countries is buried in the business section.

-Linda McQuaig

in the Toronto Star

(** obfuscation - confusion)

Local 433 Bereavement Policy

A card and a bouquet of flowers (flowers to cost approximately \$35) will be sent to members when the member has had a death in their immediate family. Immediate family is defined as the members spouse, common law spouse, children, step children, children of a common law spouse, sisters, brothers, mother, father, step mother, step father, mother in law, father in law, brother in law, and sister in law.

It will be the responsibility of the Plant Committees to ensure the Union office is made aware of a death in an employee's immediate family so we can get flowers to the member. When calling to let us know

about situations please provide us with the following information:

1. The correct spelling of the employee's full name.
2. The employee's correct address.
3. The relationship of the deceased to the employee (eg. - was it the husband, daughter, etc., who died?).

Also note that if one of our members should pass away, the Local Union will give \$150 to the next of kin.

The Union Label

SunSpots/SUN/CALM

The Union label is a logo displayed on goods produced by workers who are union members. It might include the name of the union, its locations and a number or code to identify the shop where the item was produced.

Looking for the union label makes sense. A union label shows that labour and management have signed a collective agreement. It's a "win-win" situation that benefits workers and management as well as consumers and the community who can buy products that are not made under sweatshop conditions.

Buying union label is good for the local economy because it means fair wages and no exploitation. Union-made products add value for our communities.

What can you do as a consumer?

- Tell store managers that you are concerned about working conditions in factories where their products are made.
- Ask for products bearing a "union-made" label. Tell them that you believe the union label protects against sweatshop abuses.



The Nursing Home

Internet/CALM

A woman's 90-year old father had just moved into a nursing home and she went to visit him.

When she entered his room she saw him sitting up in his bed with a nurse attending to him. All of the sudden her father start to lean to his left as if he was going to fall over. The nurse quickly caught him and sat him up straight in his bed.

A moment later, the father started to lean to his left again, and he nurse sat him up again This went on for about five minutes until the nurse was called away.

The young woman asked, "How do you like the nursing home?"

The father replied, "It's fine, except the nurses won't let me fart."

The Art Thief

Internet/CALM

A thief attempted to steal several paintings from the Louvre in Paris. After getting past the security and removing the paintings, he was captured two blocks away when his get-away van ran out of gas.

When he was asked how he could have forgotten to fill up his gas tank, he replied, "I had no Monet to buy Degas to make the Van Gogh."

