

News and Views

C.E.P. Local 433



Volume 9 Issue 3

October 2005

New Contract for Vision Packaging

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Vision Packaging has bargained a new three year agreement. Among the improvements was 1.5% increase in wages in the first and second years of the settlement. There were many more improvements which the plant

committee and Business Agent Gord Campbell bargained. The new deal that was ratified by the membership. ♦
(More details in the Business Agents report on page 2)



Next Meeting November 17th.
All meetings start at 8 p.m.



Lots of fun had by kids and adults at our at Local 433's annual picnic!
More pictures on page 9

Business Agent
Gord Campbell

News and Views



Editors

Ron Schuck

email - rschuck@dccnet.com

Ken Nelless

email - 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

Web Page - www.cep433.ca

Business Agent
Gord Campbell



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

Slowly but surely we are getting the bargaining done in the Local Union.

We just recently ratified a new three year Collective Agreement with Vision Packaging. The members received an increase of 1.5% in the second and third years of the deal. They also made gains in severance provisions, boot allowance, shift differential, meal allowance, overtime banking (for their Christmas shutdown) and posting procedures. We also made some major gains around the issue of Casual employees and bargained language saying the Company could not employ any more than three Casuals. This is a major gain for us as this employer has abused the use of Casuals in the past. And finally, and maybe most importantly, there were no rollbacks in the agreement.

The bargaining we have outstanding for this year is at Unisource, B.C. Rubber, and Western Newsprint. We have not yet started at Western Newsprint and at Unisource and B.C. Rubber we have hit some major issues, although at B.C. Rubber we did have some significant progress at our last meeting with the Company.

The climate in bargaining has not been good. I'm sure you all hear the ads on T.V. and economic forecasts which say our economy is booming. That may be true for the construction industry and for those other industries that will benefit as a result of the Olympics coming in 2010. To a large degree however, the manufacturing industry is not doing so well, and employers are coming to the bargaining table with a determination to roll back the clock and take away from what we already have. So far, for the most part, we have been able to resist this challenge from employers, but we are only able to do that through the strength and determination of our members.

Before I close off my report I would like to pay a special tribute to Brother Don Liddle, who has worked at Crown Packaging for 40 years. Don's last day of work will be Friday October 21st, and I believe his official retirement date is December 31st of this year.

Don has served on the Standing Committee in his plant over the years, and has also acted as Chairman of the Committee. He has held most positions on the Local Union Executive and for a

continued on next page

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number of years was the Local Union President. Don always led by example and always put the Local Union first. Crown Packaging has for many years been the largest plant in our Local but that never mattered to Don. It didn't matter if a plant had 10 members or 200 members, if there was an injustice in a plant Don was up for the fight.

I would like to personally thank Don for all the help and assistance, and advice he has given me over the years. Don has worked tirelessly for this Local Union and his contribution will be missed.

Don, you have served your Local Union with distinction, and I would like to wish you all the very best in your retirement. ♦

CEP Blocks Telus Ads

Both at the regional and national levels the CEP has pledged full support for the TWU struggle. Making this concrete, CEP Local 2000 (the Media Union) has refused to run Telus ads in the Vancouver Sun, The Province, and a group of smaller BC newspapers owned by David Black. The local has a contract clause allowing them to refuse to handle material from "unfair" employers. Sun and Province publisher Dennis Skulsky has responded by filing a grievance against Local 2000 and threatening layoffs of its members. ♦

Flexia

" BUT I NEED THE MONEY" is all I have been hearing every time I asked why people at Flexia are working overtime while others are laid off!. Most of the laid off brothers and sisters need the money more than you guys.

I am ashamed at the fact that most of the brothers and sisters are more junior and might be laid off themselves one day. We as brothers and sisters must stick together and lead by example and working overtime while others are laid off is in my opinion is very poor judgment. ♦

The Difference

CCPAMONITOR

A university professor set an examination question in which he asked students to describe the difference between ignorance and apathy. The professor had to give an A+ to a student who answered: "I don't know and I don't care." ♦

-Richard Pratt

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

The end of cheap fossil fuels will end our whole way of life

CCPA MONITOR

Crude oil is at \$60 a barrel and rising as this article is being written in mid-summer. There is a strong possibility that what we are facing now is the early stage of an energy crisis that will fundamentally affect our lives over the coming decades.

Everyone knows that oil will not last forever. The world is not going to move from current levels of production to zero overnight; there will be a long process of gradual decline. But, if industry experts are right, global peak oil could arrive in 2008. Once peak oil has passed, stocks will dwindle.

Nearly three centuries of industrialization have been built on the availability of cheap fossil fuels: first coal, then oil and gas. It is not just our cars that depend on oil, it is our entire way of life.

A world without oil is bound to represent a massive economic, social and political shock. It's not hard to construct a dystopian vision. First, there will be a power struggle over dwindling oil stocks. Already there are signs of a new cold war emerging as the

United States and China seek to curry favour with poor African countries that are seen to have potential as oil suppliers. It could get a lot worse than that. The oil junkies of the West will be like heroin addicts suffering from a cold turkey withdrawal.

Second, there is a threat of economic retrenchment. When we fret about whether the economy is growing by 2.5% a year or 3%, we are ignoring the gorilla in the living room: *our way of life is unsustainable without a cheap and reliable form of energy*. We may soon be waking up to lower growth, falling populations, and a reduction in living standards.

Peak oil likely to be the point of diminishing returns for the entire big-economy, growth-at-all-costs, free-trade, globalized model of capitalism.

Larry Elliott writes on economic and ecological issues for the (UK) Guardian Weekly, where this article first appeared. ♦

Worth Quoting

CCPA MONITOR

Politics

"When I was a boy, I was told that anybody could become President. I'm beginning to believe it."

-Clarence Darrow

"If a politician found he had cannibals among his constituents, he would promise them missionaries for dinner."

-H.L. Mencken

"Being an MP is a good job, the sort of job all working-class parents want for their children: clean, indoors, no heavy lifting. What could be nicer."

-Diane Abbott

"He knows nothing, and he thinks he knows everything. That points clearly to a career in politics."

-George Bernard Shaw

"Never believe anything in politics unless it has been officially denied."

-Otto von Bismark

"I think it's time we voted for politicians with breasts. We've been voting for boobs long enough."

-Claire Sargent

"Mr. Speaker, I withdraw my statement that half the cabinet are asses. Half the cabinet are not asses."

-Benjamin Disraeli

"The main difference for the history of the world if I had been shot instead of Kennedy is that Onassis probably would not have married Mrs. Khrushchev."

-Nikita Khrushchev

"The Americans will always do the right thing - after they've exhausted all the alternatives."

-Winston Churchill

Sonoco New Westminster

Currently, we have entered a slow period, with one person on a short-term layoff. We also have one grievance outstanding, with a meeting scheduled for Oct. 13th.

The following members have reached these service levels this 3rd quarter:

Richard Li	August 6th	32 years
Frank Koay	August 6th	7 years
Alex Espitia	July 17th	9 years
Ed Mitchell	July 31st	2 years

In the next quarter, the following members will reach these levels:

Jai Narayan	October 2nd	31 years
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Brian Young November 4th 25 years

Donald Fong November 16th 32 years

Two of our members are leaving us in October—

To Alex Espitia and David Li—we wish you the best of luck in your new endeavours; you will both be missed by your co-workers.

Just a reminder to do what you can to help keep TWU members' jobs in Canada. TELUS's admission that they are using call centres in the Philippines & India (temporarily, they say) shows that they do not care as much about workers in BC as they do the bottom line. ♦

Custom Paper

Custom Paper is very busy. They are talking about a second machine running on afternoon shift. There is also overtime being offered. Custom Paper is looking to hire a few people. We in the plant have been going full tilt for months now and are tired; we look forward to the help. I hope it comes soon. ♦

Brian McDonald



Unisource

Things at Unisource have not changed much in terms of the Union/Management relationship as there is still a great deal of mistrust from the bargaining unit towards Management. Having said that we have formed a joint committee comprised of the Plant Committee and the Operations Manager / H.R. Manager to see if we can come up with ideas on improving our relationship in the plant. We have met a number of times in the last few months and while some of these meetings have been constructive, time will tell if the Company is really willing to move forward on building a better relationship.

On Oct 15/2005 we will be losing the EVG account {Save-on-Foods} to Bunzel and with it a number of warehouse positions as well and while some of the affected employees have moved on to other Jobs we still have a number of people still seeking employment. This is a trying time for them and

also for the employees that are left as many of us are going to be affected by changes to our shifts and the loss of posted jobs. Lets hope the Company has put some thought into how this will play out in the Plant and has a plan to deal with the transition.

Finally in the first week of October we will have another round of bargaining and hopefully we can make some progress this time as the last few sessions have been somewhat frustrating. Our Members are not willing to lay down for a sub-standard deal and become a third world work force. They are prepared to do what it takes to get a fair and just contract settlement. ♦

Brad Johnson

Capitalism

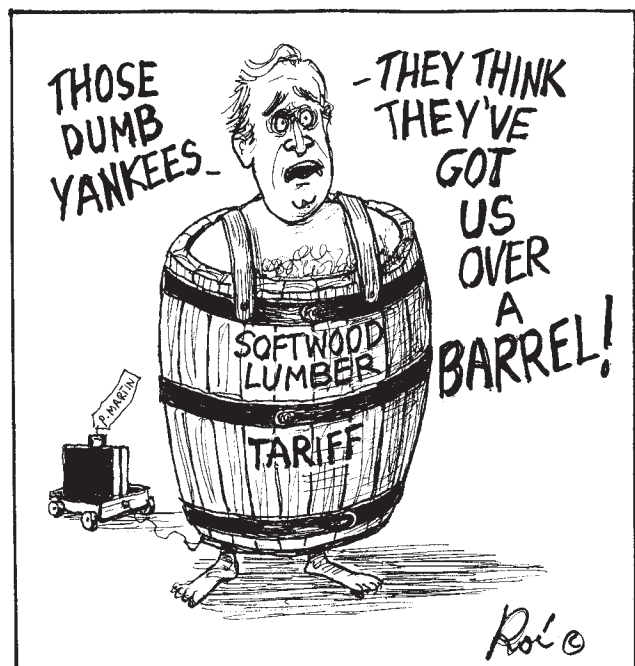
“Capitalism is the astounding belief that the most wickedest of men will do the most wickedest of things for the greatest good of everyone.”

John Maynard Keynes

Communicating

“Precision in use of language is important. The difference between the right word and the almost-right word is the difference between lightning and the lightning-bug.”

Mark Twain



Pulp and Paper Pension Plan Updates for 2006 Are Here!

On October 4th, 2005 your trustees met with the plan professionals to review the financials 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



THE HARDCOVER EDITION

President's Report

Dear members,

I hope all of you have had a good summer. By the time you read this issue it will be around the retirement date for Brother Don Liddle. For many years Don has been president of our Local. Don has a real gift chairing meetings. He always balanced control of the meetings with a good dose of humour. It is hard to find a member more dedicated to his Union Local. In addition to being involved at the Local, Don enjoyed many years putting the company (Crown Packaging) through their paces on the plant committee. Whenever the company needed to be shown the error of their ways Don was there to stand up for our members; again with a good balance of controlled argument, humour and a perfected sense of "screw them". Because of Don, many years ago, I became a shop steward. I was frustrated with the favouritism in the IP department at Crown Packaging so I approached Don about it. He quickly told me there are two ways to deal with these kinds of issues. Either you complain and achieve nothing or you get involved in your Union and create change. Well, here I am, so many years later, still trying to help change the wrongs our members face.

Thanks, Don! Hope you have a long and fulfilling retirement.

On Sept. 24th I had the pleasure of attending the contract ratification vote for the members at Vision Packaging. Their contract is a major achievement. A great deal of thanks goes to Geoff Naples, their plant chairperson, and a core group of guys who more than once pulled out all the stops for their union.

Currently your local is trying to bargain a contract with Unisource, Western News and trying to get our members at BC Rubber a first collective agreement.

Hopefully, there will be ratification meetings in the very near future.

In this issue of the News / Views you will find some pictures of our annual July picnic. Once again it was a great success thanks to the work put in by Brother Lucky Dhillon and others. There were more young children attending this year which was great to see. Some of our member units were well represented. Hopefully, more members from all of Local 433 units will attend in the coming years. I'd like to thank Moira (Pioneer Envelopes) and Jerzy (Flexia) for attending. Next year, bring some of your co-workers with you. There are always a few retired members showing up and this year was no exception. It is great to see them.

A lovely little girl asked if she could take the empty pop cans for Tammy's School of Dance. Granddaddy (Bill Newnham, our retired secretary) told me about how this group is so supportive to handicapped children including one of his grandchildren. Well, of course they had to take all the empties and however small the donation, it is good to know our Local was able to help.

In closing I'd like to pass on Don Liddle's advice to all members — complain and achieve nothing or get involved. ♦

Otto Wittenberg,



Pictures from our Picnic



Lucky Dhillon of Crown Packaging wins the mens watch donated by the CEP Western Region.



Bob Morris of Norampac wins the ladies watch donated by the CEP Western Region.



Jeerzy from Flexia



Moira from Pioneer



Workers from Buckeye



Workers from Unisource

Crown Packaging

Since we were bought by port Townsend paper it has been a battle, the company has a very different look at how we should operate. Things like the downsizing of the crews to a level that doesn't allow for a quality job by our members and the policies that they come up with to limit the opinions that the members have and how they can express these opinions. Such as we are not allowed to swear or use any terms that they deem as foul language. Well I have a news flash for them, this is industrial language so get used to it.

The plant levels at this time are good with no layoffs yet, but this will change very soon as we are slowing down. We have had two terminations this past summer with one member who has thirty years service and the other having about ten years. This American company has absolutely no conscience or compassion, they have flat out denied these two members grievances, the fight continues.

We as a membership constantly try to accommodate the company in all their requests, but the company does nothing for us in return. I guess it's time to use the NO word to the company and see how they like it. We have overtime issues like not enough people to do the jobs so instead of hiring more we will run overtime. They have hired about six new people but that's just the tip of the

iceberg, we could use another five or six to get us to where we should be.

We have a forty year brother that will retire around the fifteenth of October (Don Little) who I'm sure a lot of you know and will miss, I would like to thank him for all the years of service to local 433 and the membership as he provided a wealth of knowledge to us here at crown and I'm sure the company will miss him as well.

The latest news around the plant is the company is trying to go public with investors touring our plant for two days, I hope it works out for them as it means that we as a union will be able to get more information about their financial well being without relying on the company to tell us the whole truth. I would like to finish with us as a union, stay strong, stick together and send a message to these American owners that we are strong and united and will not cave to their bullying tactics. **JUST SAY NO!!!** We as a union can accomplish a lot of things if we have solidarity, so support all the brothers and sisters in their causes. ♦

Gary Wenborn
Plant committee

Blinking mystery solved

CCPAMONITOR

Humans blink every four seconds, on average. How come they never notice?

University College London scientists have solved the riddle. They found that when the eyes are shut, even for a fraction of a second, the visual system of the brain shuts down too. So you cannot know that you are fleetingly in the dark, they report in *Current Biology*.

The blink-and-you'll-miss-it experiment is another demonstration of the power of functional imaging to throw light on how the brain works. By requiring volunteers to wear lightproof goggles, bite on a fibre optic cable and lie in a magnetic resonance imaging scanner, researchers were able to measure the effects of blinking on brain activity independently of the flickering eyelids. ♦

-The Guardian Weekly

Bring back GATT

We should revert to use of global trade rules.

Dateline: Tuesday, October 04, 2005

by Linda McQuaig

It's often noted that the United States is so big and powerful it barely notices Canada. Indeed, the average US citizen probably couldn't locate Canada on a map of North America (and if he could, he wouldn't bother to).

This sense of Canada's insignificance, drummed into us constantly by our media commentators, has helped fuel the mythology that we scored a great coup back in 1988, when we signed the Free Trade Agreement with the US.

In fact, that deal — and the subsequent North American Free Trade Agreement — was more a coup for Washington than Ottawa.

We should simply bow out of NAFTA, which we can do with six months' notice.

Contrary to mythology, Washington was keen to sign free-trade deals with Canada for lots of reasons, including winning guaranteed access to our energy, which they got.

But the Americans are tough negotiators, and they weren't willing to give us much in return.

The one thing Canada really wanted was a common set of rules that would ensure Canadian goods access to the US market, and the Mulroney government promised not to sign any deal without this.

But Washington never had any intention of agreeing to this, although its negotiators teasingly hinted from time to time that they were considering it.

After years of exasperating negotiations, the Mulroney government, desperate for a deal, signed anyway.

The utter failure of NAFTA to guarantee us access to the US market has long been clear, but is now undeniable. Despite a unanimous pro-Canada ruling on a NAFTA panel, Washington simply refuses to remove punishing duties on our lumber.

This has led to much hand-wringing and even calls for retaliation. Instead, we should simply bow out of NAFTA, which we can do with six months' notice.

We'd continue to trade with the Americans but we'd revert to our old way of trading with them — under the rules of the World Trade Organization, a global trade treaty formerly known as the General Agreement on Tariffs and Trade.

This was the basis of our successful trading relationship with the US for almost 40 years, until we were naive enough in the 1980s to think we could do better negotiating a one-on-one deal with Washington.

Washington was delighted, knowing it would have more leverage facing one country (and a relatively small one at that) than facing a whole array of nations.

It easily tossed us around on the mat.

NAFTA has done much to erode our sovereignty, denying us control over our own energy resources, creating a wide-ranging set of rights for corporations, and limiting our power to protect the environment and shape public programs.

Rather than rant and rave and retaliate, we should finally acknowledge that we do better when we negotiate with the Americans with a host of other nations on our side.

There was a reason that the US Congress quickly and eagerly approved the one-on-one deal Washington signed with Canada — and it wasn't because US congressmen have a soft spot for Canadians. ♦

*Linda McQuaig is an award-winning 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 paperback, \$22) and her newest book, **It's the Crude, Dude: War, Big Oil, and the Fight for the Planet** \$35.95, published by Doubleday, in 2004.*

Need for tough trade measures against U.S.

CEP/CALM

Canada needs to get tough with the U.S. over its obstinacy on the softwood lumber dispute says the head of the Communications, Energy and Paperworkers Union of Canada.

"If needs be, we should turn the taps off on oil and gas exports to demonstrate to the Americans that there is a price to pay for their attempt to ignore signed trade treaties and international trade tribunals," said CEP president Brian Payne.

"The government's announced intention to withdraw from negotiations is not a strong enough message. The Americans clearly have no intention of seeking a solution anyway." Payne was reacting to the Industry Minister's statement that Canadian negotiators would not attend scheduled talks in September.

The years-long softwood dispute, Payne added, is costing Canadian industry billions in unfair duties and has cost thousands of forestry workers their jobs.

In the latest so-called victory before various WTO and NAFTA dispute resolution tribunals, a NAFTA panel ruled that the 27 per cent duty imposed by the U.S. on Canadian softwood is not justified, and it ordered the U.S. to return some \$5 billion in illegally collected levies. The U.S. has said it will not abide by that decision.

CEP and other unions on both sides of the border have presented a "union made" solution to the softwood dispute to U.S. and Canadian negotiators that calls for expanded trade and recognition of the sovereignty of each country.

"At the heart of this dispute is the American industry's desire to impose their way of doing business on Canadians. In our country, the forests are a public resource developed for the broader good of the nation. That means job creation and healthy communities. In the U.S., the forests are run for private profit," Payne said. ♦

Fascist America

CCPAMONITOR

"**The biggest** threat to American democracy is corporate power. Our most visionary political leaders in the past have warned the American public against the domination of government by corporate power, but that warning is missing the national debate right now."

"While communism is the control of business by government, fascism is the control of government by business. My dictionary defines fascism as 'a system of government that exercises a dictatorship of the extreme right, typically through the merging of state and business leadership, together with belligerent nationalism.' Sound familiar?"

"Hitler's henchman Herman Goering said it was easy to drag people (into fascism) by "telling them they are being attacked, and denouncing the peacemakers for their lack of patriotism." And Mussolini said that 'fascism should be called corporatism because it is the merger of state and corporate power'. The Bush White House has clearly grasped this lesion." ♦

Robert Kennedy Jr.

Capitalism

"**Capitalism** is the astounding belief that the most wickedest of men will do the most wickedest of things for the greatest good of everyone." ♦

John Maynard Keynes

Communicating

"**Precision in** use of language is important. The difference between the right word and the almost-right word is the difference between lightning and the lightning-bug." ♦

Mark Twain