

News and Views

C.E.P. Local 433

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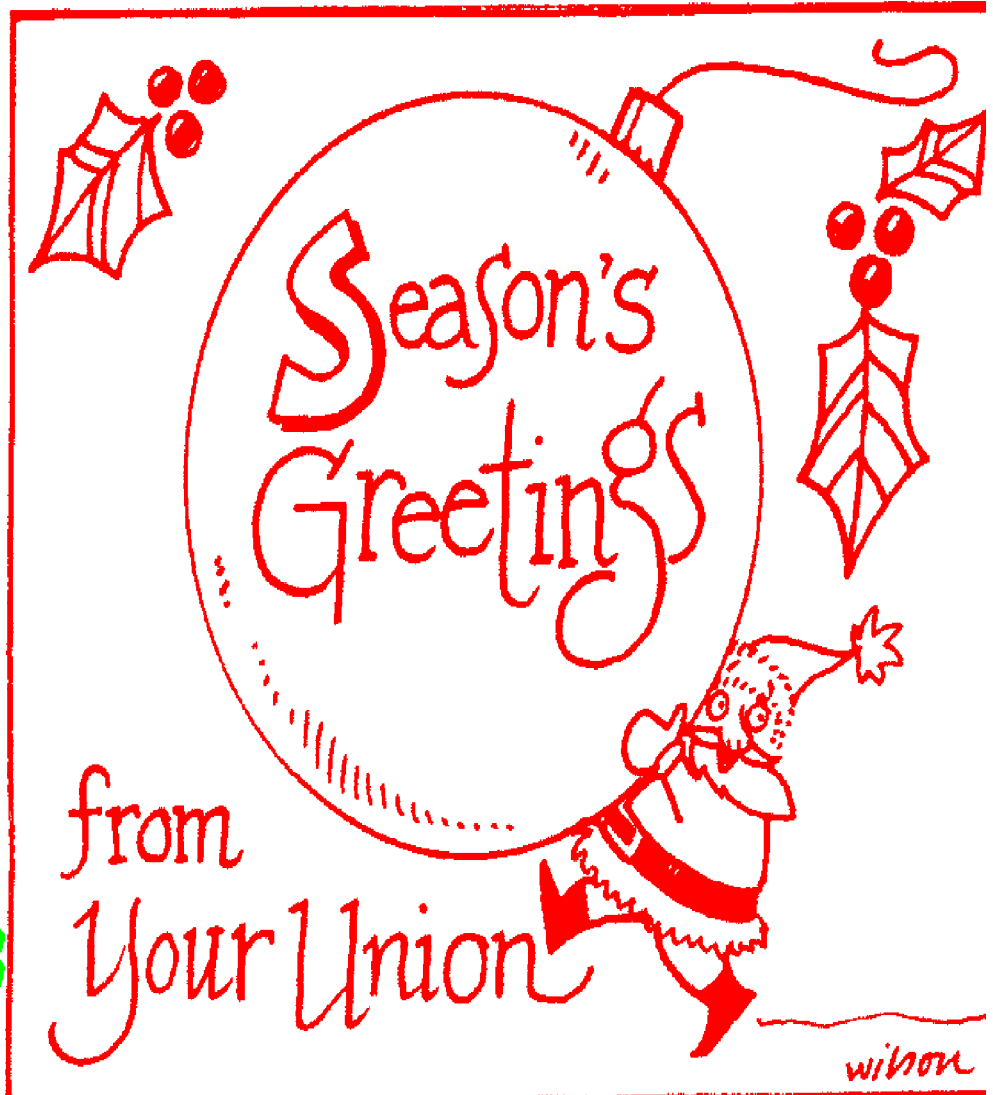


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Next meetings are January 18 and February 15. All meetings start at 8 p.m.





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Business Agent
Gord Campbell

I thought it might be interesting to take a look back at 2006.

In bargaining this year we have now concluded three new Collective Agreements and are headed to mediation at a fourth location.

We have concluded new Collective Agreements at Buckeye, Landmark Foods, and Iron Mountain.

At Buckeye we achieved a three year deal with wage increases of 2% in each year. All other terms and conditions were rolled over.

Landmark Foods was a six year deal with wage increases of 2.5%, 2.5%, and 3% in each of the last four years of the deal. It should also be noted that while the first two years had percentage increases of 2.5%, there was also an across the board wage adjustment in each of the first two years, which in fact brought those increases up over 4%. We also achieved some minor language improvements, some bump up in boot allowance, an improved dental plan, and a commitment from the employer to discuss a pension plan.

At Iron Mountain we achieved a two year agreement with significant wage increases. It

must be noted that this bargaining unit had the lowest wage schedule in the Local Union, so a large wage increase was due. We were also aided by the fact that the employer was having some real difficulty both attracting new employees and holding onto existing employees, given the wage rates.

At Custom Paper the membership rejected a tentative settlement. We then took a strike vote and went into mediation at the Labour Relations Board. After a full day of mediation we have a tentative settlement which we will be recommending to the membership.

We are also getting geared up to go into bargaining with Sonoco and are currently busy preparing for this. Their contract is not up until February, 2007, but our goal is to exchange agendas with the employer before the new year. Unfortunately, the Plant Committee member at one of our plants has just recently been diagnosed with a serious illness, so this may make it difficult for us to exchange before the new year.

We have also had a number of arbitrations this year, and have had a number of settlements which we managed to attain just before we went into arbitration.

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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.

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Looking ahead to the new year, we have three agreements coming due. These are Sonoco, Pioneer Envelopes and Borden Chemicals.

I'm also pleased to report that at our November Union meeting, the members approved a motion that early in the new year we will take one of our Executive members off the job for up to one month to investigate some organizing opportunities. You Local Union is continuing to look for opportunities to grow.

And finally, I'd like to take this opportunity to wish all of our members and their families a Merry

Western Newsprint

Hanging in there with 4 full time employees Western Newsprint would like to wish all members of the Union and there families the best for the holiday season.

John Parker
Western Newsprint

e-mail
us your
OPINION!



Business Agent Gord Campbell presenting the Locals donation to Spina Bifida Association at the National Convention in Vancouver.

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 - Stuart Weiss
- Trustee - Ken MacDonald
- Inner Guard - Brad Johnson
- Outer Guard - Greg Duff



are the "U"
in UNION!

E.C.P.

I **just** want to say to all the brothers and sisters at E.C.P (formerly Flexia) and the rest of Local 433, have a safe and enjoyable holiday season.

We currently have no layoffs and hope it stays that way. As for business, we have been quite steady!

Have great holiday.

Jason Odegard

Custom Paper

Custom Paper is steady to slow. Gord and I were in bargaining and reached an agreement. We recommended to the membership and it was voted down. Since then we have taking a strike vote and got a strong Yes.

We applied to the labour board for mediation and ~~went there~~ **on Nov 20th**. Also present for us at the labour board was our national rep Jim Britton. The

union and the company have come to a new agreement, which the membership will be voting **on Dec 1st**.

I'd like to thank Gord for all his work, even while not feeling well on the 20th. And thanks to Jim also.

Brian McDonald

Sonoco New Westminster

SEASON'S GREETINGS!!!

We have had a busy fall, with a fair bit of overtime in both Spiral departments as well as Finishing. We are all looking forward to some well-earned time off during the Xmas season. Best wishes to all the members and their families for a

Happy Holiday Season, and all the best for a happy, healthy 2007!!

Submitted by
Lyle Mielitz

Model employer?

Labor Notes/CALM

Writers on the popular television show *America's Next Top Model* have been on strike since July 21st.

The writers are demanding union recognition. However, the show's producers have refused to

negotiate with the Writers Guild of America, the writers' union of choice. Though the show is extremely successful, its writers do not have medical or pension benefits.

The producers claim the strike has had no impact, but fans of the show (and labour rights), claim its quality has declined dramatically since the strike began and suggest you watch *Project Runway* instead.

Iron Mountain

Wow!!! ... Here it is nearly December again and what a Christmas present Santa brought the members of the Iron Mountain segment of Local 433.

It took a total of two days for Iron Mountain to come to a two-year agreement with Local 433 bargaining Committee, led by Business Agent Gord Campbell, which netted the 90 or so members an increase of between 13 and 16 percent over the 2-year agreement. **Now how sweet is that?**

The Bargaining Committee of James Haughton, Mo Siam and Kyle Klewer, along with Gord Campbell, went to the table with one message ... **MONEY is the issue!** Management must have listened and came back with an offer that we couldn't refuse. It was accepted and everybody seems happy.

The Bargaining Committee also put management on notice that the membership was not happy with the medical-dental plan... and we were assured the Iron Mountain was negotiating with a new carrier and would present an improved plan in the new year. Well ... they came through with their promises and from all indications from what they unveiled this week Dec. 15th ... members are happy with the new figures they saw from Sun Life week and it looks like things are pretty rosie for the next little while.

I'd like to take a moment, on behalf of our members at **Iron Mountain**, to thank all of you who were so supportive of our Union and our efforts, and never giving up the faith ... you were there for us ... and we were there for you. **Never give up the fight** to make things better for your fellow worker. I'd also like to wish you all **a very Merry Christmas and a great new year.**

It has been a great learning experience for me in Local 433. I will be retiring in June of 2007 and I hope some of you will pick up the torch and carry it proudly. Your Union needs you to stand up and speak for what's right. **Be there** to help and protect your fellow worker when management can't quite see what's wrong or not fair. Sure... there's nothing in it for you ... it is voluntary ... which means **no pay** ... but isn't it nice to have been able to have helped one of your fellow workers when he or she's has been in a bind? **Give** a little of **yourself** when the elections come up in May ... you just might like the feeling it gives you when you've helped somebody else. As I said, I'm out of here June 29 ... I've done my 50 years. It's time some of you young Bucks and Buck-etts (is that right?) picked up the challenge and do **your part!**

It has indeed been my pleasure to help out where I could and I'm counting on the rest of you louts to be there when you're needed ... **AND THAT'S AN ORDER!** Ya hear!!!

By James Haughton
Iron Mountain Plant Committee

Unisource

At Unisource we continue on the road map to success which we are finding out is a long and winding road is not without its share of bumps. Which has caused the brothers to feel somewhat stressed and frustrated with the whole process. Only time will tell how successful this will be.

We now have three new hires working in the warehouse and they seem to be fitting in well. And adjusting to life at Unisource.

With the Christmas season coming up the Company has started a food drive and a collection for warm coats/blankets/socks, which will be donated to charity in early December.

And with that, I want to wish all Union brothers and sisters a safe and Happy Holiday Season.

Brad Johnson

The good news page

compiled by Elaine Hughes
CCPA MONITOR

Zanzibar bans plastic bags

Zanzibar-Zanzibar has banned the import and production of plastic bags to protect its environment and tourism industry.

Just off the coast of Tanzania in the Indian Ocean, Zanzibar is on a major route for plastic bags heading for the east African mainland. It estimates more than 200 tonnes of bags pass through its port every month.

"We have to put the environment above everything," said Zanzibar's Director of Environment, Ali Juma. "Besides being an eyesore, plastic bags are very damaging to land and marine life, and we are already threatened by the rapid pace of development."

Tourism is the backbone of the island's economy. (www.planetark.com/dailynewsstory)

Adelaide to go solar

Adelaide-A new \$15 million pilot project by the Australian government would make Adelaide the country's first solar city, with initiatives to save residents up to \$200 a year on their power bills. The project involves the installation of solar panels and smart electricity metres in about 1,700 homes in Adelaide's northern suburbs.

The trial would save about \$5 million in energy costs and cut greenhouse gas emissions by 30,000 tonnes each year.

The solar panels would be produced in Australia by BP Solar in Sydney, using technology developed by Origin Energy in Adelaide. Homeowners would be able to buy the solar panels using discounted loans.

Adelaide was considered the ideal city in Australia to conduct the pilot project because of its abundant

sunshine and its growing use of electricity for air-conditioning in homes.

(www.theaustralian.news.com)

Building green

MINNEAPOLIS-In Rachel Maloney's new construction supply business in south Minneapolis, you'll find plywood made from sunflower seed shells, non-toxic paint, kitchen countertops made from recycled paper, bamboo flooring, glass tiles made from recycled bottles, and handcrafted sinks made from recycled aluminum. The products are free of harmful chemicals and toxins and in many cases are recycled or made from reusable materials.

Maloney's store is at the leafy green tip of a new econmovement among home builders and renovators, one that promises to bring to home construction the same ethos of conservation and healthful living that's driving sales in the booming organic foods movement.

(www.startribune.com)



"If you think you're too small to have an impact, try going to bed with a mosquito." -Anita Roddick

Buckeye

What's happening around Buckeye these days? Well we're back to seven crews from six as of the start of November. This means we've started to hire people again. Six new hires, as of September, and I would like to extend a welcome to them again. We have been making some new products. Hopefully this trend continues and soon we may be back to our original eight crews.

The folder crews are moving along steadily these days.

We have kicked off our United Way Campaign for 2006 and are about half way through the campaign.

We are at around three quarters of the way to hitting our target goal for donations.

With Christmas coming along quickly I would like to wish every one at Buckeye and their families a fantastic holiday season. To all the rest of our brother and sisters (and your families) at other companies, from all of us at Buckeye, may you have a Merry Christmas and a Happy New Year.

Tom Leclair

Pliant

A fantastic Christmas wish to all, I wish you and your loved ones a great holiday and I know we will be in touch in the new year. Please be safe and take care.

Shelley Westman

U.S. fast-food chains sued over carcinogenic chicken

CCPA MONITOR

A U.S. doctors' group is suing seven leading fast-food chains, including McDonald's and Burger King, over their use of a "dangerous carcinogen" in grilled chicken.

The Washington-based Physicians' Committee for Responsible Medicine (PCRM) filed suit in late September "to Compel the restaurants to warn unsuspecting customers."

The doctors said every sample of grilled chicken products from the seven national chains "tested positive for a dangerous carcinogenic compound called PhIP" during analysis at an independent laboratory.

PhIP is one of a group of carcinogenic compounds called heterocyclic amines (HCAs) that are found in grilled meat. In 2005, the U.S. government officially added HCAs to its list of cancer-causing agents.

"Grilled chicken can cause cancer, and consumers deserve to know that this supposedly healthy product is actually just as bad for them as high-fat-fried chicken," PCRM President Neal Barnard declared. "Even a grilled chicken salad increases the risk of breast cancer, prostate cancer, and other forms of this lethal disease."

Aside from McDonald's and Burger King, the chains named in the lawsuit were Chick-Fil-A, Chili's, Applebee's, Outback Steakhouse, and TGI Friday's.

When it is against the law to refuse light duties

by Sarah O'Leary

I saw an interesting case the other day about a worker whose employer wouldn't let him return to work after he'd been injured on the job.

The amended *Workers' Compensation Act* makes it illegal to penalize a worker in any way for "exercising a right" under the Act. In this case after having suffered a back strain at work, the guy was cleared to return to light duties. His employer wouldn't let him, and terminated him instead. The worker filed a claim for "discrimination" under the provisions of the *Workers' Compensation Act* which prevent employers from retaliating or discriminating against a worker because he or she chose to exercise their rights under the Act.

Of course the employer denied that they fired him because of his WCB claim, since that would be illegal. They said it was because of his "poor attitude" and sloppy habits, and because he missed too much time from work. It was just "unfortunate timing" they said. That he happened to hurt his back just as they were about to fire him.

The remedy the worker sought from the Compliance Officer at the Board was reinstatement in his job and lost wages etc. In order to win this complaint he had to establish that the employer had been discriminatory:

In establishing a *prima facie* case of discriminatory action by an employer, the following two matters are addressed: (1) whether the employer engaged in "discriminatory action" within the meaning of section 150 of the Act; and (2) whether the worker engaged in activities under section 151 of the Act that allegedly prompted the discriminatory action.

Discriminatory action is defined generally in section 150 of the Act as including any act or omission by an employer that adversely affects a worker with respect to any term or condition of employment. Discriminatory action includes dismissal.

The worker argued that he was exercising his rights by filing a claim and also by saying that he was cleared to return to work for light duties.

What was interesting about this case was that he won!

The compliance officer did not agree that she could find discrimination against him for filing the claim, however she did think that informing the employer that his doctor had cleared him to return to work at **light duties was a right under the *Workers' Compensation Act***. She quoted regulation 4:19 which says:

Section 4:19 (Impairment) of the Regulation reads as follows:

4:19 (1) A worker with a physical or mental impairment **which may affect the worker's ability to safely perform** his or her supervisor or employer of the impairment, and must not knowingly do work where the impairment **may create an undue risk to the worker** or anyone else. [bold emphasis added]

the compliance officer said that the worker had proven a "prima facie" case against the employer. Now she asked herself the question, can the employer justify this action?

The worker had received a positive performance review and a pay raise only a few months before. She found that they were not being truthful about why they terminated the worker.

But the employer had also said it was impossible to accommodate the worker with light duties. The compliance officer found that this refusal was a failure of the employer's duty to accommodate. The worker won his complaint; he had established discrimination.

As a remedy, the compliance officer ordered a mediation to see if the parties could agree on the worker returning to work. Failing that, she ordered them to come back before her to determine a remedy.

So this is an interesting case to bear in mind for the future. Every worker has a legal obligation under

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the *Workers' Compensation Act* to tell their employer if they cannot do their job safely. This includes the need for light duties. To penalize a worker in any way for needing those light duties is against the law. Something to keep in mind should you ever need it in the future.

Bush on Geneva Conventions

CCPA MONITOR

My countrymen, Bush said, I've made it plain
That treaties can be treated with disdain.
Geneva is naïve, a bit arcane;
It should be changed in ways that I ordain.

We need some laws, my lawyers ascertain.
(This Constitution really is the bane
Of my existence, driving me insane.
It's I who should decide, like Charlemagne.)

The evil terrorists whom we detain
Are questioned in a way I won't explain.
And only wussy traitors would refrain
From passing laws I've said we must obtain.
-Calvin Trillin in *The Nation*

Baby boomer hits redux

Internet/CALM

Mrs. Brown, You've Got a Lovely Walker – Herman's Hermits
How Can You Mend a Broken Hip? – The Bee Gees
Splish, Splash, I Was Havin' a Flash – Bobby Darin
I Get By With a Little Help From Depends – Ringo Starr
The First Time Ever I Forgot Your Face – Roberta Flack
I Can't See Clearly Now – Johnny Nash
50 Ways to Lose Your Liver – Paul Simon
Once, Twice, Three Times to the Bathroom – The Commodores
Heard It Through the Grape Nuts – Marvin Gaye
A Whiter Shade of Hair – Procol Harem
You Make Me Feel Like Napping – Leo Sayer
Papa's Got a Kidney Stone – The Temptations
Denture Queen – Abba



Local Vice-President Mike Beniach and new National President Dave Coles at the CEP Convention in Vancouver.

Norampac

With all that is happening in our plant (physical change; change of leadership; a new department created), I think that it is important for us to keep in mind those that have been less fortunate this year. From those within our own plant, to our brothers and sisters, both locally and nationally, to those in our community, our country, and in the world, there are a great many people who are suffering at this time of year.

So during this time of year, while we enjoy some extra time off to spend with our loved ones, I ask two things of you: Make sure those you Love know it; and if you can give something of yourself to those in need, do so.

On behalf of the Standing Committee, I'd like to wish everyone at Norampac, and everyone in the Local the best of the season and good luck in the new year.

In Solidarity,

Merry Christmas, James Monks

President's Report

Dear Sisters / Brothers,

I'd like to start my report for this issue of News & Views by thanking all Local 433 members for once again allowing me to attend the National Union convention held this time in Vancouver. I was joined by your BA, Gord Campbell, your vice president, Mike Beniach and your recording Secretary, Ron Schuck.

After a 35 year career National President Bryan Payne retired at the end of the convention. There were several very moving tributes to him which clearly showed the great respect he managed to earn over the years from members across the land. Brother Dave Coles ran unopposed to replace him. Our new National Union Secretary is Bro. Geatan Menard of the Quebec Region. The position of Western Region Vice President vacated by Bro. Coles was won by Bro. Don MacNeil in a tight race against Bro. Don Boucher; who then entered and was elected to position of Administrative Vice Pres. Western Region. Sister Wendy Sol was acclaimed Western Region Vice President also. Each of the founding Sectors of our National Union have a Vice President elected in our Western Region.

Elected to Rank & File were Scott Doherty, Wally Ewanicke, Donna Fauchox, Angela Adams. This is an extremely important position in our union structure as these are the liaisons between the National Union Executive and the Union's members. This helps ensure that our union is always run by the member's direction. They act as our watchdogs and ensure understanding between the wants of the membership and the administrative structure.

Many resolutions were debated on the convention floor, some with great passion. Example, the resolution calling for the return of our Canadian forces to be used in peacekeeping roles and not

as part of an aggressor force as currently in Afghanistan. The membership clearly showed strong support of our military forces but not so the reasons nor methods used to engage them in the war in Afghanistan. This was also the position held by all of the delegates of Local 433. The viewpoints expressed and the passion of those expressions is something I wish all of our members could have seen. It is a debate that I feel all Canadians should engage in.

Many other resolutions were voted on regarding Union policy and constitutional changes. One resolution where your delegates unanimously voted against the view of the majority of the delegates was on the issue of changing the union policy from a members being required to retire at age 65 to a members having the choice not to retire at age 65. There are many valid reasons for this resolution coming forward but none good enough to convince your delegates to abandon the need for mandatory retirement to help younger members raising families greater access to the generally higher wage positions held by those who would be over age 65.

This vote, however, demonstrates that our Union is truly guided by the democratic votes of its membership. Once again, I thank you for allowing me the privilege to participate.

If anyone wishes to see all the resolutions voted on they are available at the Local office. I also encourage members to check out the Nation Union website. www.cep.ca

I hope all of you and your loved ones have a safe Christmas Season and happy New Year.

Otto Wittenberg
President Local 433

"Whatever women do they must do it twice as well as men to thought half as good. Luckily this is not difficult." – Charlotte Whitton, former mayor of Ottawa

Rank & File

The following is a message sent to all Western Region Locals from the Rank and File members.

We would like to thank everyone for their support at the recent National Convention.

We would also like to confirm our commitment to you that we will do our best to serve and work with all of you. Over the next few months the Western Region Rank & File along with the Officers will be discussing how we can improve communication with all the Locals in the Western Region. In an effort to improve our communications as quickly as possible, the Rank & File members have established a mutual email account that will allow us to jointly see all the concerns and issues raised by members in the Western Region. We believe this gives the four Rank & File members the opportunity to better understand and respond to your issues with a unified voice.

The email address is rankfile@telus.net

As we work on improving communications we will be looking for some feedback and suggestions on how to better service the members. Although we already have a large list of email addresses we encourage people to forward email addresses so we can continue to better serve everyone from the Western Region. In the meantime we encourage everyone to watch for the Executive Board minutes so you can follow the business of the Union.

We look forward to hearing from you.

In Solidarity;

Angela Adams

Scott Doherty

Wally Ewanke

Donna Fauchoux

Western Rank & File Board Members



Brian Payne and his wife being recognized for his service at the C.E.P. Convention.



President Otto Wittenberg, National Representative Jim Britton, Vice-President Mike Beniach, Recording Secretary Ron Schuck and Financial Secretary/Business Agent Gord Campbell at the National Convention held in Vancouver.

“Every society honours its live conformists and its dead troublemakers.” – Mignon McLaughlin

December 2006

Regional Vice-Presidents Message

As I sit here in rainy Vancouver I am reflecting on holiday seasons past and on cold and snowy winter days in Edmonton. I think that the rain is going to be easier to live with. I think that I'm going to like this change.

With every passing year there are changes that we face, some big and some small. This year is a very big change for me and my family as I take up my new union responsibilities and my family adjusts to our move to the BC Coast.

For many of our members there has also been big change. We have welcomed thousands of new members from the construction and telecommunications sector into CEP. We have lost some of our members due to downsizing, closures, and retirements.

I believe that as with all change, the changes at CEP will provide our union with a fresh opportunity to grow in wisdom and solidarity as well as membership. And I look forward to doing that with the support of all our members in the Western Region.

During this holiday season I hope that you are able to share time relaxing with your family and friends. From my family to yours I want to wish you all a safe and happy holiday season.

Happy Holidays

Don MacNeil



Winters' quotes

[Internet/CALM](#)

If God had really intended men to fly, he'd make it easier to get to the airport.

– Jonathan Winters (1925–)

Nothing is impossible. Some things are just less likely than others.

– Jonathan Winters (1925–)

If your ship doesn't come in, swim out to it!

– Jonathan Winters (1925–)

I think on-stage nudity is disgusting, shameful and damaging to all things American. But if I were 22 with a great body, it would be artistic, tasteful, patriotic and a progressive religious experience.

– Shelley Winters (1922–)