

News and Views

C.E.P. Local 433

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Next meetings are June 15th, and August 17th. All meetings start at 8 p.m.

60 Years and Counting!

Very recently we signed up Sister Kumagai of Pliant as our 15,000th new member to the Local. Our 14,000th new member was signed up 6 years ago. Although our Local's original charter under the International Brotherhood of Pulp, Sulphite and Paper Mill Workers began in 1941 the first new member signed up was Bill Bell in 1944. His sons and grandson are still members of Local 433. All three work at Crown Packaging. Although our members slow down to retire at or before age 65 our Local with its 65 years of history behind it is in good shape and will no doubt be around for many, many years.

At our last executive meeting the idea of starting up an annual retiree's luncheon or some other retiree event was discussed. As a great many of our members are getting close to retirement age it would be great to have some sort of annual get-together in place. If anyone is interested in getting something like this off the ground please call the Local. Our other annual get-together, the picnic, will be held on July 15 at Deas Island Park, River Road, Delta. Time to mark your calendars. Have a good, safe summer.

Otto Wittenberg
President



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A number of employers are now using third party providers to handle their WCB cases. One of these third party providers is an outfit named Teksmed, which I believe are now called Quik Care. This is only one Company of many that are offering their services to employers.

Typically these Companies say they are in business to help the employee - they want the employee to recover more quickly; they want to get the employee qualified medical assistance in a timely manner; they want to help the employee get back into the workforce more quickly; etc., etc., etc. All this sounds pretty good and it is all laid out on their web sites. What you can also find on their web sites however, is how much money the employer is going to save by using their services. And how does the employer save money? These third party providers save employers money by getting you back to work more quickly and reducing the employer's WCB premiums.

So let's look at a recent example that comes from one of the plants in our Local Union. One of our members was off work on an approved WCB claim. His claim had been accepted and he was receiving wage loss benefits. This employee wanted to get

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back to work, and was eager to search out a medical specialist who could help him.

The third party provider then got involved. First of all, this third party provider, on behalf of the employer, appealed the employee's WCB claim. Then this third party provider said they wanted the employee to go to one of their doctors to be examined. Just think about this for a moment. The employer, through the third party provider, is appealing the WCB claim, and then asks the employee to go to one of their doctors! Luckily, in this case, the employee involved knew enough to say no. He said he was not about to go to a doctor unless it was either his own doctor or a doctor sponsored through the WCB.

That's where this story took another strange twist. When the employee refused to go to a doctor that was being paid for by his employer (through the third party provider) the employee reports that the WCB called him and told him if he did not go and see this doctor the WCB would cut off his benefits. The employee reports that he was threatened on at least two separate occasions by the WCB Case Manager that if he did not see the doctor that was being paid for by the employer, the WCB would cut him off.

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.

This situation caused both the employee and his family a great deal of stress, at a time when he was trying to deal with his health issues and just did not need this extra aggravation. Remember as well, that this employee wanted to see a specialist, he just didn't want to go to a doctor that his employer was providing.

The Union ended up getting involved in this case, and through our lawyer we got it straightened out. The WCB backed off, and in the end the WCB ended up sending the employee to one of their doctors.

My intent in writing this article is to give you some knowledge about these third party providers. Remember that they are not working for you, they are working for your employer. They can be very aggressive and may insist you see one of their doctors. They may also want you to sign very open ended medical releases. Their goal is to try and save your employer money and in most cases they do this by attempting to get you back to work as quickly as possible.

Most of our members want to return to work as soon as possible. The problem with these third party providers is not that they provide this assistance, but rather it is the tactics they employ to achieve this goal that we find so troubling.



Executive of C.E.P. Local 433

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*are the "U"
in UNION!*

A Victory for Permanently Disabled

The Supreme Court of British Columbia handed a victory to injured workers last week that was a rare sweet moment for all of us in the Labour Movement.

Among the many vicious cuts to Workers Compensation benefits that the Liberals brought in shortly after coming to power, one of the most drastic was to change pensions for permanent disability. The Liberals took away pensions for life, ending them at age 65. They also reduced them to 90% of net earnings rather than 75% of gross wages, and now they “claw back” 50% of CPP Disability pensions from those who are the most seriously disabled!

Those who had pensions **before** 30 June 2002 were not affected by these mean-spirited new rules. However, many people who have WCB pensions for permanent disability suffer a worsening of their condition as they grow older. Those people have always been allowed to come back to the WCB for re-assessment in order to have their pensions increased to reflect their increased disability. What the Liberal-appointed Board of Directors of the WCB did was to say that anyone with an old pension from the old system, who suffered a deterioration of their condition after 30 January 2002 and had to be re-assessed would have that increased amount of their pension fall under the new system, thus taking away all those benefits that they should be entitled to,

The case that won in the courts last week was that of a Mr. Cowburn, who is dying of asbestosis which he got working in the Eurocan Pulp Mill in Kitimat years ago. He had previously been awarded a 28% disability pension by the WCB but in recent years had gotten much worse. A couple of years

ago Mr. Cowburn was re-assessed and the WCB said he is now 51% disabled. The problem for him was that he was then 65 and the Gordon Campbell Liberals don't think those 65 and over should be entitled to pensions. So, as Mr. Cowburn's increased pension fell under the new rules, he wasn't going to get one penny more than his original \$800 a month.

Mr. Cowburn challenged this. The BC Supreme Court said that denying Mr. Cowburn his increased pension was patently unfair. The court said that the WCB could not refuse to cover pensions from the old system just because they wanted to save money. They told the WCB that its policy was “patently unreasonable” and that the policy could not stand!

This is a sweet victory for workers in an era when the government is trying to do everything it can take away the rights we have won over the past many decades.

It just goes to show that sometimes we can win; that we must never give up. There are other policies and provisions under the Workers Compensation system that have been brought in by the Liberals that must be challenged. They will be, eventually, and we can all hope to win more.

Our ultimate goal however must be to get rid of a government that tries to save money out of the pain and suffering of injured workers, and to have a better Workers Compensation system instituted to protect us all.

Sarah O'Leary

If you find yourself in a hole, stop digging.- Will Rogers

CEP reaches \$104 million pay equity settlement at Bell

The Communications, Energy and Paperworkers Union of Canada and Bell Canada have reached a tentative settlement of their 14 year-old dispute over pay equity for 4,765 telephone operators.

CEP President Brian Payne, in a statement released today, said the \$104 million settlement "will bring closure to one of the longest fought struggles in the labour movement."

CEP filed its claim for pay equity on behalf of the largely female operators, dining service and house services workers in 1992 with the Canadian Human Rights Commission. The case was referred to a Tribunal but has been the subject of extensive legal challenges, including a challenge to the Supreme Court, over the years.

At the urging of the Commission, the parties agreed to mediation late last year. The proposed settlement, covering the years 1993 to 1999, was reached in mediation. Current and former employees affected by its terms will vote on acceptance or rejection at a series of meetings

during May and June across Ontario and Quebec. Results are expected in mid-June.

"This is a very good settlement made possible by the strength and determination of CEP members over many years. We think it serves justice and provides fair monetary compensation to our past and present members at Bell Canada," Mr. Payne added.

The settlement provides compensation in three specific categories: settlement money; payment for pain and suffering (tax exempt); and adjustments to pensions.

For instance, an operator currently working at Bell Canada and who worked the full period covered by the settlement will receive \$16,500 in settlement payment; \$6,000 in pain and suffering (tax exempt); and a maximum of additional pensionable earning of \$13,530.

The minimum payment will be \$1,000 to those employed for less than one full year but more than six months.

Dangerous Food

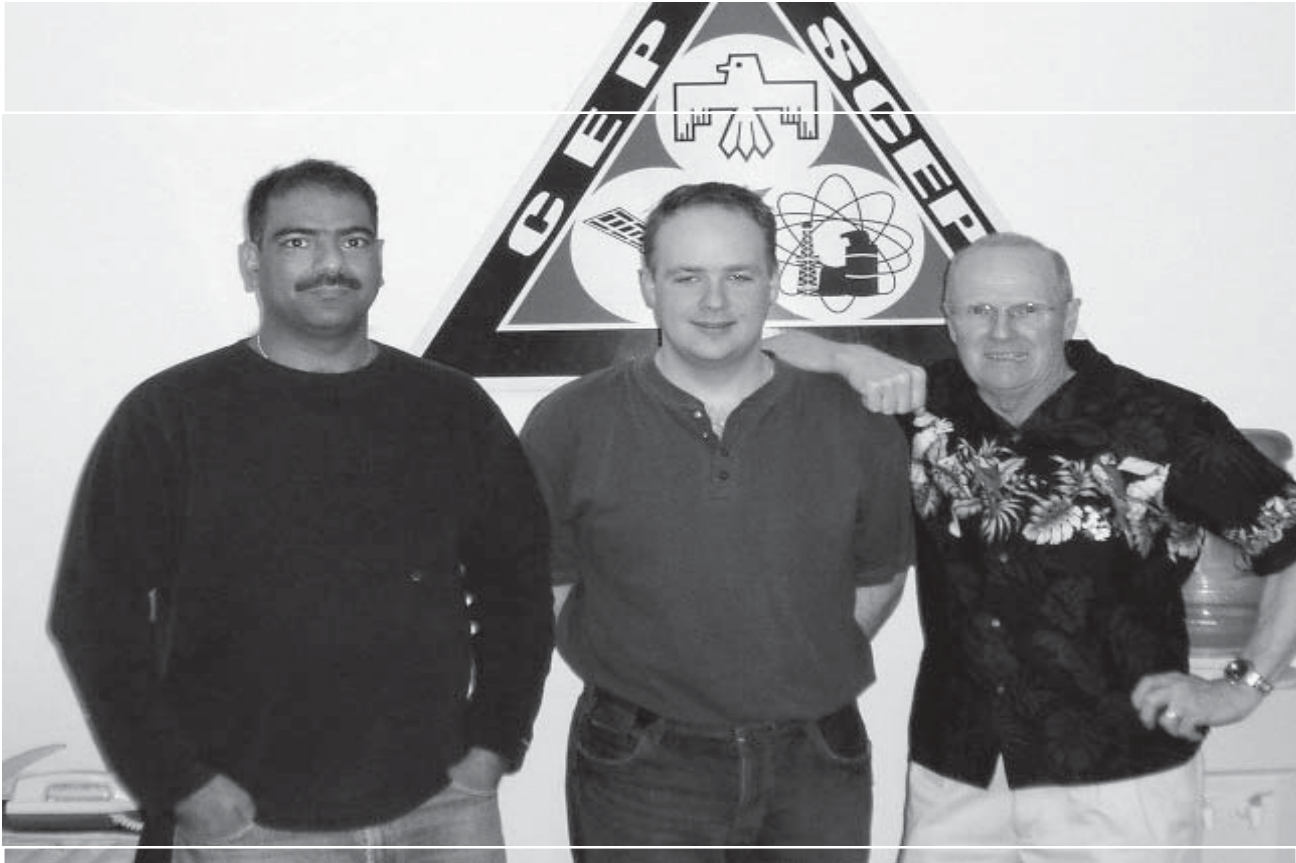
A Doctor was addressing a large audience in Tampa.

"The material we put into our stomachs is enough to have killed most of us sitting here, years ago. Red meat is awful. Soft drinks corrode your stomach lining. Chinese food's loaded with MSG. High fat diets can be disastrous, and none of us realizes the long-term harm caused by the germs in our drinking water. But there is one thing that is the most dangerous of all and we all have, or will, eat it. Can anyone her tell me what food it is that causes most grief and suffering for years after eating it?"

After several seconds of quiet, a 75-year old man in the front row raised his hand, and softly said, "Wedding Cake."



Iron Mountain



Iron Mountain Committee: from left Mo Sian, Kyle Lewer and James Houghton.

Mo Sian, Kyle Lewer and James Houghton were elected by the Iron Mountain membership of Local 433 to lead the charge in contract talks with the company this summer. Sian and Houghton were on the original Plant Committee that concluded the first contract three years ago. The contract expires in September. Any members with ideas on what they would like to see in the next contract should send an email to James Houghton at

james6@shaw.ca and try to be **realistic** with your expectations.

Shop Stewards elected were Josh Colter (C1), Craig Jacobs (B1) and Patrick Yuen (B3). Patrick has since accepted a supervisory position leaving us down one Shop Steward.

James Houghton

Be accurate

Internet/CALM

A man spoke frantically into the phone: "My wife is pregnant and her contractions are only two minutes apart."

"Is this her first child?" the doctor asked.

"No!" the man shouted, "This is her husband!"

Sonoco New Westminster

We have been fairly busy of late, with a bit of overtime in both Spiral departments as well as Finishing mainly due to Sonoco's purchase of Abzac in March. With the current strike on at Newark, the next while promises to be even busier.

Three employees have made the transition to become Sonoco employees this past week. Welcome to Noel, Phone, and Bryan.

John Farina has moved up to the Chargehand position, made possible by the former chargehand making the jump to management, where he now has the title of Shift Supervisor.

Our Maintenance man, Frank Koay is leaving after nearly 8 years, and we all wish him the best in his future endeavours. It's safe to say we will miss his presence.
Good luck, Frank!

Employees' service levels this quarter:

Peter Mui	30 years	April 26th
Lyle Mielitz	12 years	May 4th

Submitted by
Lyle Mielitz
SONOCO New Westminster

Custom Paper

Custom is busy. afternoons are off and on depending on deadlines and business.the new machine is in house and running although there's a few kinks to iron out.
The last couple of weeks have been hard and sad do to the sudden passing of Al Dumanski,a salesman for Custom. Al was a great guy who

came down in the plant at coffee time every morning with a smile and a hello. would join the group and talk hockey tell a joke, or just shoot the shit. Al will be greatly missed.

Brian MacDonald

Unisource

At Unisource things have not changed much as communication and morale continue to be major issues in the Plant, and this is something that needs to be worked on.

Hopefully in future issues I will be able to submit an article that details a more positive message for our plant. But right now that is a work in progress.

Brad Johnson

There are 2 theories to arguing with a woman...neither works - Will Rogers

Harper's "voluntary reductions"

Planet takes back seat to Big Oil in PM's world.

by Linda McQuaig

Along with the fact that smoking causes cancer, few scientific cases have been more thoroughly documented than the case that burning fossil fuels causes climate change.

And, despite a massive misinformation campaign led by oil giant Exxon, most Canadians understand that our addiction to oil and other fossil fuels is threatening the planet.

This creates a dilemma for Stephen Harper and his right-wing colleagues.

They've long been close to the oil industry and, on its behalf, have opposed the Kyoto accord aimed at tackling climate change. But they want the public to believe they take the issue seriously.

□
Greenhouse gases don't just concentrate above a single country; they encircle the Earth.

So last week the Harper government sent Environment Minister Rona Ambrose to Bonn to chair an international meeting on climate change — a move that had all the sincerity of Libya sending a delegate to chair the UN Human Rights Commission.

Taking a page from the Bush administration — the ultimate friend of Big Oil — the Harper government has been advocating a "made-in-Canada" approach to climate change, based on "voluntary" reductions of greenhouse gas emissions.

But this is no approach at all. Greenhouse gases don't just concentrate above a single country; they encircle the Earth. Dealing with them involves international regulation. A "voluntary" approach would be as ineffective as a voluntary approach to paying taxes or parking tickets.

Borrowing another flimsy argument from Bush, the Harper team argues that Kyoto is unfair because China and India aren't part of the deal.

But these and other developing countries will be part of future negotiating rounds. They were deliberately left out of the first round, in recognition of the fact that it's the industrialized world that has largely caused the existing greenhouse gas problem.

The US alone emits 25 percent of today's greenhouse gases, even though it has only 5 percent of the world's population. Canada produces as much greenhouse gas as the whole of Africa.

So shouldn't Kyoto demand sacrifices from countries like the US and Canada, rather than from countries where per capita energy consumption is a fraction of ours?

Ambrose, who got her environmental training working for the fiercely anti-Kyoto Klein government in Alberta, says it's impossible for us to meet our Kyoto targets unless we "shut off all the lights."

But shutting off the lights would be silly and ineffective. Much more effective would be requiring



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

automakers to produce more fuel-efficient cars and providing serious funding for public transit.

Something also has to be done about the tar sands, Canada's biggest source of greenhouse gases. A start would be requiring oil companies to use available emission-reducing technologies, at a cost of 12 cents to 34 cents per barrel of oil produced, according to the Pembina Institute.

This is clearly a manageable cost for an industry rolling in profits.

But the oil companies wouldn't like it. And with the Harper government — as with the Bush and Klein governments — the planet takes a back seat to Big Oil.

*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**, now available in paperback for \$22, is published by Doubleday, Canada.*



Child care worker

CLC 50th year stamp

Canada Post/CALM

As the national voice of the labour movement in Canada, the Canadian Labour Congress represents more than three million unionized workers. On April 20 Canada Post recognized this by issuing a single domestic-rate 51 cent commemorative stamp celebrating the 50th anniversary of the establishment of the CLC.

The majority of national and international unions in Canada belong to the congress, including 12 provincial and territorial federations and 135 district labour councils.

Formed in 1872 as the Canadian Labour Union from groups that had promoted the Nine Hours Movement, the congress evolved over the years as mergers and reorganizations took place.

Between 1883 and 1956, it operated under the name the Trades and Labour Congress (TLU). In 1939, the TLU expelled members affiliated with the U.S.-based Committee for Industrial Organizing (CIO). Expelled members set up the Canadian Labour Council. In 1956, the Trades and Labour Congress merged with the Canadian Labour

Council to become the Canadian Labour Congress

Labour movement membership and the workforce are changing. Over the last decade the movement has worked to include more women, people of colour, aboriginals, gays, lesbians, retirees and workers with disabilities. Labour has also expanded and strengthened links to national and international social and coalition partners.

Montrealer Steven Spazuk created the stamp with photography by Marc Montplaisir. The commemorative stamp is one of visual symbolism, what Spazuk calls "an interpretation in photography. The illustration shows two hands holding the globe, with the Americas in view. One hand is masculine, the other feminine. One hand is white, the other black. Behind the globe, which is the logo of the CLC, is a tapestry showing the many benefits that unionized Canadian workers have received over the past 50 years."

Additional information and a downloadable high-resolution photo of the stamp is in the Newsroom section of Canada Post's website. www.canadapost.ca.

Crown Retiree Luncheon

Crown Packaging retired workers had their annual luncheon in Cloverdale in May. That marked 50 years that Crown has been at their present location in Richmond. The plant opened May 1, 1956 and was a combination of companies (Pacific Mills, Canadian Box, Bartram Industries, and Bemis Bag) that Crown Zellerbach owned. A good time was had by all.



QWERTY keyboard

Internet/CALM

QWERTY, pronounced kwer-tee, refers to the arrangement of keys on a standard English computer keyboard or typewriter.

The name derives from the first six characters on the top alphabetic line of the keyboard.

The arrangement of characters on a QWERTY keyboard was designed in 1868 by Christopher Sholes, the inventor of the typewriter. According to popular myth, Sholes arranged the keys in their odd fashion to prevent jamming on mechanical typewriters by separating commonly used letter combinations. However, there is no evidence to support this assertion, except that the arrangement does, in fact, inhibit fast typing.

With the emergence of ball-head electric typewriters and computer keyboards, on which jamming is not an issue, new keyboards designed for speed typing have been invented. The best-known is called a Dvorak keyboard. Despite their more rational designs, these new keyboards have not received wide acceptance.

Money wasted on bottled water

CCPA Monitor/CALM

The United Nations estimates that if only half the \$100 billion spent annually on bottled water were invested, instead, in water infrastructure and treatment, everyone in the world could have access to clean drinking water.

In the U.S., quality standards for bottled water are so low and so poorly enforced that as much as forty per cent of U.S. bottled water is actually taken from public water system taps, not pristine natural springs.

As much as 1.5 billion barrels of oil are used each year to produce the plastic for water bottles. Only about 15 per cent of these plastic bottles are recycled. It takes more than 1,000 years for a plastic bottle to biodegrade.

Norampac

It has been an unusual beginning to 2006. After having weekend overtime in January, when we sometimes have layoffs, we slowed down to the point of having a handful of layoffs in the first week of May, when we usually have a dozen students already working. The layoffs were few in numbers and lasted less than a week (thanks to some of the members taking vacation time), and by the end of the month we had some students working, but it leaves a bit of a feeling of uncertainty heading into the summer.

Domtar, former owner and now 50% parent company of Norampac, will be closing their Vancouver fine paper mill on June 16th. This will certainly affect our workload, as we made a number of different boxes for them, but obviously not as much as the 200+ members of CEP local 789 who are now without work. I ask every one to keep them in mind and if your plant has any openings to please let our office know so we can try to get these Brothers and Sisters back to work.

We recently had our springtime rah rah rah meeting that most of us know by heart, and, aside from the new part on the C-TPAT, the only thing that was different was that the speech came two weeks later than normal.

Mike Beniach, the local's treasurer and our standing committee rep., has been off for a few months with a serious eye ailment, and will hopefully be back at work by the time the newsletter is printed. Without a doubt, the biggest thing that I have to report on is that one of our other long serving standing committee representatives, Bob Morris, is stepping down for mostly personal reasons. Bob has served with distinction on the committee for 10 of his 16+ years in the plant, and his input will be missed. On behalf of Mike Beniach, past committee reps, and all the shop stewards, I'd like to thank Bob for his years of service. Somehow I think you'll stay in the loop.

'Till next time, in solidarity, James Monks

Pliant

We are starting to grow at this time at Pliant. We have bought another extruder and a Hudson Sharp wicketer. We have also bought a slitter and have posted for the position. We are also trying to eventually lease part of the building next door, due

to the plant growing. Hopefully this is a good sign of things to come.

Shelley
Plant Committee,

There are three kinds of men: The ones that learn by reading. The few who learn by observation. The rest of them have to pee on the electric fence and find out for themselves - Will Rogers



Come to the Picnic and have some fun!



July 15th

12:30 - 4:30

Deas Island Park

Bring the family and have some
fun!