

News and Views

C.E.P. Local 433

Volume 11 Issue 2

June 2007



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Next meetings are June 21 and August 16. All meetings start at 8 p.m.



Regional Vice-President McNeal Swears in Local Executive

At our May meeting Regional Vice-President Don McNeal swore in our Local Executive. This is the first meeting of our Local that Brother McNeal has been to. He thanked the Local for their hard work.

Don began by giving a report on National Energy bargaining that started with a settlement in Alberta. He then talked about organizing saying that National would support any Local working on that.

The Pulp and Paper caucus (which two of our plants participate in) will start on May 30th for two days said McNeal.

Brother McNeal said that serious accidents for 2006 were quite high. He said he got in trouble

for being too hard on employers at the recent Safety Conference. We have two strikes in the West said McNeal. One by the Saskatchewan government workers and one lockout by the B.C. Teachers Federation.

He then again thanked the Local for their work over the years.

Officers sworn in were (left to right in picture) Ken MacDonald, Stuart Weiss, Tom Fulton, Otto Wittenberg, Gord Campbell, Ron Schuck and Brad Johnson.





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In my last Newsletter report I outlined that we had been hit with two plant closures in the Local Union. Unfortunately, since that report we have had another plant announce its' closure.

On April 3rd, 2007, shortly after we had concluded bargaining with the employer, Sonoco announced the closure of its' Port Mellon facility. The Company had disclosed to us in bargaining that there was a chance this plant was in jeopardy and unfortunately their fears came to pass. This plant is closing because we lost the contract at the Howe Sound Pulp Mill to Newark, a competitor of Sonoco's. We had three full time employees and a casual working at Sonoco. We also have one member off on LTD recovering from a fairly serious illness. The Company actually closed the plant during the notice period so they will pay our members during the rest of this period. Members were in for part of the notice period doing various tasks and need to be available for work during the remainder of the notice period. The notice period ends on June 1st, 2007.

We have also now successfully concluded bargaining for a closure agreement.

At the time of writing this report, Hexion is just a few days away from their final closure, slated to take place on May 18th. We have

News and Views

successfully bargained a closure agreement and have had a number of meetings since then to deal with outstanding issues.

At Pliant we have not yet concluded a closure agreement, although we are getting much closer. This plant will be shut down in stages with the first group of members to leave on May 15th.

I would like to take this opportunity to wish all our departing members all the best, and would also ask again that if any of you who remain in the Local know of any job opportunities please let us know in the office so we can pass the information along.

Please also note that with all the announced closures, we are renewing our efforts to organize new members, and if you know of anyone who works in a plant that would like a Union, please pass the information on to us in the office. Any information we receive will be kept in confidence.

We are also still busy bargaining a first agreement with Jamp Pharma. Bargaining has been going well, but we have not yet started bargaining the economic issues. We should be starting on

(continued on next page)

Articles appearing in *News and Views* express the views of the authors. They are not necessarily the policy of the CEP or views shared by the editors or CEP officers.

the smaller economic items during our next set of meetings.

We will soon be back at the bargaining table with Pioneer Envelopes as their Agreement is up for renewal on July 1st, 2007.

We are also in the process of getting ready for bargaining in 2008. This will be a major bargaining year for us as most of our major Collective Agreements are up for renewal. We have eight sets of bargaining set for next year, and it will put an additional strain on the resources of the Local.

We are also currently dealing with a number of arbitrations and WCB appeals.

As always, it remains a busy time for your Local Union and its' Officers.

e-mail
us your
OPINION!

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E Mail anyone?

The Editors of the *News and Views* would like to offer the members fo Local 433 the opportunity to receive the newsletter by email in PDF Adobe format.

Just drop us a line at either rschuck@dccnet.com or kojiro1070@hotmail and it will be done.

Ron and James

Organizing Opportunities

At the May 17th Union meeting the membership passed a motion that we will pay our members cash for providing us with organizing opportunities.

The principle is that if any of our members gives us information that leads us to organize a new plant, and that plant has between 50 and 99 members, we will pay the member who gave us the information **\$1,000**. If a member gives us information that leads to us organizing a plant with 100 or more members, we will pay that member **\$2,500**. The money will be paid apou confirmation of the certification of the plant.

Please let your members know about this opportunity. If anyone has any information on plants they believe may be interested in a Union, please have them contact the Union office, and please also assure them that any information they provide will be kept in confidence.

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!

Sonoco New West

Our winding departments have reduced overtime recently, due to the fact a couple of our larger customers have decided to try out our competition, Newark.

We suspect that they may be back with Sonoco after some time, as quality issues from lower quality cores will probably surface. In the meantime, work hours for our newest employee have taken a bit of a hit.

In our trimming department, we are moderately busy, still running a split shift 2-3 days a week, as orders demand.

This quarters' service levels:

Peter Mui	30 years
Lyle Mielitz	13 years
Noel Luis-Ortiz	1 year
Phone Tint	1 year
Bryan Nebre	1 year

Peter has announced that he plans to retire in September—congratulations, and all the best in the future. Relax, you've earned it!

We are looking forward to the summer—have great vacations, everyone!

Lyle Mielitz

AMAZING LUCK

In 1998 Australian truck driver Bill Morgan, 37, suffered a heart attack and died—for 14 minutes. He was revived but remained in a coma. Doctors advised Morgan's family to remove life support. If he ever did come out of the coma, he would probably have brain damage. The family refused. Twelve days later Morgan woke up . . . and he was fine (he simply said he was hungry). Now for the lucky part: About a year later, Morgan bought a scratch-off lottery ticket—and won a new car. A TV reporter covering the presentation of the car asked Morgan to reenact the scene of buying the winning ticket. So Morgan bought one from the same stand, scratched it, and started to cry. He'd won the \$250,000 prize



I'd like to extend and share my heartfelt thanks to Gordon Campbell and Sarah O'Leary for their continued support in my injury case with the WCB. Without representation from our union, I would not have succeeded on my own in my soft tissue injury being recognized. Having Sarah believe and state my case with confidence has been wonderfully comforting. God Bless to Local **433**.

With gratitude and solidarity,

Tina Jensen
(Tina was a worker at Pliant in Langley)

"There are worse things than getting a call for a wrong number at 4 A.M. It could be a right number."

Who Will Cry When You Die?

It is with great sadness that I am writing this open letter to all my **CEP** brothers and sisters. Sad that we have lost one of our brothers, Timothy Vernon Jones age 28, who was **murdered** in the prime of his life. I am equally saddened by the realization that his death was regarded as just another normal daily event, by those whom he worked for.

Despite working for the company for five years, his life was not even worth a moment of silence in acknowledgement of his existence. What is the value of human life? Is a mans' life less valuable than production quotas and company profits? What happened to the company stance that we are all a family at work? We do, after all, work together at least eight hours a day and often see more of our co-workers than that of our own families at home.

We often see mans inhumanity to one another plastered across our television screens on a daily basis and say, "Oh well, that doesn't affect me, it's not my problem." In my opinion, that is the whole point, when do we start to care? I have always believed that most human beings are good and caring people who look out for each others well being and that the often used statement , "you are just a number" was just a cliché. I was proven wrong the week of February 25, 2007. While 50 of us, his co-workers, grieved in silence, management failed to acknowledge his life or death in any manner.

Tim, thanks for passing through our lives, and you did make a difference. We, your brothers, do value your contribution to our lives . Rest in peace

Zeca Gaspar
(Zeca works at ECI (formerly Flexia) in Langley)

Buckeye

Here at Buckeye not too much has been happening lately. We had our quarterly meeting with the head honchos from down south, and the bottom line was that Buckeye as a whole is doing pretty good right now.

We found out that a couple of the products we run here in Delta are to be moving to our Gaston, North Carolina plant. But the good news that came with this news was that every one will be remaining at work (no lay offs) for the foreseeable future, while our management and sales teams chase down new product to fill in the holes that will be left in our production schedule.

Also nothing should really be moving any where for at least three to six months if not longer. We are shutting down for Statutory Holidays these days, and there is a bit of overtime to be had.

Our folding division is slowing down right now. This just means that the overtime there has dried up. No lay offs there.

Maintenance even seems to be on the quiet side these days. We have just hired a new electrician.

That about does it for us at Buckeye these days.

Tom Lelaire

"Learn from the mistakes of others. You won't live long enough to make them all yourself."

The Good News Page

Compiled by Elaine Hughes CCPA Monitor

Pupils thrive on fish oils

LONDON – Fatty acids can help children in exams and improve their behaviour in class and at home, a new study suggests.

Children who took fatty acid dietary supplements showed dramatic improvements in concentration, reading, memory, and mental agility. The advances that their brains made in three months would normally take three years, researchers found.

One teenage boy who was hooked on watching television and hated books before the experiment became an avid reader afterward.

Researchers said that the results, while based on a small sample, supported recent findings that fatty acids boost brain development and suggest that fast food may stunt mental growth, because processed foods do not contain these acids.

Improvements were made in every area of academic activity but the most surprising change, said researchers, was in levels of n-acetylaspartate, or NAA, a biochemical indicator of brain development.

Say it with flowers

Internet/CALM

A new business was opening and a friend of the owner ordered flowers for the occasion.

The flowers arrived at the new business, but the card accompanying the flowers read "Rest in Peace."

The sender called to see how the new business owner liked the flowers. When the sender heard about the card, he called the flower shop to complain.

"I'm very sorry for the mistake, and I'm very sorry the recipient was offended," said the florist, "but you must appreciate, there's a funeral taking place right now with flowers and a card that says 'Congratulations on your new location.'"

"The results were astonishing," said Professor Basant Puri, who led the study. "In three months you might expect to see a small NAA increase. But we saw as much growth as you would normally see in three years. It was as if these were the brains of children three years older."

-*Lewis Smith, London Times*

Med diet could prevent asthma

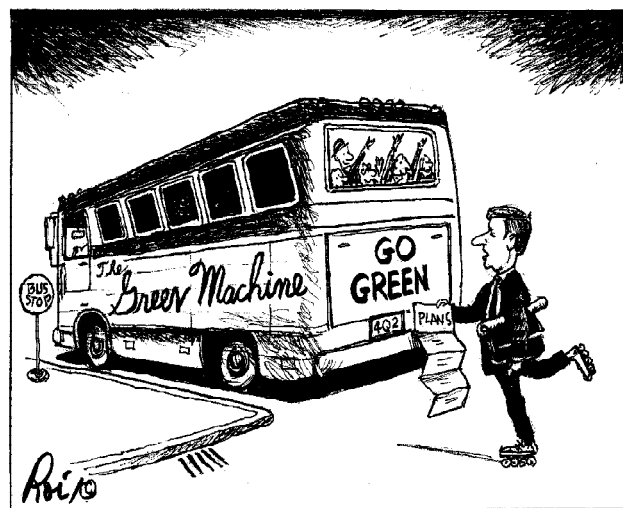
LONDON – Eating a Mediterranean diet could help protect children from respiratory allergies and asthma, a new study suggests.

British, Greek and Spanish researchers assessed the diet and health of almost 700 children living in rural areas of Crete, where such conditions are rare.

They found those with a diet rich in fruit and vegetables were protected against both conditions. UK experts said the study, in Thorax, added to existing evidence that diet could help control asthma symptoms.

More than five million people in the UK currently have asthma, with one in 10 affected.

-BBC News



"HOLD THAT BANDWAGON, I WANT TO JUMP ON!"

"No one has more driving ambition than the boy who wants to buy a car."



President's Report

As most of you know, I work in the Industrial Products Dept. at Crown Packaging. A short while ago the company had ordered Kraft paper rolls to be coated by our members at ECP (Flexia) instead of the non union supplier previously used. Our pressmen said it was better quality coating and the paper printed easily. We also use winder cores made by our members at Sonoco. They are firm, tapered, clean edged and right on size, always. Again, top quality products. It's great to see the companies we work for providing work to other members of this Local through their purchases.

At the May membership meeting your current Local Executive Board was sworn into their new term of office by Western Region Vice President, Bro. Don MacNeil. This reminded me of the time we were sworn in by Bro. Brian Payne shortly before he left for Ottawa to become our National Union President.

Who knows the future, Don, who knows???

New for the Local is a draw for a (\$50 per meeting X 10 per year) gift certificate to be awarded annually at the January membership meetings. The first draw award will be \$500.00 for January

2008. Every member gets one entry into the draw each membership meeting they attend. It's a small thank you for those who come out to our meetings to participate.

Also new is a monetary reward available to any member who gives us the first tip that leads to a new group joining our Union. Organizing new members is vital to your Union's survival. There is more info about this new initiative in this issue of News/Views.

Sadly our Local has lost a lot of members due to the closure of Pliant (Langley), Sonoco (Port Mellon) and Hexion (Vancouver). I sincerely wish all are able to find replacement jobs with good pay and benefits really soon. Hopefully no one gets left behind. And hopefully there are no more closures.

I would like to remind all of you of our annual Picnic on July 14th at Deas Island Park in Delta. It is always a good time. I am looking forward to a really good turnout.

Bro. Greg Duff (works at Unisource) is organizing a golf tournament for September. Again, I hope we will have a good turnout so this can become an annual event. There will be info coming out later regarding both the Picnic and the Golf tournament.

Have a great summer!

Otto Wittenberg

MILITARY-INDUSTRIAL SIMPLEX

The United States has an annual defense budget of around \$500 billion. Andorra, on the other hand, has an annual defense budget of only \$4.90. The small country nestled between Spain and France uses the money to buy blank rounds of ammunition to fire on national holidays.

"Seat belts aren't as confining as wheelchairs."

Disability Management

The issue of “disability management” or “attendance management” is huge and a growing concern from what I hear from others. Increasingly employers are using these measures to harass their people and there are some boundaries to what they can do.

Firstly, they are allowed to have attendance management programs. They are allowed to monitor an employee’s rate of absenteeism and to “take steps” if that rate is higher than the workplace average.

Arbitrators have said that attendance records are “discipline neutral,” not disciplinary. This means that attendance records can stay on the file and be considered even after the period when disciplinary records would be removed.

However, what you have to ask is, “What was the cause of the sick leave?” We have to focus on the difference between absences that are due to colds and flu and other temporary things that don’t get the benefit of human rights protections, and those absences caused by disabilities that are protected by the *Human Rights Code* and the duty to accommodate.

Anything that is permanent or that is significantly serious at that time to be a real barrier to working can trigger the duty to accommodate, as I’m sure you know. It doesn’t necessarily have to be permanent. It could also be a disease that recurs. A disease that is cured is still a protectable disability at the time. Arbitrators and human rights commissions have held that the following conditions can be a “protectable disability” under the *Human Rights Code*:

- ? Disabling Injuries
- ? Asthma
- ? Migraine headaches
- ? Chronic Fatigue Syndrome

- ? Speech impediments
- ? Hypertension/blood pressure
- ? Depression
- ? Alcoholism/addiction
- ? Cancer
- ? Epilepsy

The list is endless and in any case where you are unsure whether you can argue the *Human Rights Code*, think about this definition by the Ontario Court of Appeal in *Entrop v. Imperial Oil* (2000) 50 O.R. (3rd) 18 where the court said that any :

...injury illness or disease that creates a physical disability or mental impairment and thereby interferes with a person’s physical, psychological and social functioning...”

Is a handicap for the purposes of human rights protections. So, if a member has a chronic record of “the flu” after a long weekend, you know it is not going to get any protection. However if he has a bad back – let’s say he’s had a back injury, or knee, or maybe he has serious osteoarthritis, these are conditions that merit protection.

Also, injuries that occurred at the workplace should not be used to penalize workers. However, apparently, arbitrators have said that an employer can “refer” to absences caused by repeated workplace injuries simply to show a “pattern.” Personally I would fight that one.

So, an employer can speak to an employee who has an absenteeism rate in excess of the company average, but if that absenteeism is due to a protectable disability, then they can’t take any action against him or her unless it comes to the point where they can dismiss for non-culpable absenteeism. Talking to the employee is NOT supposed to be disciplinary and their record of

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“Money may buy a dog; only kindness can make him wag his tail.”

absences for protectable disabilities should not be used against them for disciplinary purposes.

In order to dismiss for non-culpable absenteeism, the employer has to establish:

- 1) That there was excessive absenteeism; and
- 2) That it is not likely that the employee will be able to resume regular attendance in future.

But that's a whole other discussion.

What can the employer do when there are absences? They can "communicate" their attendance management program "expectations" to an employee, but not harass them.

The literature says that the employer should be clear about the difference between "culpable" and innocent absenteeism because disciplinary steps

can be taken only for culpable absences. In cases where the absenteeism is due to a protectable disability, then the company must consider its duty to accommodate.

Any absences due to disability that is protectable ***should not be the subject of any discipline.***

It would be a violation of the member's human rights and against the law to discipline an employee who is away due to a disability that falls under the Code. That triggers the employer's duty to accommodate and they must then meet with the union to discuss how best to accommodate the member's problem. If your employer is using absences that have been caused by anything that gets human rights protection, you should file a grievance. The member can also file a Human Rights complaint.

Sarah O'Leary

Unisource

Since the last edition of the newsletter we have had three more long term employees leave Unisource. And while they have moved onto better opportunities, it begs the question, does the Company really care???

The vacant position of graveyard supervisor was filled by one our recent new hires. And while it is disappointing to lose a Union brother, our remaining new hires have fit in well and seem to be contributing in a positive manner to our work force.

We continue to have lots of overtime. And while this may sound good it highlights the fact that we are understaffed and need to fill more positions in the warehouse. Hopefully, that will happen soon.

The Company is planning on putting on a safety week at the end of May. We all hope to see some positive things come out of this. The number one thing being "Trust and Respect" and a continued safe work place.

Finally one of our Plant Committee members, Greg Duff, recently had surgery and we all want to wish him a speedy recovery

Brad Johnson
Unisource.

It's not just pet food

CCPA MONITOR

"The deaths of many pets caused by contaminated ingredients in their food-including tainted wheat gluten from China-sounds an alarm about the lack of food safety regulations in many of the countries from which food is imported into Canada-and not just pet food.

"For some time now the National Farmers Union has been warning about food safety failings in countries Canadian farmers are forced to compete with. But the federal government has failed to deal with the disparity between the high standards by which Canadian farmers grow food and the much lower standards set for the cheaper food we import.

"Granted, there are different levels of security for pet food than for the food destined for our dinner tables. But this incident should serve as a wake-

up call governments in Canada. We now have a food system that is rapidly devolving into a race to the basement, a system that stresses processor and retailer profit rather than the quality of the food we eat."

-Grant Robertson, National Farmers Union

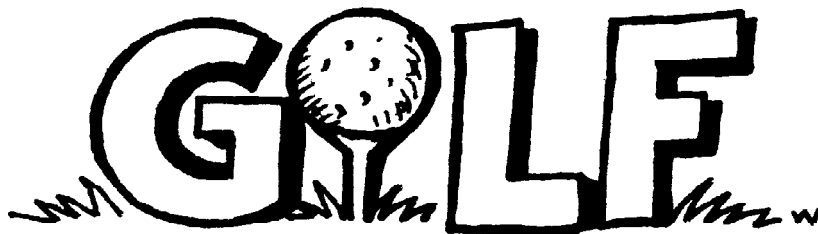
Destroy or enhance?

CCPA MONITOR

"If we can produce in such abundance in order to wage wars and kill people we see as our enemies, surely we can produce in equal abundance to provide needed food, clothing and shelter. If we can keep people employed for the purpose of destroying human life, surely we can keep them employed for the purpose of enriching and enhancing life."

-Tommy Douglas.

Golf Anyone?



Golf anyone? Local 433 is having a golf tournament for members of the Local. Anyone interested in playing golf on September 8th at Newlands Golf Course in Langley contact Greg Duff. His email is duff@shaw.ca . The price is \$100 and includes dinner.

Norampac

Spring is rapidly becoming summer and things are getting busier and busier. By the end of May there will be 8 students and 4 new full time hires on-top of the millwright we hired at the end of April. Welcome to all the new faces.

The plant is just finishing one significant upgrade and is getting ready to start another. The finishing one is a change of all the lighting in the whole plant (offices as well). On top of using 51% less energy, paying for themselves in less than 2.5 years and having double the life span, the new lights make it really easy to see how ugly..... I mean how good looking we all are. The new project will not be as simple. The company is embarking on a new safety plan to safety-guard EVERYTHING. This is certainly a well intended plan and a move in the right direction but IF the project does not use a-lot of common sense and significant input from the machine operators and their crews, the project will be far less than a success.

The standing committee is still negotiating the final points on a "refined" application process for a millwright apprenticeship and we hope to be done soon. The same can not be said about our efforts to get a clear "line of progression" in our printing department.

We've bid farewell to a couple of brothers by the way of retirement so far this year and a couple more will have retired by the end of June! I'll take this moment to tell them thanks and so long, and to let you know that you'll be looked at with envy by those you've left behind.

DUNCAN ANDERSON 38 years, TERRY GEORGENSON 34 years, SAUL PARPARA 34 years, HET BIHARI 17 years

In solidarity, James Monks

Young workers injury risk higher

IWH/CALM

Young workers are more likely than older workers to sustain cuts, contusions, and burns. But they are most commonly affected by sprains, strains and musculoskeletal problems like back pain-just like their older colleagues.

Although adult workers are more likely than their younger co-workers to develop a long-term work-related disability, data collected in Ontario between 1990 and 2003 showed that two percent of injured teenagers and three per cent of injured young adults were hurt severely enough to be left with a permanent impairment.

Young Canadians perform more physically demanding work than adults which increases their injury risk. A survey conducted in Ontario showed that younger workers encountered more unsafe work conditions than older workers.

Young workers in Quebec reported they did more repetitive work, handled more heavy loads, were more likely to work with tools and machinery and deal with intense noise, effort involving tools/machinery, and intense noise than older workers. According to a recent survey, the top seven dangers facing working youth in British Columbia are lifting heavy or awkward objects; working on ladders, stairs or other raised areas; using knives; working with hot substances or equipment; using or working near mobile equipment; operating food slicers; and working near running equipment or machinery.

There is concern that when smaller-sized adolescent workers use job and safety equipment designed for taller, heavier adults, this can increase risks for injury.

- For more information go to www.iwh.on.ca, www.wsib.on.ca

Come to our
Picnic
July 14th
Deas Island
Park
See you