

# News and Views

C.E.P. Local 433

Volume 10 Issue 1

December 2007



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Next meetings are April 19 and May 17. All meetings start at 8 p.m.

## Welcome to Jamp Pharma

**The Local** would like to welcome the people at Jamp Pharma into the membership. The employees voted in October and it was finally counted on December 1st.

We wish the members well and our full support in their struggle for a first contract. More in the Business Agent's Report

## Hexion and Pliant announce closures.

**In a sad** note Hexion (formerly Borden Chemicals) announced the closure of their plant as of May 18th. Our Business Agent Gord Campbell and National Representative Jim Britton will negotiate a closure agreement with the Vancouver Plant. More on this story in the Business Agents Report.

Also announcing the closure of its doors as of July 31st this year

is the Pliant Corporation in Langley.

The Local has a long history with the plant, formerly called Ellhamer.

The Local would like to wish all members well in this trying time. If any one knows of any jobs that are available please contact the Local office.



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Business Agent

Gord Campbell

**My report** this month is primarily about a new beginning and unfortunately, two endings.

For the beginning I would like to take this opportunity to welcome all the members of Jamp Pharma into our Local Union. Jamp Pharma is a pharmaceutical company and employs about 44 members in the bargaining unit. In a vote which was conducted on October 4th, 2006 and counted on December 1st, 2006, the members voted overwhelmingly in favour of joining Local 433. The certification was subsequently awarded on December 4th, 2006 and we are now in the process of bargaining a first agreement for our new members. We have elected a Plant Committee, have met with the Committee and drafted up a complete set of proposals, and have now presented those proposals to the Company. We will start the actual bargaining process on March 1st and 2nd.

We are looking forward to a long and rewarding relationship with all the members of Jamp Pharma, and once again thank them and congratulate them for choosing Local 433 to be their Union!

On a sad note, we also have two endings in the Local Union. On February 15th, Hexion Chemicals announced the

*News and Views*

closure of its' Vancouver facility. The last day of work for our members will be Friday May 18th, 2007. This has been a very difficult time for our members at this plant. In 2002 the Company closed its' lab, and then in late 2003 the Company announced a further downsizing in which almost half of our members lost their jobs. There are currently 15 members working at Hexion. And although the numbers may be small, it is still 15 members with families to feed who will be thrown out of work.

We are currently meeting with the Company to negotiate a closure agreement. We have met once and have another meeting scheduled.

Then on February 28th, Pliant Corporation announced the closure of its' Langley plant. This was completely unexpected and certainly took the Local Union and most of our members by surprise. We just did not see this coming. The Company has given us the 60 day notice required, and have told us they will be scaling back the operation and it will be totally closed no later than July 31st. We have over 100 members working at Pliant. We are just now in the process of setting up a meeting with our Plant Committee and will then meet with the employer.

(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.

(continued from previous page)

If any of you know of any job opportunities either in your plant or anywhere else, please give us a call in the Local office so we can pass this information on to our members at Hexion and Pliant.

In other news in the Local we are just about to go into bargaining with Sonoco and will be bargaining later in the year with Pioneer Envelopes.

We also have a number of arbitrations we are working on and have a number of WCB appeals pending. As always, it is a busy time. If there is any way we can be of service, please feel free to give us a call.

*e-mail*  
us your  
**OPINION!**

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## Wear the colours

**The Local** has or will have shortly a supply of Jackets, golf shirts, T shirts, etc. with the CEP logo and Local number.

If you are interested please contact the Union office. A price list will follow shortly. All articles are made in Canada by Union workers.

## Custom Paper

**Custom Paper** is slow; hopefully it picks up pretty quick. We do have an afternoon shift running.

Brian McDonald

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### 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.

Things at E.C.P. have been steady, and we have one layoff. The moral of the plant is at an all time low, as the company continues to TAKE, TAKE and TAKE some more. And when we ask for something, the answer is no, "due to budget restraints."

Anyhow on a brighter note, I attended the winter Harrison labour school and took the course DUTY TO ACCOMMODATE. I must say that the knowledge I have gained through this course was just simply great!. We went over a variety of subjects such as discrimination and human rights, and of course the company's duty to ACCOMMODATE. I had the chance to meet a lot

of other brothers and sisters, and soon realized that we all had similar problems in the work place no matter what kind of jobs we had.

I also would like to take this opportunity to say thank you to C.E.P 433 for sending me and encourage any brothers or sisters who have the chance to take any of the courses offered by our local and other locals and gain more knowledge , because the more we know the better we can stand up for our right and all our brothers and sisters rights in our plants.

Thanks - Jason Odegard

## Sonoco New Westminster

**Congratulations to** all the elected members of the Executive.

We have been busy on both spiral machines with a bit of overtime. We are currently replacing our 3" winding machine with a 17" winder, to further increase our capability and output.

In our finishing department, we have been running a split shift for 2-3 days per week, as orders demand.

We will be in bargaining for the next while, as our current contract ends February 28th.

The following employees have reached these service levels:

Ryan Abueg	January 13 <sup>th</sup>	2
years		
John Farina	January 22 <sup>nd</sup>	18
years		
Paul Mui	February 28th	33
years		

Welcome to Katy Dunbar, our newest employee.

**I y b M i t z**  
**Sonoco New W est**

"The American government is a rule of the people, by the people, for the boss."  
-Austin O'Malley.

# Touchy feely = Coughy sneezy Canadian

Centre for Occupational Health and Safety/CALM

**You can't** see them, but you might be able to outsmart them. Here are some tips to help slow down those germs that spread infections.

You can slow the spread of infections primarily by staying healthy. That means a well-balanced diet, regular exercise and plenty of sleep. But there are other ways to lessen the spread of infections. One of the best is frequent hand washing—all you need is soap and warm water—and to wash, especially after coughing, sneezing or blowing your nose. Also, when you are out in public, try to avoid touching your eyes, nose or mouth, which are potential routes of entry.

Other tips to help stop the spread of germs? When you have a cold or flu, stay home so you don't spread it to other people. The old rule of covering your nose and mouth when sneezing and coughing still applies, but be sure to use a tissue so you can throw it away.

A workplace can help prevent infectious illnesses by implementing an infection control plan. This plan should include ensuring proper ventilation and provide clean facilities for hand washing. If washing facilities are not possible or if workers are on the road, waterless alcohol-based hand sanitizers can be used. If a very bad cold or flu is making its way through the office, you can also try to reduce the number of "things" that get touched by other people—ask people to not share mugs or dishes and remove magazines and papers from waiting areas or common rooms.

Other ways to squash a bug

Cleaning – Influenza viruses can live on hard surfaces for up to two days. In most workplaces and homes, cleaning floors, walls, doorknobs, etc with soap and water is very adequate. In

some workplaces, such as a hospital or health care facility, further cleaning can be done. When necessary, work surfaces can be cleaned using a bleach and water solution, or alcohol, depending on the surface.

Keep your distance – Don't be antisocial, but when there is a bug going around handshakes may not be appropriate. Also, viruses spread easily in large crowds, so keeping a distance of at least one metre will slow their spread. As an added precaution, you may want to replace face-to-face meetings with phone calls or video conferences. In a pandemic situation, it may be necessary to work from home or work flexible hours to keep the number of interactions to a minimum. You may also want to think about reducing the number of gatherings such as meetings, workshops and business travel.



"I don't make jokes. I just watch the government and report the facts."

-Will Rogers.

## LETTERS TO THE EDITOR



**Our elections** at Iron Mountain were held Feb. 3rd and a new crew is on board, as I will be retiring June 29th after two terms as Plant Committee member for Iron Mountain. It has been my pleasure to serve through our first and second round of contract negotiations. However, now it is time to hang up my spurs and let some younger bucks

take over. I thank you and all the members of 433 for their confidence, friendship and assistance over the years.

Particularly, I'd like to thank Gord Campbell and Jim Britton who were patient when I was "pushing their buttons" - its a tough job and they did it well.

All the best to all of you, my brothers and sisters, I will sincerely miss all of you as my time has come to step aside.

Yours truly,  
James Haughton  
Iron Mountain

## Bukceye

**Well to** start off with this report (the first of the New Year) from Buckeye, I want to thank a couple of long time Plant Committee members that have left us, Troy Bacon and Aaron Faulkner who have left Buckeye to pursue bigger and better things for themselves. I hope I am speaking for all of us at Buckeye when I say thank-you for your time and all the effort you two have put in over the past few years, and we wish you good luck in the future.

Next I would like to thank every one who took part in choosing our new Plant Committee for the year 2007. Our new Plant Committee consists of Tony Uy, Dean Froese, Rob Eberl, and myself Tom Leclaire. Presently we are in the process of choosing Shop Stewards for 2007.

Now that it's the end of February I guess it time to say welcome to the twelve new faces we have around our mill. Welcome to Buckeye and I hope your stays at our mill will be enjoyable. That's

twelve new hires since August of 2006 and hopefully the hiring doesn't stop there.

Production is a bit ahead on orders right now and we are seeing some shifts with a paper machine being shut down. The positive to this is everybody is remaining at work and some badly needed maintenance is getting done around the mill, as well as the folder crews are getting some help from production. Our folding division is holding steady with orders and every one is working there. Maintenance is having a few bumps thrown in their path but I think we are starting to come closer to resolving some of those problems in that department.

Tom Leclaire

"How a minority, reaching majority, seizing authority, hates a minority."  
-L.H. Robbins.

## U. S. communities fighting back against corporate globalization

**Some communities** in the United States are mounting opposition to the destructive impact of global corporations on their economies and environment.

For example, nine Midwest states, responsible for a third of U.S. agricultural output, have imposed bans or sharp restrictions on industrial mega-farms.

In Pennsylvania, 10 local governments have passed ordinances that prohibit corporate ownership of farmland or corporate participation in farming. The ordinance, drafted by the Community Legal Defence Fund (CEDF), permits farming by individuals, family owners, partnership with real people, non-profits and cooperatives, thus keeping farm ownership local.

Another ordinance drafted by CEDF, which has been passed by three local governments, gives communities the right to ban any corporations

from doing business locally if it has a history of violating laws.

A new ordinance drafted by CEDF will strip corporations of "legal personhood" at the municipal level, denying them rights of free speech, due process, and equal protection. Thomas Linzey, founder of CEDF, hopes to initiate a legal case that might get the U.S. Supreme Court to review its rulings on corporate rights.

Another organization in the U.S. working to empower communities to build sustainable, locally controlled economies is the Institute for Local Self-Reliance. Its "New Rules Project" provides tools to do this, "because the old ones don't work any longer. They undermine local economies, subvert democracy, and weaken our sense of community."

(For more on these and other initiatives to take back local control, go to [www.celdf.org](http://www.celdf.org) and [www.newrules.org](http://www.newrules.org) )

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## Worth Quoting

CCPA MONITOR

Under Surveillance

**The revelation** that the RCMP spied on CCF/NDP leader Tommy Douglas and 800,000 other Canadians came as no surprise to civil rights and privacy specialists, who have been monitoring such secret police surveillance for the past 50 years. Three of these researchers – sociologists Gary Kinsman and Mercedes Steedman, and historian Dieter K. Buse, all teaching at Laurentian University in Sudbury – wrote about RCMP and CSIS spying operations six years ago in *The Monitor*. Extracts from their 2001 report follow:

"RCMP security operatives spied on trade unionists, leaders of the NDP and its forerunner the CCF, feminists, peace activists, civil servants, university professors, immigrants, gays and lesbians, and even on tea and Tupperware parties. "all this surveillance was carried out not simply because a few overzealous RCMP officers were 'doing their jobs.' Instead it was organized at the highest levels of the Canadian state through

cabinet directives, the Prime Minister's Office, and the interdepartmental Security Panel, of which the RCMP was the investigative arm.

"The RCMP spied on individuals and groups in Canada who were perceived as potential 'threats,' including leftists and anyone else who opposed the status quo, compiling extensive files on their activities. The RCMP shared some information with collaborators among social workers, employers, and other governmental agencies, as well as with the FBI and CIA in the United States.

"This sweeping surveillance of many thousands of Canadians violated their democratic rights – and it continues to this day. Former CSIS agent John Farrell revealed recently that CSIS is still involved in undercover surveillance of Canadian unions, and CSIS agents have also acquired enhanced powers for spying on university campuses. Seemingly, spying on students and staff has once again become, as during the 1960's, a normal espionage activity.

"Clearly, national security in Canada is an ideological practice, and one that needs to be challenged."

## We need to re-examine how we value work

by Hugh Mackenzie/CCPA/CALM

**Many Canadians** woke up on January 2 to the sobering news that by the time they'd had their morning coffee and settled into another year of work, the average of Canada's best-paid 100 CEOs had already earned what the rest of us on average will spend all of 2007 trying to make.

The CEOs reached this goal by 9:46 a.m. January 2, to be precise. We all know that time is money, but that's a bit rich..

Even for the lowest-paid of Canada's top 100 CEOs the picture isn't too shabby. That person passed the average Canadian at about 12:40 a.m. on January 4. He'll earn about \$2.8 million this year. No matter how you look at it, the disparity between these CEOs and the rest of us is stunning. As a group, they make in a year as much as the entire city of Brandon, Manitoba—population 44,000, workforce 27,000.

It doesn't make sense. Most Canadians would freely concede that someone who assumes a leadership position at a large corporation works hard and is expected to deliver for those who depend on the corporation, so it's natural they get paid more than the lowestpaid worker on the assembly line. Perhaps even a lot more. Maybe 10 times as much.

But 240 times as much?

You can't even say "it's always been like that"—because it hasn't. In 1998, the average of the top 100 CEOs made 104 times the earnings of the average Canadian. By historical standards, even that was pretty extreme, Since then, the gap has exploded into the stratosphere.

Once the shock has worn off, it is tempting to say, "so what?" It's not a good thing, but neither is bad weather or getting older, and we can't do anything about those things. Besides, many of these CEOs work for public companies whose shareholders are represented by boards of directors who make the decisions about how much to pay their top guy.

How does the decision get made to pay CEOs such outrageous amounts? Are the compensation committees and boards of directors really

independent of the CEOs? Who does the comparative studies that are driving the recent explosion in executive salaries?

We know that when Hydro One's board decided on how much to pay its CEO Tom Parkinson, it ignored CEO pay at other Canadian public utilities, paying Parkinson an amount equal to the pay of the CEOs of Hydro Quebec, Manitoba Hydro and B.C. Hydro combined.

Are CEO salaries out of control? Institutional investors are raising tough questions about the corporate-governance practices that result in CEO pay moving so far out of line. They're questioning the doubtful relationship between CEOs' pay and their job performance. They are questioning the practice of using stock prices and other factors over which a CEO has no control as a measure of performance in the first place.

Outrageously high pay for CEOs raises important questions for all of us.

Questions about how we value work. Questions that juxtapose the excessive pay of the CEO against the incomes of middle-class families that have seen no real increase in 30 years. Questions about how we can justify minimum wages so low that working full-time for a full year can't get your family out of poverty.

It's one thing to ask whether our top CEOs are really worth that much. It's quite another to ask ourselves if workers at the low end of the pay scale truly worth that little.

There's no magic-bullet solution. But there are things that could shift the balance in the right direction.

- We could base our minimum-wage policies on the reasonable proposition that someone working full-time for a full year should be able to lift their family out of poverty.
- We could tax stock-option income at the same rate as the wages the rest of us earn, instead of half the rate.

- We could put greater stock in the idea that a buck is a buck is a buck and tax all income the same way, ending the special treatment of windfall capital gains.

The possible solutions are endless, and worth debating. But first, we have to get over the shock that it'll take us all the rest of the new year to earn what our highest paid 100 CEOs pocketed in a matter of hours and days.

- *Hugh Mackenzie is an economist and research associate of the Canadian Centre for Policy Alternatives.*

## Raw Log Exports

**The issue** of raw log exports is not a new one to British Columbia. It is a problem that has been with us since the 1890's, but in recent years the situation is getting worse. Between 1996 and 2005, we have seen a 1,000 percent increase in raw log exports. In simple terms, what that means is fewer jobs here in BC.

Over the past ten years the job losses have been staggering. A recent report on the issue shows that in 2005 alone, 3,300 jobs in the forest sector were lost to log exports. That same report estimates that 27 mills closed between 1997 and 2004, at a cost of some 13,000 jobs.

It makes no sense for British Columbia to ship unprocessed logs out of this country. We are sending boat loads of raw logs out of our province to be processed into higher value products elsewhere. This trading in raw materials creates employment in the US or in Asia, while mills here at home close and employment opportunities in our own communities dry up.

CEP has been an active participant on the Forest Issues Working Group of the BC Federation of Labour for the past year. You may recall that last year we were able to force the provincial government to hold a review of raw log exports. Not surprisingly, the final report to the Minister of Forests from the Log Exports Review Panel,

comprised of Mr. Bill Dumont and Mr. Don Wright, was a complete disappointment.

On January 11<sup>th</sup>, I participated in a round table discussion on the government's log export policy. At that meeting we decided that we cannot let this report go unchallenged. The government of British Columbia must act on behalf of the citizens of the province, as opposed to bowing to the demands of the multinational corporations.

We have written to the Minister of Forests, Rich Coleman, demanding that the government take a number of steps. Most importantly, they must commit to creating policies that encourage more BC manufacturing as well as maintaining sustainable logging practices. There are a number of specific recommendations that we have identified in our letter to the Minister for both the short term and the long term. I have attached that letter for your information.

To date, the Minister has not responded to our request for a face-to-face meeting on this issue, but we expect to hear from him without much more delay.

We will continue to keep you posted regarding this important issue.

In solidarity,  
Don MacNeil  
Vice President, Western Region



# Crown Packaging

**Brothers and Sisters**, now is the winter of our discontent. Once again, the members of Crown Packaging have been thrust into an uncertain future. Recently the parent company, Port Townsend Paper Co., filed for chapter 11 bankruptcy protection in the U.S. This did not come as a surprise to us, as the tank had been on empty for some time. As far as we can tell, it will not affect Canadian operations at this time. The company will once again go through a restructuring process and pop out the other end with a new ownership group. What this means for us is anybody's guess. What we do know, is that we have been through this sort of thing before. We have been fortunate that this group, as well as the last ownership group, had nothing but the best of intentions. Whether it was market conditions, or poor business decisions, both arrived at the same spot. We will try and keep you informed as things progress. At standing committee, not much has been happening. We try and meet in a cooperative manner and work on things of mutual interest. For the most part, the operations people seem to understand the dynamics of working with the membership, however, the H.R. rep is lost. This will make it difficult in moving forward to contract talks in, 2008. With this in mind, we have decided to try and work on local issues at standing committee. Hopefully this will reduce the amount of issues that we have to deal with at bargaining.

It seems to be the local issues that are set aside at bargaining to deal with the industry issues, which cause our day-to-day relationship issues.

As you all know, business levels have been low. The company informed us that they would be curtailing the third shift, affecting 25 members. They gave us the option of working a four-day week to lessen the impact on the membership. This would put them into an over production position, but were willing to absorb this for the short term. Brother Wenborn and I canvassed all available production members on the dayshift and concluded that the four-day was preferable to the curtailment. As was expected, there were loud voices from a vocal few, demanding a membership vote. Perhaps, we should deal with this at a future unit meeting. Your committee tries to make decisions based on the best available information and in the best interests of the membership as a whole. Remember that plant elections are where you should focus if you do not like the direction your committee is going. From my perspective, you have an excellent committee working only in the best interests of the members. You are welcome to put your hat in the ring. That's all for now.

Plant Chairman, Rod Peat

## Unisource

**We continue** to follow the Road Map to Success with its many twists and turns. This continues to provide us many questions as to how this will eventually play out at our location.

Our relationship with the management team continues to be one of "one step forward, two steps back" with the same old issues of communication, lack of respect for the Union.

In the recent weeks we have had two long serving drivers leave Unisource for new jobs and we wish them well in their new endeavors. We also had the graveyard shift supervisor leave the

employment of Unisource abruptly, which was a bit of a surprise.

On a more positive note, two of our long-serving Brothers have retired. Barry McKinnon started with Crown Zellerbach and put in 31 years of service and Wayne Oliver also started with Crown Zellerbach on August 28<sup>th</sup>, 1967 and has been our longest tenured Union employee. All of your co-workers want to wish you all the best in your retirement, "FREE AT LAST"

Brad Johnson

# Norampac

**Things are** relatively steady so far this year with no layoffs, just a couple of Friday curtailments.

Over the Christmas break we had a new strapper line system installed, and aside from a few bugs, it's working quite well. We also have a new G.M., Frank Dyell, who was promoted from within the existing management team, and I'd like to take this opportunity to welcome him and say that the standing committee is looking forward to working with him.

During the week of Jan. 29th-Feb 2nd, I was up at the CLC's Harrison winter school with Jason Odegard from E.C.P.. We were both taking the Duty To Accommodate course. The course centred around Human Rights Law, how it applies

in different jurisdiction, and then how to use that knowledge to get a proper accommodation for your brother or sister. A very interesting course with lots of useful information. I also had the opportunity to meet with other CEP delegates from other areas of the province as well as a host of other delegates from every sector in the organized labour movement. It was good seeing so many people doing their best to keep the labour movement strong. All in all the Harrison winter school was a great experience, and I'd like to thank the local for giving me the opportunity to attend.

In Solidarity, James Monks

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## Government must fund child care

BCGEU/CALM

**Thousands of** frustrated and outraged parents, child care workers, supporters and kids are demanding the B.C. Liberals restore child care funding.

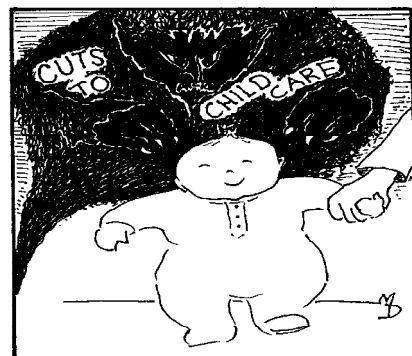
Despite the record \$2 billion-plus provincial budget surplus, the Liberal government of Gordon Campbell is slashing \$50 million from an already fragile child care system.

Hundreds gathered outside the B.C. legislature in Victoria on February 13 to demand quality care. Buses from Vancouver and the North Island brought hundreds more as child care centres across the province closed for the day of protest. Toni Hoyland, the president of Early Childhood Educators of B.C., says that B.C. is the only province in Canada making cuts to child care. She says the cuts are incomprehensible given that the workforce is already cut to the bone.

Communities across B.C. are demonstrating by writing letters to their MLAs, signing petitions demanding that critical funding be increased and telling the B.C. government to invest in children.

"For parents, the cuts are devastating," said B.C. Government and Service Employees' Union president George Heyman, "They mean higher parent fees, even longer waiting lists and fewer child care facilities and resources. Plans for new child care centres are being shelved and many operators say they will have to shut down. The scrapping of the Child Care Resource and Referral Program will leave thousands of B.C. parents and child care workers without valuable resources."

"We are standing side-by-side with parents, grandparents, children and our members who are child care workers," Heyman said, vowing, "to fight this government on this issue until every parent in B.C. has access to the quality child care they need and child care workers are respected as an integral part of the early childhood education system."



# Day of Mourning: April 28

WHSC/CALM

**More than** 20 years ago, the Canadian Labour Congress declared April 28 a national day of mourning for workers injured or killed on the job. Since 1984, unions, labour councils, workers' families and communities gather by the thousands to mourn for the dead. An event that began through the efforts of Canada's labour movement is now observed in more than 100 countries.

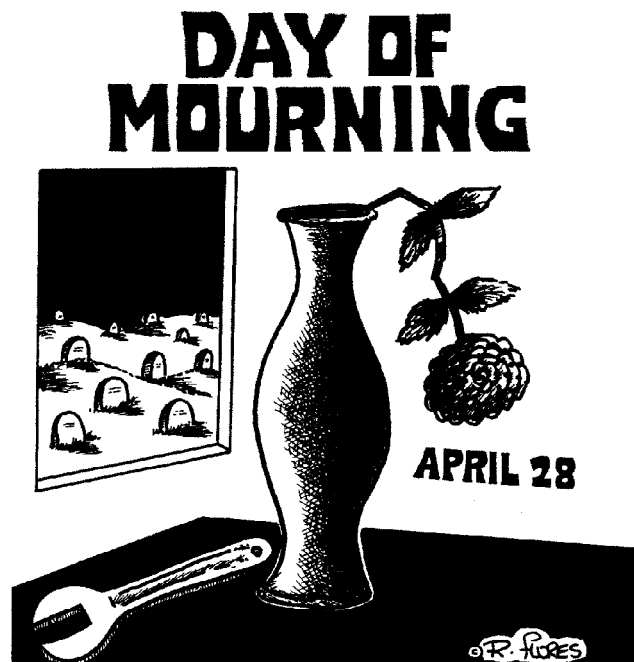
On April 28, to honour those who have lost their lives or their health you can:

- encourage others to attend a Day of Mourning event
- draft a message for your organization's publication or website
- work with local media to promote the day's significance, write about worker monuments and cover Day of Mourning events
- lobby politicians to recognize the day through a proclamation
- invite faith communities and social justice groups to observe the day
- ask employers and public institutions to lower flags to half-mast.

The Day of Mourning is also for focusing attention on hazardous working conditions. On this day, and every day, you can:

- educate others about basic health and safety rights and prevention measures
- help social justice and other groups educate at-risk members of our communities
- negotiate greater decision-making power for worker representatives and joint committees
- make health and safety a collective bargaining priority
- encourage local media to report on health, safety and environmental issues
- encourage federal and provincial politicians to support ergonomic and violence regulations and stronger enforcement of existing law

- create monuments to promote public awareness of workplace health and safety.



## Thoughts for the day

Internet/CALM

I quit my job over religious differences. My boss thought she was God and I didn't.

I don't suffer from insanity. I enjoy every minute of it.

I used to have a handle on life, but it broke.

Don't take life too seriously. Remember, no one gets out alive.

I'm not a complete idiot—some parts are missing.

Out of my mind. Back in five minutes.

The gene pool could use a little chlorine.

Ever stop to think, and forget to start again?

I have a degree in Liberal Arts. Do you want fries with that?