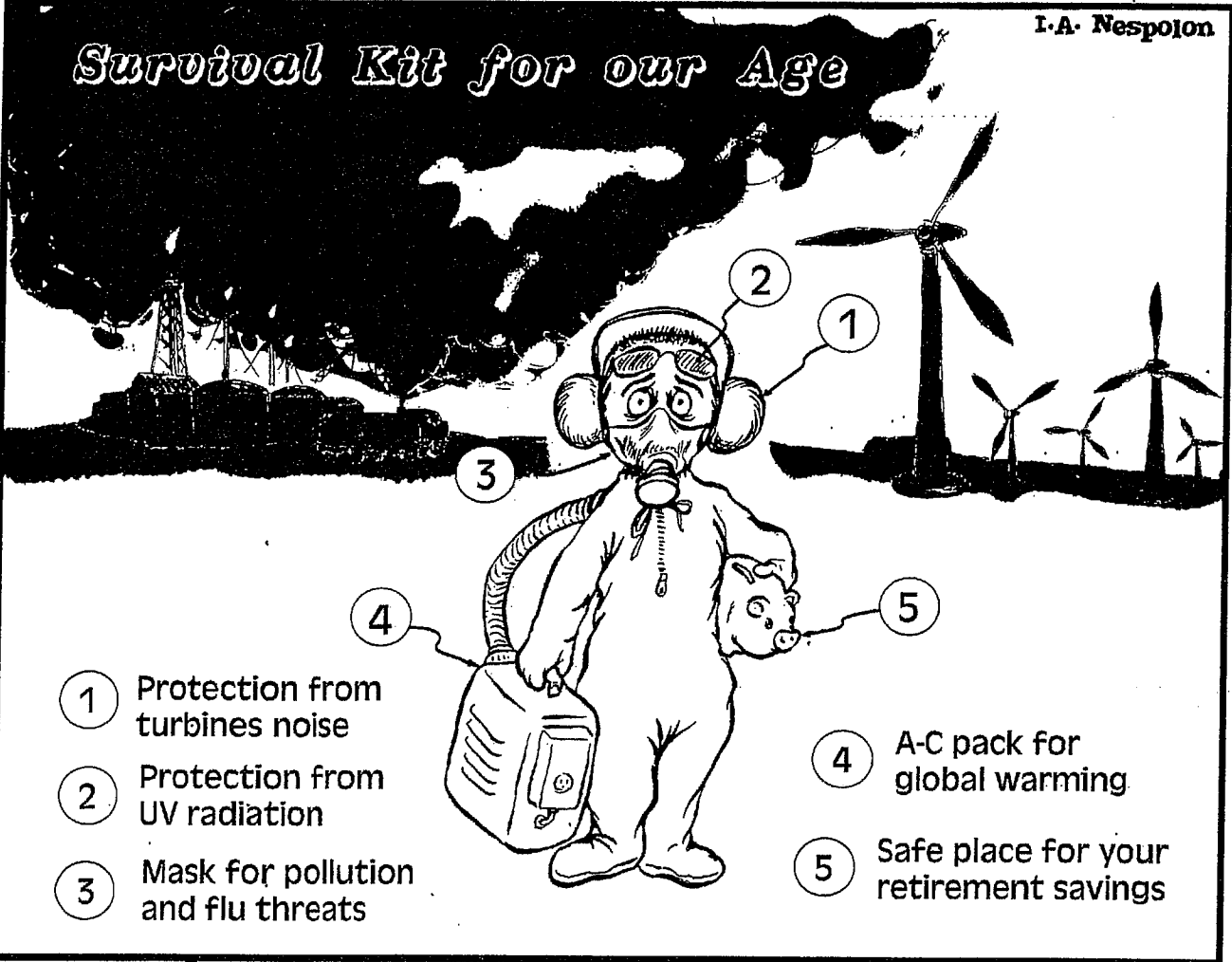


CEP Local 10-B's

Pulp *Friction*

Survival Kit for our Age

I.A. Nespolon



**May/June
2009**

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Pulp Friction will be published six times yearly by the Communications, Energy and Paperworkers Union of Canada, Local 10-B. It is an open forum in which members of Local 10-B are encouraged to express their views and opinions.

Articles and opinions appearing in **Pulp Friction** do not necessarily reflect the opinions of the C.E.P., Local 10-B Executive, the Editor, or other Officers of Local 10-B.

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2009 EXECUTIVE – COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA, LOCAL 10-B

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EDITOR'S COMMENTS

Tami Teshima/CEP Local 10B Editor

Summer greetings from the local's monkey at the typewriter! As everyone is aware, this summer has brought something very different to the mill: no summer students.

Naturally, having such a wellspring of helping hands so bluntly cut off is causing, well, some strain on departments trying to keep up with the new manning requirements. As someone who's been trained up to cover for one, now working on two, and eventually will be three jobs as a junior member of the pulp lab, I know that people are and will continue to be pulled in many, many different directions. I can't imagine what departments with many, many members must be like trying to juggle vacation so that everyone can squeak in their two weeks off this summer.

Perhaps more importantly if one is considering the broader scope, I feel that we lose passing on what might be a young person's first experience with the trade union movement by losing summer students. Speaking personally, it was one thing to be raised in a household with both of my parents members of strong unions, but entirely another thing to be part of one myself, another thing again to carry on in the tradition of activism that is the foundation of the trade entirely: to be the person upheld and supported by my union sisters and brothers, another thing to be the person expected to carry on with the union movement. It's a bit of a terrifying thought that one of these days I might be the one being looked up to by some young worker.

It might be clear that the idea of youth and activism is on my mind, and rightly so, having just returned from an extraordinary experience at the CEP National Young Workers conference in Ottawa the first weekend in June (report on page ____). The CEP national groups have made it a priority to engage its young workers as the next generation of activists, and one of the chief concerns is figuring out how exactly to do it. By not employing summer students, we are no longer able reach out and educate those young workers on their rights, the strength and reasoning behind the union movement.

If, as the proverb goes, a single grain of rice can tip the balance of a scale, what then could we have started in the ten, twenty, thirty young people who might have been hired this summer? Maybe nothing, but maybe, just maybe, a cascade, an explosion of energy, will drip and then trickle and then burst forth and drive society to make our world and future better.

PRESIDENT'S REPORT

Murray Matheson/CEP Local 10B President

This is a list that we sent to the Mill Manager after the shutdown. (listed in no particular order)

Important Topics:

- 1) Safety
 - Safety School
 - JSC answers to outstanding issues
 - Contractor safety and investigation participation
 - New safety structure discussion
- 2) Health and Welfare
 - Meet to discuss issues
- 3) 4th Stage Grievances
 - Need company's responses
- 4) Collective Agreement/Local Agreement
 - Meeting to finalize to send it to print
- 5) Steering Committee
 - Manning mill wide: Pulp Lab, Instrument Apprentice, Chip Yard, Machine Room, Bleach Plant, Brown Stock, Second Trade classifications
 - Service Crew Implementation Issue
 - Safety Chair Role
 - Worker Activity Guidelines
- 6) Modified Work Committee meeting

Update of activities since the "Important Topics" :

1) Safety School is in the process of being set up and scheduled for the second week in June.

JSC has had 12hrs of meetings in the last two weeks and is making good headway in resolving outstanding issues.

The company has agreed that our participation in contractor investigations is important for fact finding and using our input to help keep our contractors safe which makes it a safer place for all of us. It is our understanding that we will be back contributing to the contractor investigations next shutdown.

The company's new safety structure is under review in JSC. It has 3 main components. SLT (safety leadership team) JSC (joint safety committee/safety focus group) ASC (area safety committee) SS (safety stewards) The biggest difference is the JSC absorbs the Focus Group and the subcommittees being absorbed by the larger committees. (streamlining)

2) The Health and Welfare committee met with the mill manager to attempt to convey the urgency of the problems we face with the carrier. This discussion is ongoing and we will report any updates to the membership.

3) We received answers to all outstanding 4th Stage Grievances and will be presenting these to the membership over the next couple of meetings.

4) There is a meeting scheduled 1st week of June to try and finalize the contract for print. There are approximately 4 word-

(Continued on page 4)

(Continued from page 3)

ing issues outstanding.

5) Steering Committee:

Manning issues are arguably the most important topic on the list. The company's reply to this " We are still in a hiring freeze "

Job posting are moving along and so far the company is living up to the new 60 day language in the contract, however they have indicated they may go over the 60 days in 1 posting. Our response to this is simple. If the company doesn't live up to the new language in the contract then we should not be tied to it either.

There is a project in the works for our Safety Chair. This project has a trial period and will be taken to the membership for approval. None of the Safety Chairs duties and responsibilities will be compromised. Hence the trial period to ensure this happens.

The company is setting up a meeting with the executive to convey their "Employee Activity Guidelines" and their "Progressive Discipline Policy". The EAG is the company's tracking device for executive and other committee members.

6) Modified Work is a hot topic. The company informed us of a meeting where they are going to spell out their interpretation of Modified Work Basic Principles 2.8 (a) (b) (c) (d) which is on page 35 of the Local agreement.

This is a very quick overview of some current issues. If you have any questions give me a call:

Local 10-B won the LRB ruling with regard to the "Retiree Benefits". In a nutshell, Weyerhaeuser is responsible for those members that retired while Weyerhaeuser owned Kamloops pulp. In the event they stop paying these benefits, Domtar must step in and continue to honor these benefits. Domtar obviously did not like this ruling and elected to take it to the appeals process.

Domtar lost the appeal as well. Our retirees can rest a lot easier now. Thank you to those who put forth the efforts for the rights of our local.

The boiler prep work was completed during the shutdown and we are looking forward to its completion during the 2010 shutdown.

CHIEF SHOP STEWARD'S REPORT

Dwight Blue/CEP Local 10B Chief Shop Steward

Wow, what a time to accept a union position, with the state of the economy, both globally and locally, especially in our industry.

Along with a ground breaking contract and a lets work together approach with the company, I've got to admit it's got me chasing my tail a little.

So as we all pull together, we have to realize there are boundaries on both sides. I hope I am not being naive and a dreamer when thoughts like "everyone else but me can change" and "the old stick in the eye approach" is not going to work. We all should expect that when problems arise that actions are corrective not punitive. That the old let's make an example of them is lost in translation.

FIRST VICE'S REPORT

Pat Turgeon/CEP Local10B Vice President

The decision we have all been waiting for has arrived and we can now carry on with what we do best. Safely making a prime product that pays the bills and keeps the share holders happy. It was good to see the predominately Eastern Corporation that we now belong to get over their perception of us "radical westerners" and accept us as the asset that we have always known we are. I'm sure that we still have some hurtles to overcome, but we are moving in the right direction.

Standing Committee is getting back into full swing with most of our old grievances being cleared up. We are still waiting for a handful of 4th stage grievances that are currently in the Mill Managers hands. We will post those answers when we get the results. The company finally posted for the vacancies in the Chip Yard, Brown Stock, Bleach Plant, and Machine Room. This was something that we had been pressing them to do for some time. It will provide options for those who may be displaced and for those that don't like the recent changes to their jobs. The next challenge will be to get these people moved quickly and get any new postings up.

There has been much discussion lately about the steering committee, who is on it and what do they do. Here is my stab at steering committee 101. In the operational redesign that we agreed to in the last bargain, the steering committee was formed to over see all aspects of the redesigns. This committee is made up of the Mill Manager, Human Resources' Manager and one other person on the company side. On the union side it is the President, 1st Vice President, and one other selected person. We have chosen the 2nd Vice President to be our third person. We will also ask others with expertise in an area to join us. The role of our committee is to look at the pure designs from all of the areas and work out any concerns that may impact either the designs or the employee's. Some of the things we look at are can we prevent employee's from being displaced, how are frozen employee's impacted by the rotations, and are people with modifications being impacted. We are dealing with these issues as they come up with priority going to those areas that have imminent displacements occurring. We realize that our decisions will often not please everybody so here is our request to you the Membership. If you have an issue with the redesign in your area, please let either Murray, Charlie, or myself know so that we can deal with it in an expedient manner. This will help us ensure that the decisions we are making are the right ones. The information will also give us the ability to go to the membership for confirmation on our position. That in a nut shell is the process that the steering Committee follows.

If you still have questions about this, you can contact Murray, Charlie or myself.

CONFERENCE REPORT: SAFETY

R. Bruno & C. Fraser / CEP Local 10B

CEP Report:

Day one of the CEP Conference focussed on Local Reports. The theme was the same throughout the Locals, too many people thinking about what is happening with regards to the Industry and their mill(s) in particular and focus on Safety suffering because of it.

Common areas of concern :

- Lack of training, both in regards to Local Union Safety Reps and in general.
- Tool Box talks taking the place of regular Safety meetings.
- Non reporting happening.
- Discipline arising out of facts determined at Investigations.

Common area of satisfaction :

- Risk assessments being used as a tool before the work starts.
- Some Locals are contacting the Prevention Division of the WCB and having some success with this avenue; others are not using this tool and as a result are struggling a bit in accomplishing any goals. All Locals were encouraged to contact their local WCB Prevention Officers to assist when required.

Day two we had different workshops that we attended. Rob Bruno attended the 'Duty to Accommodate' and Charlie Fraser attended a nutrition session aimed at 'Eating for Energy, Shift Work and Healthy Eating'.

Each of these workshops will be summarized and placed in the next edition of Pulp Friction.

Joint Report:

Day one (evening session) comprised a Key Note speaker who gave a presentation on thinking about the consequences regarding how we do our jobs and the unsafe conditions that may be present in our work. He had many examples where tragic and fatal outcomes could have been avoided if unsafe conditions weren't present (at least recognized and dealt with) or chances weren't taken.

Day two all the Delegates broke into different groups and attended workshops that they felt might be of interest or benefit to their Locals/Management groups.

The morning session we attended the 'Working Without Pain' workshop that was put on by 'Ergo Risk' whom we have had on our mill site many times. The information concentrated on things we can do, body postures, warm ups etc that can greatly reduce the effects of our aging process with regards to how we perform our job duties. We will discuss this topic at our JSC meeting to determine if we can garner support for further follow up as we felt that the information provided can be very beneficial and helpful in reducing injuries both on and off the job.

The afternoon session we attended a workshop on 'Ergonomics and Job Demand Awareness Skills for the Aging Worker'. This session was also put on by 'Ergo Risk', and focussed on looking at the non ergonomic aspects of work stations, jobs and tasks we may do on an irregular basis, proper

body mechanics where engineering controls aren't readily available. It was interesting to note that a certain amount of caution must be used when trying to employ Administrative Controls, as they have a tendency to put more persons at a smaller risk when tasks that have significant risks are divided between many as opposed to a few.

Day three comprised three presentations from different Joint Mill site Committees. They were, West Fraser, Skookumchuck and Northwood. All had a different style of presentation and different initiatives they have been working on. None of the initiatives were a surprise as we have seen them all before. Some were in keeping with what we would advocate for our site, some were taking their Members places we would not want to go.

Overall, the conference was a worthwhile venture; we will be sending our thoughts to the planning committee for next year with regards to improvements on the Union only portion. We feel that it is great to talk about the difficulties that we have, but we also need to focus on coming up with a common strategy for common solutions and a support network.

WATCH FOR BEHAVIOUR BASED SAFETY
OSSTF/CALM

Companies across Canada and the U.S. have introduced reward programs to curtail injuries and cut down on compensation claims. Score boards outside industrial establishments that record the number of days passed without a lost-time injury. Companies often reward workers who report no injuries with jackets, food coupons or cash incentives.

This practice creates an environment where workers don't want to report injuries for fear of retribution by their colleagues. It creates bad blood between co-workers who do report injuries and those who want the incentives. It also creates an environment where not reporting workplace injuries becomes the norm.

Anecdotal evidence from companies in the U.S. has shown that the level of reported workplace injuries drops significantly when these types of programs are introduced. They argue that these plans promote healthy peer pressure that increases everyone's focus on safety and even discourages fraudulent reporting.

Non-reporting of workplace injuries does reduce compensation costs for the employer but at what cost? Workers who do not report injuries are not afforded the protections that the workers' compensation system affords. Although the compensation systems are not perfect, they offer some protection for benefits, job entitlement, entitlement to retraining and non-economic losses.

Workers cannot always sue an employer because of a workplace injury. Workers who do not report injuries run the risk of jeopardizing their entitlement to a job, sick leave gratuities and pension to name a few. Safety programs that encourage workers not to report injuries can come at many costs.

EDS Note: While I know that we've been aware of the issue for a while, the Canadian Association of Media Labour recently ran this article, and I thought it might be a good thing to know that it's a concern all over Canada.

CONFERENCE REPORT: PROVINCIAL

L. Monteith & C. Fraser/ CEP Local 10B Provincial Delegates

The CEP B.C. Provincial Council acts as a link between locals and ensures that the grass root views of the members are considered in the decision making process. The need to network and share information is vital. All BC CEP locals are eligible to participate with the Council. There are currently 28 locals affiliated with the council representing over 8,000 members. The Council holds two meetings per year in the spring and fall. The Spring Council meetings are held in various locations around the Province to give all participants the opportunity to attend and host. The fall meeting is held in Vancouver in conjunction with the B.C. Federation of Labour Convention when possible.

The first day was call to order and normal meeting business followed by the Rank & File Report and Bear Pit. Next we had two great speakers: Jim Sinclair, President of the BC Federation of Labour and Bill Tieleman, one of BC's best known political commentator and strategist. He is often a guest speaker on the Bill Good radio show. Both spoke about the BC Provincial Election. Three main points were discussed:

Why the NDP lost the Election – Did not mobilize their base, refused to address the economy and a lackluster platform (carbon tax and minimum wage)

How the Liberals won – No pushback over huge job losses, disciplined campaign and massive sponsoring by industry

Now What? – We are facing a huge deficit (higher taxes – less services), very right wing caucus (the Gordon Campbell show), reconciliation with First Nations needs to be addressed and P3's are the way the government is going for everything from health care to transportation to energy.

We asked about the Black Liquor tax credit the US pulp mills have been receiving. The tax credit was meant for companies to increase their use of alternative fuels to go green. However, the US pulp mills have been doing this backward, they are taking their pure biofuel, black liquor, and adding diesel

“If we lose our resources, we lose our jobs.”

in order to get a 50 cent a gallon rebate. The tax credit works out to hundreds of dollars per ton in favour of the Americans over what it costs Canadians to produce. This has to be dealt with at the Federal level. June 2, 2009 is

the date for the big Forestry Rally in Ottawa. It will be one of the items on the agenda.

Local reports were given on Saturday. Listening to the reports you realize that we are part of something large and that there is a common theme of losing our jobs and lively hood due to exporting our resources. Media is still working on the importance of local television to Canadians. As stations cut local news and programing we loose our sense of community and local connections. The TV stations are crying poverty to the CRTC and have had their responsibility to report local news relaxed. The CRTC has also reduced the amount of Canadian content that must be shown. The Broadcast companies find it

easier and cheaper to purchase American shows rather than rely on Canadian productions.

The energy sector is doing well. Workers are concerned about the pipelines being built to the United States. There is a website (oilsandstruth.org) which shows the pipelines under construction skirting the Canadian refineries and heading straight to the refineries in the United States. Workers are afraid that our 18,000 oil and gas jobs will become 18 jobs just to man the pipeline. If we lose our resources we lose our jobs. On a slightly more upbeat note there is a group working with laid off Pulp & Paper CEP members to improve the portability of workers between the industries. Operators and Steam Plant personnel have many skills that the oil and gas industry require. They are working on the wording of resumes to highlight these comparable skills.

The Pulp & Paper sector is not doing very well. Many locals have taken down time or are shut down. Health & Welfare benefits are being attacked. The companies are trying to get rid of employees on Modified Work and WI claims have been denied. This is a cost the companies are trying to eliminate, but we pay 30 per cent of the premiums for these benefits. They belong to us too. Catalyst is playing hardball with the Locals. Local 1123 did not sign the \$80/ton agreement and were shut down. They were told they could work full time but some other mill would close. Catalyst has also gone to the four Municipalities where they have operations and told them that they have \$6 million to pay for taxes; which communities are willing to take a tax cut in order for them to continue to run in their community? No concessions and they will shut down that location. Another interesting note the Hourly to Staff ratio for the Catalyst mills is 7:1 – we are running a little under 4:1. Many Pulp and Paper locals were sending representatives to the Forestry Rally in Ottawa on June 2, 2009.

The rest of the time was dealing with Provincial Council business. It was suggested that a list of products and services produced by CEP members be drawn up. Did you know Purdy's Chocolates are CEP made?

WOMEN'S COMMITTEE REPORT

L. Monteith / CEP Local 10B Women's Committee

Things are fairly quiet around Kamloops. We lost a great leader for Labour and the Women's movement last month. Fairleigh Murray passed away in early May from Cancer. Fairleigh always cared passionately for the disadvantaged and poor and worked hard during her life to make a difference. She is going to be greatly missed.

We received an invitation from the Downtown Eastside Women's Centre to march with them on June 13, 2009 in Vancouver for better housing conditions. The group marched for:

- Social Housing, Childcare, and Healthcare for all!
- No more Evictions and No more Condos in the DTES!
- People Before Olympic Profits
- Stop Criminalizing the Poor

CONFERENCE REPORT: YOUNG WORKERS

Tami Teshima / CEP Local 10B Delegate

June 4-7 two delegates from Local 10B had the privilege of attending the second CEP National Young Workers conference, Raise A Little Hell. The conference's goal was to raise the activist fires in young workers across the nation.

CEP recognizes young workers (workers under the age of 30) as an equity-seeking group in the same vein as women, workers of colour, aboriginal workers, differently abled, and gay/bisexual/transgendered workers.

The tone for the conference was quickly set during opening plenary by Amanda Freistad, CEP national youth committee chair, who banned the phrases "you can't", "you're too young", "when I was young", and "when you're older" for the duration of the weekend. She made a point to identify the local presidents and staff rep who qualify as a young worker as an example to all that we are equally capable of being heard and heard well amongst our union peers.

CEP President Dave Coles also gave some rousing remarks in talking about his own coup d'etat of his local at the age of 25. "We're facing a truly different world – economic collapse, a political system that's undemocratic, a prime minister who – respectfully – borders on fascist with regards to his views on social issues, on women. Capitalism has failed. Youth didn't do this, the older people did. Now youth have the ability to make change. The trade union movement is a tool for change. We have the cash, we have the organization. Do not accept no. Push back. Make this world change."

Other keynote speakers included Oni the Haitian Sensation, an award-winning slam poet who uses poetry to address social justice issues. Slam poetry, a refined, beatnik cousin of rap, was a new experience for me, and left me breathless at the strength of the performance, since "reading" is far too tame a word for what we witnessed.

Katlin Pelletier, second keynote speaker and education program director of Check Your Head, a program which engages young people – high school and some college typically – in social, environmental, and economic justice issues. She spoke about globalization, and the harm multinational corporations are doing to us as a culture. We have become a culture of consumerism, and that we should as consumers be aware of which corporations own other corporations and ultimately which ones we support – a common example is that Kraft Foods is owned by Phillip Morris; GE the appliance company sells medical detection software and nuclear turbines and CNBC.

Four workshops were available for delegates: Raise A Little Hell Against Harassment, For the Environment, In Campaign, and At Bargaining.

I attended the anti-harassment workshop. It was extremely well done, focussing on getting over one's fear in speaking out against all forms of harassment, and appreciably didn't mince around but tried to use real language.

One turn I didn't expect the harassment workshop to take was looking at language in the collective agreement. Lots of discussion on the pros and cons of defining harassment within a contract (best to have legalese for "may include but is not limited to"); provincial/territorial legislation may or may not adequately protect a worker, but having the collective agreement cover that is an extra measure of binding the employer, who is responsible for the workplace environment, and indeed does have a transferrable

liability if/when harassment occurs. We also saw that it would be excellent to have a no dismissal/discrimination clause in the language. Also excellent to tie harassment to health and safety issues, as the results of harassment can lead to health problems, not to mention potential safety problems.

Generally provinces are based on common-law discussions, ie new interpretations are based on old interpretations, and so if your case is based on a differing interpretation, your case will have a difficult time in front of an arbitrator.

Interestingly, CEP's anti harassment statement is under suspension as a result of problematic investigation into harassment cases involving people who aren't properly trained or comfortable with confrontation. The goal of an investigator is to do it fully impartially, and not just take care of the victim, but equally take care with the alleged instigator.

***"Do not accept
no. Push back.
Make this world
change."***

- CEP Pres. D. Coles

It was an incredibly strong workshop, one which relayed a sense of openness foreign to any other anti harassment workshop I've attended. Everyone was willing to talk about it openly and frankly, I real language and willing to take it in.

Some of the equity seeking caucuses made for interesting discussion, with similarities rising from the aboriginal, gay/lesbian/bisexual/transgendered, and differently-abled workers was the fear of self-identifying, and how to help those who may be frightened to self-identify and how to make a safe space to do so. An interesting point made in the aboriginal caucus is that sometimes aboriginals are grouped with workers of colour, and perhaps they shouldn't be, as the story and issues of people of colour is that of the immigrant, a cultural story and history that is emphatically not that of the aboriginals.

The young workers caucus hosted a discussion largely on how to engage young workers in the union movement. Amanda Freistad talked about how her president reached out to her and offered training; she's now paying it forward. One speaker noted that we need to encourage and ally with immigrant workers who face a similar challenge to that of a young worker – namely fear of the employer. We need those members' support; however, those members willing to come forward are few and far between.

Obed, a Bell Mobility worker behind the organization movement within his company talked about the challenges of his own demographic, the "microwave generation" who expect everything fast, short, and media-based and don't relate to pieces of paper put in front of them. He expressed dismay at the education system, that "we are being trained to be peasants" from high school – no education on long term benefits, pensions etc that we as unions fight for, that young workers don't even think about, don't have any foresight about.

Another brother expressed similar concerns that pensions were never explained to him. It was exciting to hear that the Quebec Federation of Labour is training members to teach in high schools – generally modern history classes – about the union movement, its history, about modern activism, a program that has been well-received by teachers.

Unfortunately we had to miss the closing plenary due to flights, but it was an excellent experience which opened my eyes to how strong the union can be in the future.

INTERESTING DEFINITIONS

Caught in the Net

Here are the winners of this year's Washington Post's Mensa Invitational which once again asked readers to take any word from the dictionary, alter it by adding, subtracting, or changing one letter, and supply a new definition :

1. Cashtration (n.): The act of buying a house, which renders the subject financially impotent for an indefinite period of time.
2. Ignoranus: A person who is both stupid and an asshole.
3. Intaxication: Euphoria at getting a tax refund, which lasts until you realize it was your money to start with.
4. Reintarnation: Coming back to life as a hillbilly.
5. Bozone (n.): The substance surrounding stupid people that stops bright ideas from penetrating. The bozone layer, unfortunately, shows little sign of breaking down in the near future.
6. Foreploy: Any misrepresentation about yourself for the purpose of getting laid.
7. Giraffiti: Vandalism spray-painted very, very high.
8. Sarchasm: The gulf between the author of sarcastic wit and the person who doesn't get it.
9. Inoculatte: To take coffee intravenously when you are running late.
10. Osteopornosis: A degenerate disease. (This one got extra credit.)
11. Karmageddon: It's like, when everybody is sending off all these really bad vibes, right? And then, like, the Earth explodes and it's like, a serious bumner.
12. Decafalon (n.): The gruelling event of getting through the day consuming only things that are good for you.
13. Glibido: All talk and no action.
14. Dopeler Effect: The tendency of stupid ideas to seem smarter when they come at you rapidly.
15. Arachnoleptic Fit (n.): The frantic dance performed just after you've accidentally walked through a spider web.
16. Beelzebug (n.): Satan in the form of a mosquito, that gets into your bedroom at three in the morning and cannot be cast out.
17. Caterpallor (n.): The color you turn after finding half a worm in the fruit you're eating.

The Washington Post has also published the winning submis-

sions to its yearly contest in which readers are asked to supply alternate meanings for common words. And the winners are:

1. Coffee, n. The person upon whom one coughs.
2. Flabbergasted, adj. Appalled by discovering how much weight one has gained.
3. Abdicate, v. To give up all hope of ever having a flat stomach.
4. Esplanade, v. To attempt an explanation while drunk.
5. Willy-nilly, adj. Impotent.
6. Negligent, adj. Absentmindedly answering the door when wearing only a nightgown.
7. Lymph, v. To walk with a lisp.
8. Gargoyle, n. Olive-flavored mouthwash.
9. Flatulence, n. Emergency vehicle that picks up someone who has been run over by a steamroller.
10. Balderdash, n. A rapidly receding hairline.
11. Testicle n. A humorous question on an exam.
12. Rectitude, n. The formal, dignified bearing adopted by proctologists.
13. Pokemon, n. A Rastafarian proctologist.

CORPORATE SHAKEUP

Caught in the Net

A company, feeling it was time for a shake-up, hired a new CEO. The new boss was determined to rid the company of all slackers.

On a tour of the facilities, the CEO noticed a guy leaning against a wall. The room was full of workers and he wanted to let them know that he meant business. He asked the guy, "How much money do you make a week?" A little surprised, the young man looked at him and said, "I make \$400 a week. Why?"

The CEO said, "Wait right here." He walked back to his office, came back in two minutes, and handed the guy \$1,600 in cash and said, "Here's four weeks' pay. Now GET OUT and don't come back."

Feeling pretty good about himself, the CEO looked around the room and asked, "Does anyone want to tell me what that goof-ball did here?"

From across the room a voice said, "pizza delivery man from Domino's Pizza."

RANT: IMPLICATIONS

Lynne Montieth / CEP Local 10B

Well here we are working our way into Implementation or Implementation as I call it. The hourly group seems to be well on our way to reducing our numbers and increasing our workloads. The staff is just starting to work on their numbers. I think we can quote our fearless leader as to saying "There will be 50 less people on site; 35 from the hourly group and you can do the math." Well, let's see if we CAN do the math. To me, 50 minus 35 equals 15.

Let us call the Hourly Group -The People who **MAKE US MONEY** or (MUM) for short. Then we can call the Staff -The People who **COST US MONEY** (you can make your own acronym). The end of May sees the hourly group Seniority List to 338. We know that we have 8 hourly folks turning 65 in 2009. Yes, some of them have expressed an interest in staying on past 65; we have a few things to work on to make that happen. There are also a few folks going before 65. This should bring us well below the hourly group "magic number" of 335 by the end of the year. As we all know we are in a hiring freeze.

What are they doing with the Staff? So far we know they increased one in HR and another for our new Safety Superintendent. That is two new Staff members. (What happened to the hiring freeze?) There are two ladies leaving at the end of June to balance that out. Hmm, seems to equal the same number of staff on site so far. I have heard rumors of staff being moved to the project then let go when the project is done. Perhaps there are some retirements on the horizon but will this amount to 15 Staff members? I guess we will have to wait and see. In the meantime I have noted that our Hourly to Staff ratio is a little more than 3 hourly to 1 staff member. Wow, we must be a hard group to manage.

FIX EI NOW

CLC/CALM

Thousands of workers are being forced to turn to self-employment because they can't find jobs or get Employment Insurance, says Canadian Labour Congress president Ken Georgetti.

"We're seeing unemployed workers, especially older workers, turning to self-employment in desperation. There is little out there in the way of job creation and far too many people can't get Employment Insurance."

Georgetti was responding to the release by Statistics Canada of labour force figures for April. The level of employment increased by 35,900, due entirely to the rise in self-employment. "This is not a sign of economic recovery because we actually lost 1,100 jobs in April. What we are seeing is workers doing whatever they can to get by during this economic crisis. I salute their courage and determination," he says. Statistics Canada data shows that almost 60 per cent of unemployed workers are not receiving EI benefits.

The CLC has repeatedly called on the government to change accessibility rules to provide regular EI benefits on the basis of 360 hours of work, no matter where people live and work in Canada; make all workers eligible for up to 50 weeks of EI benefits; and raise benefits immediately to 60 per cent of earnings, calculated on a worker's best 12 weeks of earnings.

CANADA POST NOT DEREGULATING

CUPW/Public Values/CALM

The Canadian Union of Postal Workers welcomed the recommendation of an independent advisory panel that told the government not to deregulate public postal services.

With their report, the Canada Post Corporation Strategic Review—a government-appointed advisory panel categorically rejected the deregulation of Canada Post.

The report states: "There appears to be little public support for the privatization or deregulation of Canada Post, and considerable if not unanimous support for maintaining a quality, affordable universal service for all Canadians and communities."

"The public and postal workers said no to deregulation and the panel listened. This is a real victory for the people's post office," said CUPW president Denis Lemelin.

The advisory panel received hundreds of submissions from individuals, businesses, community organizations and municipalities. An overwhelming majority of them opposed the deregulation of Canada Post.

The advisory panel examined the international trends of other postal administrations around the world before it recommended that Canada Post not be deregulated.

Preserving rural and small-town service remains a concern. The recommended the current moratorium on post office closures in rural and small towns be replaced with new rules and procedures, including the ability to replace public post offices with private outlets.

"There will be a huge public outcry if this happens," says Lemelin. "Private outlets would weaken service and destroy some of the better paying jobs in those communities."

It's now up to the federal government to decide which recommendations it will adopt. But it will be very difficult for the Tories to deregulate Canada Post in light of the panel's recommendation against deregulation.

POPCORN LUNG

Labour Notes/CALM

Hundreds of workers in U.S. microwave popcorn factories have been diagnosed with "popcorn lung."

Popcorn lung is a fatal disease thought to be the result of exposure to diacetyl butter flavouring.

Despite the diagnoses, the U.S. Occupational Health and Safety Administration hasn't acted on petitions filed by unions and occupational health activists two years ago. However, the new acting U.S. OSHA chief, Jordan Barab, called diacetyl "one of the worst lung toxins ever seen."

The official medical term for the condition is bronchiolitis obliterans, characterized by fixed airway obstruction. Inflammation and scarring occur in the airways of the lung, resulting in severe shortness of breath and dry cough. The disease is irreversible and severe cases require a lung transplant.

EDS Note: In 2007 Reuters, an international news wire group, reported that at least one man who ate several bags of butter-flavoured microwave popcorn each day has developed a life-threatening lung disease possibly caused by the same diacetyl additive. (SOURCE: <http://uk.reuters.com/article/healthNews/idUKN0524254120070905>)

THE LOCAL IS SEARCHING!

We're looking for the following ex-members or spouses
in order to continue to serve the needs and
business of the local:

Employees

Mike Elbury

Newton Gordon

Ken Morgan

Lawrence Vandaele

Spouses/Beneficiaries of Members

Mervin Bauer

Paul Boutin

Raymond Cunningham

Howard Dack

Arthur Dahl

J. Edward Daoust

Arnold Humes

Ernie Nickel

David Payne

Robert Winter

If you know where to find any of these people,
we need them to get in touch with the Union Hall with a
Social Insurance Number and address.

Send info to the union office: contact Debbie, 250-828-8722