

C.E.P., Local 10-B's

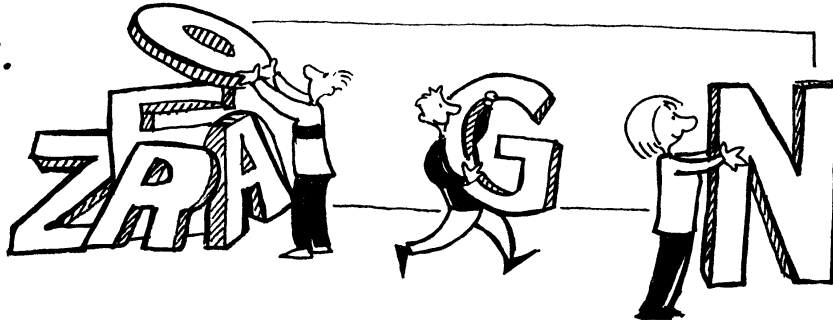
Pulp *Friction*

June 2011

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C.E.P., Local 10-B is a proud member of...



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!! WARNING !!
This publication is rated:

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As in Union

It may contain some material that some individuals may find offensive.

Therefore, it is recommended that if you are one of the above individuals and feel you may be easily offended or harassed,

DO NOT READ THIS PUBLICATION
PROCEED AT YOUR OWN RISK

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.

Editor: Lynne Monteith

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EDITOR'S REMARKS

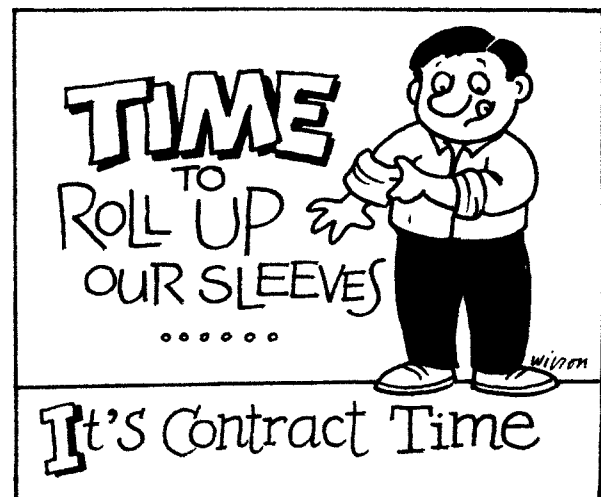
Spring is finally upon us. We have started the last year of this four year contract; there have been a lot of changes with it. This Fall we will be electing a new team of Wage Delegates. Wage Delegates hold their positions for the life of the contract they negotiate. This would be a good year for those interested to attend six or more meetings for dayshift or four or more meetings for shift workers and let your name stand for one of these positions. There is nothing like the Reading of a Will or Negotiating a Contract to find out what folks (and companies) are really like.

The Staff members are having their own fun with Re-Design. I had a couple of days off and returned to find we were getting a new Mill Manager. I wonder if the staff is feeling like we did three years ago. We lost a couple of key individuals from the Operations end of things and have added a few new bodies. The staff numbers still seem to be at the same level they were at three years ago.

I have heard rumors of "The 12 Rules" (For Dating My Teenage Daughter?) that were to be rolled out to us after the Shutdown. We have a Contract; what else do they need to "manage" us? I guess we shall deal with that when and if we see what "The 12 Rules" actually are. For my part I am looking forward to warmer weather, longer days and all the activities that accompany them.

Next Pulp Friction: Fall of 2011

Lynne Monteith



PRESIDENT'S REPORT

Pulp prices holding around \$1000, energy production on the increase and the continued influx of capital for projects has put Domtar Kamloops in a very good position. Domtar shares have been on a steady increase recently surpassing \$105/share.

Product diversification along with entering emerging growing global markets has painted a very bright picture for Kamloops pulp. I am hearing the term "Tree Refinery" more often. This term may replace "Pulp Mill". Although this has secured our immediate future we still have our challenges. Manning is at an all time low which accentuates issues such as training, maintenance, reliability, time off, overtime and safety. Demographics are complicating our manning challenges with retirements that could be 40-50 employees in the next 3 years. The latest trend of outgoing staff members will only add to aggravation and complication that come from diminishing experience and expertise.

The continued changes in department reorganizations and redesigns have affected moral as the changes, especially in some departments, appear to have no end in sight. We will continue to work these to acceptable resolves.

Health and Welfare is consuming vast amounts of time and resources as we continue to have issues with the carrier. (Manulife) We reach a favourable conclusion near 100% of the time when it comes to short term disability and long term disability but as we all know it isn't always without a fight. Most recently we had a claim dispute of a short term disability case. We delved deeper into the "Dispute Resolution Process" (under Exhibit C) than ever before. It was a real eye opener and our Local learned a ton. One of our key learning's was once a claim enters into the DRP if the 3rd party rules in favour of the employee the Company is responsible for paying the benefit.

C.E.P. had a meeting with the companies on May 31st regarding the upcoming negotiations. This meeting was called by David Scott, Canfor H.R. Manager. Krueger, West Fraser, Catalyst, and Paper Excellence were the other companies in attendance. Domtar, Nuecel, and Norampac were absent. The meeting amounted to a whining session from the attending companies. They found patterned bargaining troublesome and complained about the inherent differences of all the companies. They quickly followed that message stating they weren't interested in bargaining all together either. They were looking for ways to level the playing field with the east and find ways to compete in global markets. They were quick to turn on each other; Paper Excellence complained that the Port Alice start up increased their price of fibre to \$350/ton while the interior mills enjoy low fibre costs. Paper Excellence went on to say that labourers making \$30/hr could put them over the edge. Catalyst acknowledged they were a shrinking company and is still looking for help from the union. We were never given an agenda for this

meeting. Our side said one word after this ... "caucus". Once we reconvened Don Boucher, C.E.P., Western Region, had a short response for our side. "All of the Locals/Companies that participated in the 2008 Pattern achieved it except Local 1129 who are still trying to achieve it. This shows the success of Pattern Bargaining and we will contact you next year after we complete our pre-bargain process."

We have a new Mill Manager, Carol Lapointe, and we look forward to working with him in a continued effort to improve Domtar Kamloops for all employees.

Murray Matheson



"We've got 57 managers, 36 project coordinators, and 63 concept implementors -- not bad for a company with only 18 employees!"

1st VICE PRESIDENT REPORT

Desperation can make for ironic and interesting decisions. Our Senior Leadership Team is often pointing out that, when making choices, safety implications need to be foremost in our mind. Allow me to summarize two major decisions that were made by our Senior Management prior to our spring shutdown. We all know about the heightened awareness around lockouts and the importance of accuracy and knowledge in those people doing this task. The Company found themselves short staffed, and so they decided to bring back a Supervisor, who had been retired for 4 years, to be the "qualified" person hanging locks and signing off as the Company representative in our lockout process. While my personal opinion is that this "contractor" followed due diligence and was extra careful to ensure the lockouts were safely done, I can't help but point out the hypocrisy displayed by the Company in making this decision. Remember that it was the Company, at negotiations, that insisted that we had to perform a job at least once per quarter in order to stay current and proficient. They also stressed that it was unrealistic to expect their Shift Supervisors to work 12 shifts straight through the shutdown, yet fail to acknowledge that hourly levels of manning require similar stretches of shifts worked throughout the entire year.

Another decision that smells of desperation was the one to use a certain group of contractors in the Mill during the shutdown. This group had been removed from the project for an unacceptable safety record, yet when given the choice of delaying the shutdown and preparing a more acceptable Company or utilizing the group removed from the project, our Senior Leadership Group chose the latter. Again from a convenient and productive point of view, their decision makes sense. I would like to think that a risk assessment was done before these decisions were made, however I'm not sure that consistency with our policies and safety considerations could trump the convenience and desperation factors.

There were some situations that arose during the shutdown that were treated in a very cautious and professional manner. The explosion that occurred in the Kamyr Digester resulted in a group decision to halt all hot work until the cause could be identified and precautions could be taken to ensure that it wasn't repeated. There was no pressure applied to speed up the process or to make up for lost time. The other severe near miss was the falling of the chain in the M&D Digester. WorkSafe BC took the lead on that investigation, however all appropriate steps were taken by our Joint Safety Groups as well. The process followed after these two incidents occurred is text book for the proper procedure to follow after the fact. The challenge now is for our Joint Safety Groups to put the same effort and resources into learning from this and using the tools to good use in making future decisions.

Throughout my tenure as 1st Vice President, I have had the opportunity to observe our outgoing Mill Manager take a personal interest in certain aspects of our Mill. Safety Focus was

occurring and we were looking for ways to survive into the future. He made himself chairman of the Joint Safety Committee and adopted the idea that safety needs to be driven from the top down. Although the Local had been saying this for years, we saw it as a positive that the Company was going to adopt it as a new path forward. There is still a ways to go in the safety arena, however as long as we work openly together, the Joint Safety Representatives will be able to guide us in a positive direction.

The one challenge that affected us all was the capital needed to give our Mill a new life. He campaigned for Domtar Kamloops as the best place to invest and promoted, with unbridled enthusiasm, the unlimited possibilities we could produce with an infusion of capital. With the introduction of Green Transformation Funds he put us in an enviable position for utilizing the government funds and extending the life of our Mill. Although questions are still being raised around the viability of running "A" Mill, I would like to acknowledge and thank our outgoing Mill Manager for the enthusiastic way in which he represented our Mill's interests when fighting for capital.

Nobody can be expected to accomplish everything that they set their sights on, so I would be remiss if I didn't point out some of the opportunities that were missed during the last few years. Once the future capital was secured, our Senior Leaders appeared to be more interested in our future endeavours and either ignored or didn't choose to address our current needs. The two main needs are better reliability and a sustainable training system. If the previous comments garnered our outgoing manager an A grade, then I would provide a C for our commitment to reliability and a D in our attention and commitment to operations training. I am led to believe that certain Managers are tracking data in regards to our dismal reliability performance over the last year, however until hourly Operational and Maintenance employee's are asked to be part of the process, important facts, data, and suggestions will be lost. With fewer Maintenance workers maintaining more equipment, we need to listen to everybody's valuable input.

As far as addressing the Mill wide training deficits, our Senior Leaders have appeared to never gain traction in finding a viable solution to the problem. Unfortunately, we tend to throw overtime at the lines of progression that are deadlocked, and eventually add extra resources' to move things forward. Hopefully we have learned that if we added the resources at the start, we could avoid excessive overtime costs and keep the lines of progression training up to our old standards. We can all play a part in ensuring we will stay successful by putting positive pressure on our Managers to work with us and not let our expectations and standards drop.

Fraternally,
Pat Turgeon

CHIEF SHOP STEWARD RAMBLINGS

Brothers and Sisters,

Where has the time gone? It seems like we just started the year and we are almost halfway through it already ... maybe it's just my old age that makes time speed up.

I wish I could say the same regarding the progress of our grievances. I learned very quickly that even the simplest of issues seem to take an inordinate amount of time to sort out. When you put shutdown into the mix, things come to a halt for a period of time. Now that the Mill is running again (sort of) we will refocus on the grievances at hand.

We have some at all the various stages and they range from issues of overtime, wrong call, contracting out, excessive discipline, vacation when on benefits ... etc. Some of these spill over into other arenas, such as input groups and Steering Committee. I will file a full and detailed report with the Executive after the next Standing Committee meeting in June.

At our last Shop Steward meeting, the issue of the 'Vending' machine and the cabinets that Acklands restocks was raised. Out of that discussion we want to make sure that the membership knows that the Stores Counter is open all through the annual shutdown and also during the one day mini shuts as well. Items that are found in the vending machine and the cabinets are basically free issue during that time; they don't have to be signed out. There has been a lot of time and energy put into keeping the issue of materials as a Local 10-B function, but a lot of us become complacent and forget about the plight of these members in Stores. They have even enticed us with the odd 'goodie' in the machine, like a mini flashlight or tape measures. I am the first to admit that I have erred and allowed myself to retrieve material from the machine/cabinet during the times when the Stores Counter is closed. After our recent discussion of the issue, I am resolve to make sure I support the Brothers and make sure any material(s) I need come from Stores, whether the counter is open or not. Let's not forget that we can stock our own cabinets by making reservations for material(s). I am making a plea to the entire membership to make the effort to support our Brothers in Stores and stop using the vending machine and cabinets, collectively, we can ensure that Local 10-B work stays with Local 10-B members.

That is my rant this time around ...

Charlie Fraser
Chief Shopie

3RD VICE PRESIDENT'S REPORT

As most of you are aware, we have been in contract talks with Kamloops Dodge for over a year. The negotiations have been long and frustrating. In April the employer forced a vote on their last offer; the substandard insulting proposal was turned down by a vote of 18 to 1.

The employer has finally realized the members are not going to fold and has hired a professional negotiator. The hired gun has seen what an acrimonious mess the employer has made on negotiations and requested mediation.

On June 13th we will be meeting with the mediator and hope to be able to finally put this bargain to rest. If not, strike action will take place. Nobody like to strike but the membership is strong, and determined to get a fair deal.

Lindsay Seal

APPRENTICESHIP REPORT

The latest apprenticeship posting was for a Pipefitter and the successful candidate was Sheldon Morice.

Beginning in September we will be offering apprenticeship testing every three months.

With the temporary lowering of the seniority requirement from 5 to 2 years, more members are eligible for apprenticeships. The testing is difficult and has a high failure rate. By going to quarterly testing the Committee hopes to give members more opportunity to pass the tests. The current practice of offering testing when apprenticeships are posted will continue but we urge the members to take advantage of this new practice.

The short time period between posting an apprenticeship and testing can cause a lot of stress for candidates and it a scheduling nightmare. One passed, the testing is good for 5 years.

If you have any questions please contact Lindsay Seal, Dave McDonnell or Scott Borowski.

Lindsay Seal

PROVINCIAL COUNCIL REPORT

I would like to thank the membership for sending me to the C.E.P. Provincial Council meeting at the beginning of May. There were approximately 40 members from various Locals at the meeting from all of the branches of C.E.P. (Communications, Energy, and Paperworkers). We have approximately 116,000 members in the C.E.P. nationally and in the west we are sitting at about 38,000.

From the media perspective foreign ownership is still an issue. Harper wants to keep media open to foreign competition as they believe that Canadian media has "too high of a sell cost". We are losing a lot of our Canadian content by them doing this. The communication sector of C.E.P. actually set up a meeting with some Conservative MP's during the last election to help raise awareness to this issue and were astounded that one MP actually fell asleep while they were talking.

The Young Worker's Convention in Ottawa was postponed due to lack of interest. We really need to keep the youth interested in the Union movement. I know it is at times difficult because lots of youth have young families but without them there is a dismal future for our unions. Please, if you know of someone that is interested (or even angry) about things that the union is doing; try to get them to these meetings and get them involved in some way. The Prince Albert mill is going to be starting up again probably by next spring. They've reached a contract and they will be a C.E.P. mill again. Paper Excellence invested \$180 million into getting it going and it will be producing a fiber that is used in Rayon.

There are a lot of different structures for how unions get their union dues. In some the company gives the dues to the Local and they send a cheque to the National, in some the company sends the dues to the national and they send a cheque back to the local, and in some the company sends a cheque to the National and to the Local. The C.E.P. National was wondering about maybe looking into standardizing this so that all dues would go through them and then be sent back to the Locals. In the end everybody feels they have a system that works for them so why mess with it.

There were discussions about the length of some of these conventions. The Locals pay good money to send members to these conventions so maybe we need to look at making some of these meetings only two days if we don't have relevant material to talk about. This was also the feeling about a lot of our training courses as well. Most Locals feel that we would like C.E.P. to come up with more "train the trainer" programs so they're not as expensive on the Locals as we could have our own members do the training. It was even discussed about putting some of these courses on DVD and explore some training options that way maybe in the future.

Oil is becoming one of our biggest issues within the C.E.P. We really need to manage what is going on in the prairies. It is Canada's resource and yet it is being pipelined down to the United States to be refined. There is more oil in northern Saskatchewan than there is in Kuwait. Our oil is creating 35,000 jobs for Americans and we have a grand total of 17 people working on the pipeline doing maintenance. With the new technologies that they are developing with getting the oil out of the ground we are expecting some major job losses in the energy sector so having refinery jobs in Canada should only make sense. Just another side note that I found amazing was that 136 people died in Alberta in the oil sands last year the Energy Locals reported to us.

C.E.P. Western Region has been trying to organize a lot of new Locals around the Fort McMurray area. They have been working with some radio and newspaper ads and they seem to be helping. But getting a Local to certify is becoming more and more difficult with government changing the laws.

The Council was also visited by John Horgan, NDP MLA for Juan de Fuca. Horgan is the Opposition Critic for Energy, Mines and Petroleum. He also ran for the NDP leadership but lost to Adrian Dix. He worked at Ocean Falls in the Pulp Mill there in the 70's. One thing that I thought was comical was when he commented on how often he and the NDP party get blamed for the "awful 90's". He says he even gets blamed from time to time for things that Dave Barrett did in the 70's, but yet Cristy Clark doesn't want to take any responsibility for the HST that was introduced less than a year ago.

As a union we are finding that we are going to have to take our fights to the streets more often. We do not stand a chance of winning our fights in government right now and the legal avenue isn't always working for us either. Especially as we see the government start to make changes to our labour laws. We need solidarity. We need to keep our members coming out to our General Membership meetings and we need to encourage new members to come out and get involved as well.

Kyle Ackles

The logo features the word "UNITY" in a large, white, serif font, centered within a solid black rectangular background. Below the black rectangle, the letters "UCS" are printed in a smaller, white, sans-serif font.

FORESTRY OFFICER REPORT

By John Meyers

I have had several e-mails from BCGEU President Darryl Walker regarding the BC Forests-Our Future Campaign. Megan Scott, staff rep for the BCGEU, continues to work on putting together summaries from each of the dialogues and the ideas and comments gathered in all four dialogues to create a coherent report/policy document which can be used to stimulate public debate and advocate for positive change in BC's forest sector. I will forward you these documents as soon as they are completed.

The following is from a BCGEU Media release - Poll finds we can't trust forest companies to harvest timber in a sustainable way: BCGEU calls for tougher regulations and more enforcement in BC forests

Residents of Castlegar, Campbell River, Courtenay-Comox, Kamloops and Prince George all agree we can't trust forest companies on their own to harvest timber in a sound and sustainable way. That's one of the key findings of a recent poll conducted for the BC Government and Service Employees' Union (BCGEU) by Stratcom Communications.

The survey also finds:

- A large majority of both community members and Ministry of Forest workers polled support more public investment in the forest sector.
- An overwhelming majority of community residents acknowledge the need for good regulation and public oversight of the forest industry by the people who work for BC's Forest Service.
- Also, they reject the notion we can leave critical forestry matters up to the good will of the timber companies.
- Most respondents are aware the Liberal government has laid off Forest Service workers and among those who are aware of the layoffs, there is overwhelming agreement the layoffs are a bad idea.

"There is a clear disconnect between the BC government's sunny forestry rhetoric and the real experience of British Columbians," said Walker. "People who live in resource communities have to live with the results of government neglect every day."

The BCGEU will release a report on the BC Forests - Our Future sessions in the coming months.

Based on the issues raised at the community meetings, the BCGEU has the following recommendations for the BC government:

- The cuts to BC's Forest Service must end, and government should immediately begin reinvesting in our forests.
- The social contract between the forest industry and local communities must be restored and strengthened.
- Government has to take decisive, concrete action to further diversify the industry and generate more value from BC's forests.
- Tougher regulations and more enforcement are needed to ensure sustainable forest management practices.

Government should establish a public commission to independently review and make recommendations on forestry issues.

I will continue to update and communicate the progress of this campaign.



"You know, if money DID grow on trees, I might be more sympathetic to the environmental movement."

TAKE THE TIME TO READ THIS, SOUND LIKE SOMETHING YOU CAN RELATE TO?

DuPont Safety System

OCCUPATIONAL HEALTH AND SAFETY DUPONT SAFETY SYSTEM

A number of corporations have contracted with DuPont Safety and Environmental Management Services to provide a safety system for them. DuPont is the chemical Company which coined the phrase "better living through chemistry". While many of the chemicals produced by DuPont have made living easier for us in the 20th Century, many also have harmed the health of workers who have produced them and harmed the environment. It is ironic that it is the same corporation that today sells safety systems. Like the 5 Star system, the DuPont system rests on the premise that safety is a Management function. It sees safety as a set of management practices making rules set for workers with which they should comply.

Since the DuPont system is from the United States, the Canadian concepts of worker health and safety rights:

- to participate in joint worker-management health and safety committees
- to refuse hazardous work
- to know about workplace hazards are not mentioned.

In the U.S. *Occupational Health and Safety Act* there is no requirement for joint committees or the right to refuse though there is a requirement that employers inform workers of hazards. When DuPont mentions safety committees, they are referring to exclusively management committees with no worker participation.

In the DuPont system there is no mention of the requirement for the employer to comply with health and safety statutes and regulations. They even ignore such important specific requirements as safe lockout procedures, machine guarding or good ventilation.

As well there is no mention of unions or of collective agreements, many of which contain health and safety language. Our existence and our collective rights are completely ignored. This may not be surprising since there is so little unionization in the United States but it is completely unacceptable in Canada where our unionization rate is 36% and where we have played a strong and important role in advocating safer and healthier workplaces.

The DuPont system emphasizes safety problems and almost completely ignores health problems. This is because the costly DuPont system is sold to companies by emphasizing the goal of health and safety cost reduction. There are fast payoffs to companies in reducing injuries. Occupational diseases, however, may take years to appear, with workers' compensation disease claims rarely successful. Since there is little cost to disease claims, companies have little financial interest in

preventing ill health. DuPont therefore ignores the issue. Since it began as a chemical company, it is unfortunate the DuPont system does not emphasize chemical hazards.

DuPont sees workers as passive objects. One DuPont report explained worker commitment to improving safety by emphasizing "They respond well to direction". In other words if management tells workers to "be safe" they will. This concept is fundamentally wrong. It assumes that workers are stupid and do not have enough sense to avoid accidents. It assumes the worker carelessness and workers ignoring management safety rules are the root causes of accidents. The reality is that it is workers who are at risk of harm in the workplace, not management. Workers are sensible people, not fools. Workers will avoid harm if given the opportunity.

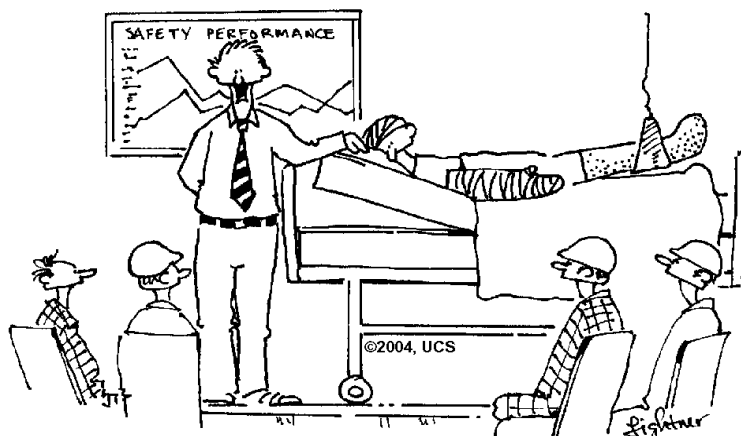
DUPONT SYSTEM BLAMES THE VICTIMS

DuPont claims "Studies have shown that more than 90 percent of all injuries and incidents are the result of unsafe acts". This is untrue. It is a negative "blame the victim" approach. It ignores the fundamental design problems in the workplace, work station, work tools and work organization that are responsible for most accidents. As well it ignores the issue of the pressures for production that persuade workers to take chances. Rather than reduce the pace of production, workers are blamed if they get hurt.

It is ironic that while the DuPont system claims worker error is the root of 90 percent of accidents, they do not mention the need for worker education and training in the health and safety area. Instead, they say that supervisors should "enforce the rules".

The DuPont system may be accompanied by a safety award program. Safety award programs assume that injured workers are responsible for their own misfortune; if they were more careful, they would not hurt themselves. These programs provide an incentive for workers not to report accidents, especially lost time accidents. When injury statistics are hidden, employers' workers' compensation costs are reduced.

When management attempts to introduce a DuPont system, most CAW locals and health and safety activists have resisted it. Instead, they call upon the company to listen to the worker sided of the joint health and safety committee and implement their recommendations. They say the company



"We have Bob back today to share some safety tips with us."

TRUSTEE'S REPORT

It has come to our attention that some members don't understand the following Bylaw. If you have any questions, direct them to one of your Executive members.

ARTICLE XV - LOCAL POLICIES, Section 4

No member of Local 10-B shall work in excess of sixteen (16) hours in any twenty-four (24) hour period, excluding call time and penalty time. If he/she works sixteen (16) continuous hours, he/she must then take an eight (8) hour break before returning to work. Members violating this bylaw shall be fined fifty dollars (\$ 50.00).

The Local 10-B Bylaws are online on our webpage: www.ceplocal10b.com .

Dan Morneault

WHO GETS PULP FRICTION AND HOW???

So, you've received a copy of **Pulp Friction** ... how and why?

1. If you've previously requested a copy to be mailed to you, you will continue to receive a copy unless we hear otherwise ... if you move, make sure you inform the C.E.P., Local 10-B office.
2. If you are on L.T.D., W.I. or W.C.B., you will get a copy in the mail, as per the most recent Company absentee report received.
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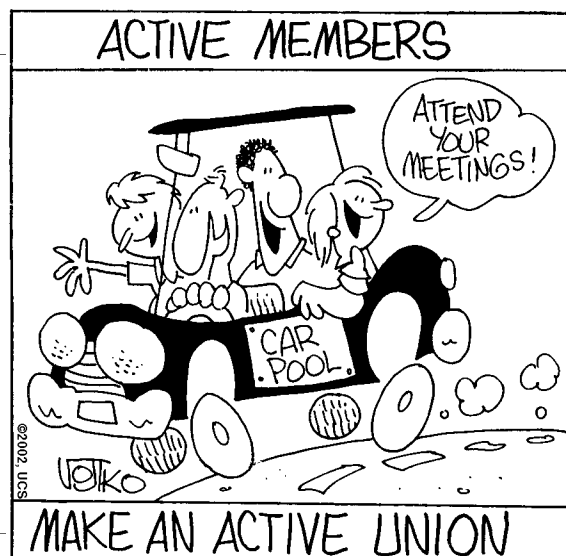
Pulp Friction is available at the C.E.P., Local 10-B website ... past copies are also available for your perusal too. The Health & Welfare booklet, W.I., supplementary and medical expense forms are a few other items available online @ www.cep10b.com ... check it out!

KAMLOOPS AND DISTRICT LABOUR COUNCIL REPORT

This month's meeting was held April 5th and we had a total of 27 people in attendance. A major topic that was discussed was that of the deplorable attack on the government workers in Wisconsin. The Wisconsin Governor Scot Walker and his fellow Republicans are trying to take away the rights of most government workers in that state to collectively bargain on pensions and health benefits, as well as introducing a cap on wage increases. If they succeed, there are a dozen or so other states that will follow suit due to the Republicans there that are already encouraging similar campaigns. Governor Walker is using the budget shortfalls in that state as an excuse to strip these basic rights from unionized workers, even though this act will not fix the budget, in fact it will leave the education, medical, and other services in worse shape than they already are. The ironic thing is that when the Governor came into his position, he inherited a deficit that was in no need of repair. In fact, since he took over, he has since signed three separate bills that cut taxes and increased the state's deficit by \$117 million. On top of all this, the Governor is trying to intimidate workers by stating many times that he will put the National Guard on alert in case of "unrest". There was a rally held at the Peace Arch border crossing that a few K.D.L.C. members attended. There were many buses from both sides of the border carrying labour representatives in support of the Wisconsin workers. The Kamloops and District Labour Council has made a motion to help organize transportation for any of its members that wish to attend future rallies in support.

The K.D.L.C. put on a soup kitchen in the name of International Women's Day on March 13th. It was a huge success! We served well over 100 of Kamloops' neediest. In addition to a warm meal, the K.D.L.C. provided backpacks filled with warm winter clothing and toiletries. Any remaining clothing went to a local charity, as well as the left over food was donated to the Kamloops Food Bank. C.E.P., Local 10-B was proud to donate \$200 in support of this cause.

Terry Twamley



WOMEN'S COMMITTEE REPORT

I had the privilege of attending a speech by Jane Blackmore of March 5, 2011. Jane was born in Creston, B.C. in 1957. Her family converted to the polygamous lifestyle, leaving Jane to feel isolated and not trusting of outsiders, also known as gentiles. She was taught that God had chosen them to be his disciples, and they were not to speak of their families to outsiders, even though Jane had been taking piano lessons from a gentile outside the community. Jane's mother passed away when she was young, and so she was raised by her father's growing number of wives. Her father's second wife was only 15 years old. Her father's third wife was also 15; however, her family had no knowledge of the marriage and therefore took her and her newborn child and placed them both in foster care. She soon returned, and it was believed that "God" brought her back. Jane was the second oldest of 47 children, having many mother figures, Jane believed what everyone believed ... her father would become a God, otherwise God would not have "given" him more than 3 wives. At 15 years, Jane watched her sister unhappily marry a man over 50 years old. Jane knew she had to stall. At 18 years old, Jane traveled to Texas with her father to meet the Prophet, the one man who knew who God had chosen for her to marry. The man chosen for her was the only other student in her grade when she had attended school; Winston Blackmore.

A year before they were to be wed, Winston's father and head elder, Ray, passed away. Jane's father became the community elder for the following 7 years, until Winston took over as Bishop of Bountiful, answering only to the Prophet in Texas. Winston encouraged the children to quit school and work in the community, leaving no educated children to graduate in a 30 year span. Jane's husband had the most wives in the community, second only to the Prophet. Jane had not been consented on her husband's marriages, as is the custom. Jane always wanted to care for the sick, so she finished her GED and asked the Prophet if she could attend College. The Prophet said she could not, as there was not enough time until the end of times. Jane was relentless, and eventually enrolled in the Nursing Program at the community college in Creston. At this point, she was 28 years old, and had 6 children at home. Winston had married many girls from the US who did not have health insurance, therefore he as well as the Prophet expected Jane to deliver the babies. Jane did not like the idea and petitioned the Prophet to be allowed to go back to school. Jane became a trained midwife in 2000, after attending school in the US. Winston is a fan of hockey and would organize and strongly encourage the boys in the community to play. However, he did not feel the same about the girls. Jane had introduced highland dance to the girls in the community, even though her husband encouraged her to stop. In order to get his wife to do what she was told, he began preaching to the community of the evils of dance, to the point where each child was pulled from the program. Jane's feelings towards the religion she was raised to believe began to change. She no longer wanted to be a part of it; she did not want to be told what to do anymore. She told her husband in 2003 that she was leaving, and taking her youngest child with her. As to be

expected, he begged her not to leave, offered to build her a dance studio, and told her he would take no more wives unless the Prophet told him to do so. Jane had seen enough. At this point, she had delivered about 40 of her husband's 127 children. She had watched many of the young men be banned from the community for some trumped up reason, knowing full well that it was simply because there were not enough women to go around. Many of these men turned to crime and addiction, having no education and no lessons on how to function in a world different than the sheltered one they were raised in. Once Jane left the community, she had to change the way she thought, she had to be more trusting of the gentiles or non believers. Her biggest challenge had been when she tried to track down her daughter. Her daughter had married a man significantly older than herself, and after serious digging, Jane found that they had been moved to a new compound in the US. When Jane tried to see her daughter and her grandchildren, she was denied the opportunity. The police told her that her daughter was of age, and if Jane forced her way in, she would be arrested. Upon further pressure, Jane's daughter finally consented to see her and her children, but the visits would be supervised.

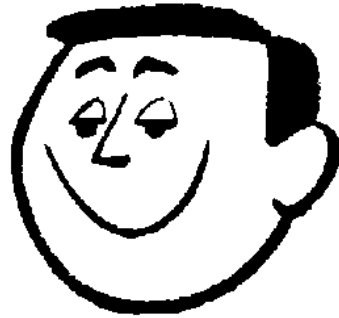
She later received a letter from her daughter, asking her to quit contacting her. The letter also thanked her for raising her to be submissive to her husband. That was the last contact Jane had with her daughter. Jane is still in contact with the occasional person from her previous life, mostly offering her services, including proving birth control to those women who do not wish for their husbands to know. Jane currently still practices midwifery, and travels often doing speeches.

Terri Twamley



"... and for the woman's point of view we'll hear from Mr. Hanson, who has carefully polled all our female employees."

Happy



Father's Day!

UCS

HAVE A GREAT SUMMER!



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ENJOY YOUR UNION-WON VACATION!