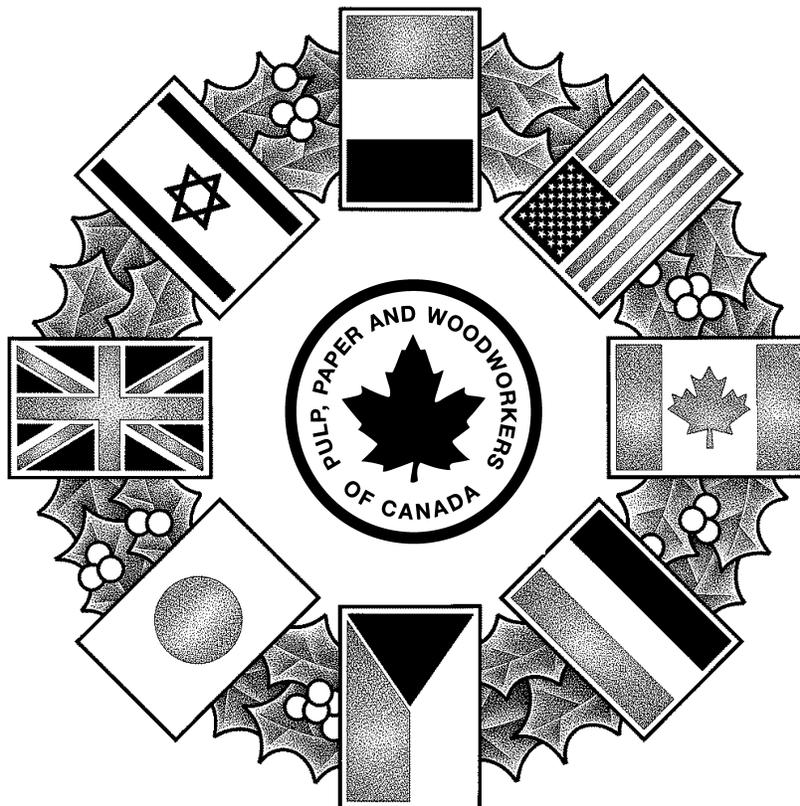


CHIPS N CHUNKS

DECEMBER 2001



PEACE ON EARTH ... GOOD WILL TOWARDS ALL!

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 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,
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Chips & Chunks will be published six times yearly by the Pulp, Paper and Woodworkers of Canada, Local 10. It is an open forum in which members of Local 10 are encouraged to express their views and opinions.

Articles and opinions appearing in Chips & Chunks do not necessarily reflect the opinions of the P.P.W.C., Local 10 Executive, the Editor, or other Officers of Local 10.

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EDITOR'S COMMENTS

By Bob Stephens

MPS/FI.... Five little letters capable of striking fear into the hearts of brave men and women throughout the land of Happy Valley. We've been SAPPed, SNAPPed, and MPS/FIed to death. The very thought of opening my paycheck and finding out what I paid myself is causing me considerable stress. I don't know what I ordered from Stores last week, but the element of surprise, coupled with my own personal delivery box, gives the whole thing a kind of Christmassy feel. I'm wishing for a pair of work gloves and safety goggles.

Welcome to the last issue of the year for Chips and Chunks. It's been a challenging fall around the Mill and it's hard to believe that this season is upon us. The Union Executive has been extremely busy the last couple of months in final preparation for the upcoming arbitration hearing, as well as a host of other problems related to the new work systems being implemented at the Mill. The day-to-day issues that occur are piling up, and without determination on the part of the membership to be aware and become involved in these issues, we are going to eventually drown in a sea of change. The best defense is a good offence, but before you can have that, you have to have the whole bloody team show up for practice. Go to your Union meetings and become involved so that as a group we can develop goals and strategies that will ensure our success as a workforce. Non-participation is shear death for a Union that depends on its members for ideas and input, so let yourself be heard. Until this happens, we will be stuck in a rut of maintaining a defensive stance to every management proposal and endeavor, which may keep us in the game, but won't get us very far up field.

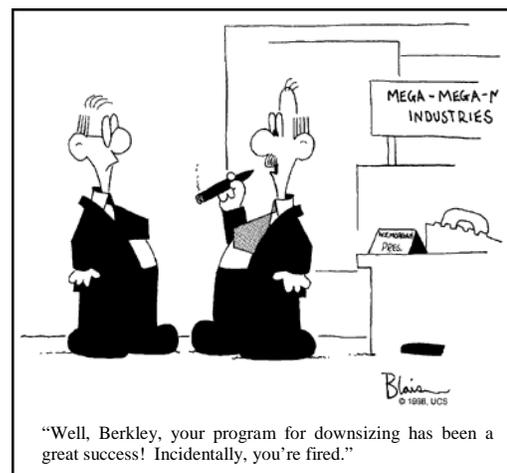
Speaking of new work systems, MPS/FI has got to be the wildest thing I've seen come out of the business offices in 20 years! People were laughing and joking. Big Guys showed up to shake a paw and tell everyone how easy the system was. I got a shirt, a cup, and a cooler. It all seemed like an awful lot of fanfare for a new accounting and payroll system, but far be it from me to deny anybody their jollies. But then you realize that these don't get excited over anything unless somehow there are dollar\$ attached to it... and there are. MPS/FI will probably result in a loss of at least 25% to 30% of those people who are so proudly praising the advantages of the new system. A couple of years down the road, more jobs are bound to be lost once the new management system is actually functional and people start achieving a certain level of efficiency. The resulting one, two or three million dollars a year in salaries saved by the company when this happens is

more lost revenue to the City of Kamloops. Add in the 20 or more jobs lost at head office last year, and the 60 union jobs through early retirement a couple years back and you soon find one of the big reasons Kamloops has a hard time getting anywhere financially. We keep trying to grow while one of our major employers keeps trying to shrink, and Weyerhaeuser turns a blind eye to the impact on the community. It's just business they say. I say it's **BAD** business.

When does this process of job elimination end? At what point does a company say to itself that enough is enough? I don't think that they are ever going to voluntarily impose any limit on how many people they can operate with, so it's up to us to get these kind of limits on paper and in the contract. Communities all across BC and Canada are suffering from the exact same economic and social problems caused by cut backs, realignments, reorganizations and closures. These are schemes used by CEO's, designed to siphon money out of our hands and into the hands of shareholders who couldn't care less about jobs in Kamloops, BC. Weyerhaeuser forgets that all of its employees, unionized or not, are shareholders too, investing non-renewable resources: our time, our energy, our lives. You would think a decent return on that kind of investment would be important to a company, but it's not. But it can be! **Contract negotiations start in 16 months!** It's time to unite and do something about the loss of jobs and all of the other threats to your standard of living, before our city suffers the same fate as places like Gold River and Skeena. It's your Union, you're paying for it. Use it before you lose it!

I hope to see many of you at the December meeting and I wish you and all of your families a merry Christmas and the best of the season.

Fraternally,
Bob Stephens



PRESIDENT'S REPORT

By Stacey Whiting

Local 10 was put on notice by letter, November 13, 2001 by Weyerhaeuser about "Kamloops Pulp Mill Operations Strategy for Christmas 2001." They state: In support of our strategy of not building inventories, our Kamloops Mill will be shut down over Christmas. "A" and "B" Mills will be shut down and secured for 6:30 on December 23, 2001. "B" Mill will restart on December 27, 2001 @ 7:00; "A" Mill will restart on December 29, 2001 @ 7:00. Minimum manning will be scheduled December 24 through December 26. Normal manning will be scheduled for December 27, 2001. Minimum manning requirements will be identified prior to December 3, 2001. Our plans are based on current sales forecasts. Unforeseen changes may result in changes in our operating strategy. Any changes will be communicated as soon as they are determined. Beware this decision by Weyerhaeuser could change for a variety of reasons and the Union will communicate any changes to their letter.

Weyerhaeuser Revised Operating Strategy of November 27, 2001: In support of our strategy for managing production to control inventories, our Kamloops mills will operate over Christmas. Minimum manning requirements to safely and effectively operate the mills through the Christmas Statutory Holidays will be identified prior to December 10, 2001. This change is a result of our sales and marketing group's efforts to secure additional sales for our mills. Our plans are based on current sales forecasts. Unforeseen changes may result in changes in our operating strategy. Any changes will be communicated as soon as they occur.

November 13 & 14 were the dates that the Christmas layoff of 2000 arbitration was held at the Canadian Inn. The process that was used was mediation to explore the possibility of a proposed worded agreement between the parties. Mediation did not take away the right to go to arbitration if mediation was not successful. A proposed agreement "Staffing Process on Statutory Holidays" was concluded. The proposed agreement has been posted in the Mill and it will be up to the membership at the December General Membership Meeting, after discussion, if it is accepted. If it is turned down, then we go back and hold the arbitration. Stephen Kelleher, QC was the appointed arbitrator (mediator) for this case, and retains jurisdiction to resolve any disputes arising from the interpretation of this (proposed) agreement.

There have been situations over the past months where asbestos material has shown up at different locations in the Pulp Mill. The locations have been identified and posted at the Mill. It is very important for members who have worked in these locations at anytime, take the required time to go to First Aid and fill out a hazardous exposure report. On completion of the report, request a copy for filing in your personal file at home.

Local 10 Wage Delegates will be meeting in Vancouver in November. As we are moving closer to 2003 contract talks, some very important decisions will have to be formulated at

these meetings.

Jim Sinclair, President of the BC Fed has been invited to attend the December NEB and address the group. Local 10's membership has approved an invitation by the BC Fed to attend their convention as guests in November. It will be interesting to hear the Delegate's report when they return from this venture.

Concerned members of Local 10 sent a signed letter "Bus Drivers Vote to Leave Local 10" for publication in our National paper, the Leaflet. The National Office, in their wisdom, decided to limit free speech by gutting the article from 1637 to 861 words. The National Editor, Sean Reel, states, "I have removed only material that bordered on personal accusation and literary methods that may have contained some unnecessary verbal thuggery." There are many other vehicles open to Local 10 to communicate our concerns. The position taken by the National Office only helps solidify Local 10's thoughts about our future and our destiny. The unadulterated version has been included in this issue of *Chips & Chunks*.

I would like to take this opportunity to thank the Executive and all members who donated time, effort, and dedication to make many of our goals and objective reality over the past year. The patience, direction, and help from Deb, our Office Secretary, make our job much less demanding. Thanks. One of our goals has been to encourage and promote members (especially younger) to become involved and interested in the welfare of their future and to help guide our Local towards a proactive position. This, in part, was accomplished by the training and seminars put on by the Local this year. Lynne and Jeff did a great job putting on our Safety Steward training in the spring, where a lot of ideas and information was shared. The WCB was also involved with their presentation. Open discussion amongst Stewards about problems in their areas was very enlightening.

Rene Pellerin and Karen Cooling put on a quality Shop Steward course that created direction and a lot of inter-departmental discussion where many contractual problems were highlighted. We believe that the Stewards are the backbone of our Union.

In May, Local 10 hosted the PPWC Safety Conference, and it is always very informative and interesting to hear what the Locals are doing in health and safety at their workplaces. The WCB gave a presentation on Division 6 – Prohibition Against Discriminatory Action, which produced many questions.

This fall some Local 10 Stewards took training at the Henry Grube Centre, put on by the Kamloops and District Labour Council, on stress in the workplace and facing management. The training was very well received by the Stewards. A financial planning seminar that was held at the Union Hall was completed. The topics: basic financial planning, investment strategies of the wealthy, retirement planning, tax planning, estate planning, and portfolio planning. Unfortunately there were two crews that could not attend because of their work schedule, but if the membership wishes

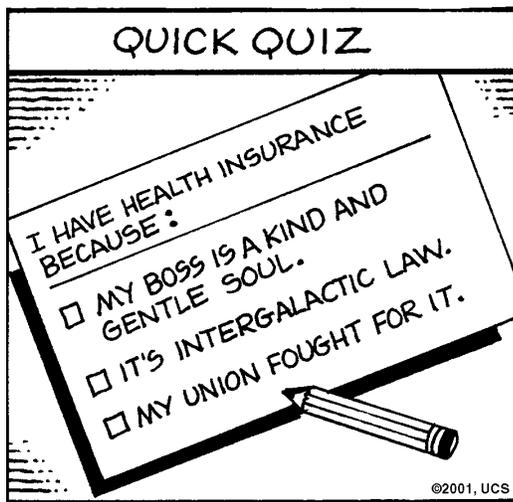
another seminar held again, and then it would be held to accommodate the crews that had to be missed. As contract time is drawing near, we should all be prepared to put our affairs in order as well as many members will be reaching retirement age in the next 5 years.

I believe training, communication among members is very important, and we should consider in the New Year, training on harassment in the workplace, arbitration preparedness, as well as continuing enticing younger members to take an active role in their future.

The Kamloops Pulp Brotherhood Society has negotiated a 10-year lease for downstairs, with the Legion. This is a huge accomplishment when there are many vacant spaces for rent in the downtown. This will provide security for the coming years for the membership and our Union Hall. Thanks to Dave Dennis and his crew for keeping our Hall in great shape, and for putting on and cooking for many first rate functions throughout the year.

At the Christmas season draws near, I hope everyone has a happy, safe and healthy holiday and in the coming year, will be ready to face the challenges ahead.

Fraternally,
Stacey Whiting



1ST VICE PRESIDENT'S REPORT

by Rene Pellerin

Back on August 29, 2001, the Company took the position of not holding Standing Committee until Local 10 took part in process and functioning meetings. Local 10's Standing Committee's opinion was that functioning and process talks were not going to be part of the Standing Committee agenda. The action by Weyerhaeuser to cancel Standing Committee forced Local 10 to start the proceedings of filing a compliant to the Labour Relations Board, against Weyerhaeuser for violating Article XXXVII, Section 1, Grievance Procedure.

Local 10's lawyer started to file a complaint on September 12, 2001. Weyerhaeuser's Human Resources Manager contacted Local 10 the same day to offer us two choices:

- Local 10 and Weyerhaeuser could have a Standing Committee meeting on September 27, 2001 with functioning in the first half and if that went well in their minds, then we could proceed with the agenda.
- Local 10 and Weyerhaeuser could have a Standing Committee meeting on September 27, 2001 dealing only with third stage grievances.

Local 10 chose the latter of the two, as we felt that functional meetings were not part of our commitment to the Standing Committee process. The reinstatement of the 3rd stage grievance procedure put our complaint to the LRB on hold. After reinstating 3rd stage, the Company offered to have a separate process meeting outside of regular Standing Committee. We reviewed this option and decided to try a process meeting as this may resolve the deadlock created between Local 10 and Weyerhaeuser.

On October 3, 2001 we had 3rd stage Standing Committee, then in the afternoon, a process meeting. After this we felt that these process meetings were not the way Local 10 wanted to proceed. In Local 10's view, Standing Committee had to return to the way it functioned prior to August 29, 2001, resolving issues.

On October 22, 2001 Local 10 grieved the fact of the Company unilaterally altering Standing committee procedure by insisting on process meetings. November 15, 2001 Local 10 received an answer to this grievance. The Company was willing to proceed with Standing Committee and they would limit process to their agenda items. At this time we are going to discuss this with the Executive on November 27, 2001, and with the membership on December 13, 2001.

Local 10 has a number of 3rd stage grievances to address with the Company. We also have four grievances moving to 4th stage and two arbitrations in the works. The Christmas manning arbitration will be discussed at the Executive meeting and the General Membership in December. The Stores Warehouseman arbitration has been referred to Local 10's lawyers.

In closing, I would like to thank the Executive and Stewards of Local 10 for their past year of commitment to taking care of business for Local 10. I look forward to the next year of representing the membership of Local 10 and to working with the future Executive. Weyerhaeuser's disrespect for our Joint Labour Agreement will only make us more willing to rise to the fight for our contractual rights.

In solidarity,
Rene Pellerin



U are the "U" in Union

WAGE DELEGATE'S REPORT

by Lorne Christianson

"Need to know"

Bargaining with the industry (Weyerhaeuser) will start in about 18 months. We need to talk with the membership to understand and get a feel for their thoughts. Appeal to their fighting capacity and their loyalty to union beliefs. We need to encourage a real discussion.

Questions to ponder:

- What can we do to prepare?
- What kind of support is there from the membership?
- Do we have a membership that is willing to fight for what we have now?
- Does the membership have the will to fight for more?
- Is the membership too passive?
- Are they too skeptical?
- Is the membership aware of the consequences and what might be at stake in 2003 bargaining?
- Do they want or desire more information?
- Will the membership be willing to engage in real discussion about issues and what they are prepared to fight for? (job security, wages, pension, contracting out, etc)
- Are pulp curtailments by Weyerhaeuser, psychological warfare, a mind-set for future negotiations (fear mongering)?
- With more potential for downsizing, is the membership willing to participate in full flexibility?
- Does the membership feel target bargaining could work better if it was reassessed?
- Does the membership wish to have industry wide bargaining back?

**OUR FUTURE**

by Lorne Christianson

The well-known shortage of skilled trades worldwide is of great concern. Large corporate citizens like Weyerhaeuser should be directing their efforts into training and grooming people to fill these many positions. Weyerhaeuser, one of the largest forest based companies in the world, and closer to home North America, Canada and British Columbia, need to seriously look at these up and coming shortages. Where are these trained, skilled employees going to come from? It is not predictable that you can replenish resources by going to Europe or snatching from other companies or enticing people from the North. In a few short years, there will not be enough skilled workers to fill the demand. Weyerhaeuser, a widely diversified corporate giant, employees thousands of very skilled personnel from scientists to computer programmers, engineers, technicians to supervisors to trained

skilled production workers. Trained skilled trades are essential to any operation and soon will be a premium with demand. All employees make the business respected and profitable for the shareholders. PPWC, Local 10 Executive would like once again to appeal to Weyerhaeuser to start an enhanced program of training for all of the skilled trades.

Apprenticeships

Weyerhaeuser Mills have some of the most highly technical and diversified applications and operations. This, in my opinion, could make a corporate citizen like Weyerhaeuser a leader in the development of trades people of the highest caliber. Harvest the knowledge of these existing skilled workers to train others. Keep the knowledge flowing. Creating a good apprenticeship program on an ongoing long-term basis would be a financial payback for the future.

Right now, Kamloops Pulp alone could honestly support apprentices in these categories:

- Machinists
- Lager Insulators
- Pipefitters
- Electricians
- Instrument Mechanics
- Welders
- Sheet Metal People
- Heavy Duty Mechanics
- Millwrights
- Steam Engineers (3rd and 4th)

BC's pulp and paper industry is heading towards a skilled crisis, triggered by its own failure to train new blood. Skilled trades will start to run dry in 5 years when 40% of the current trades workforce in BC's pulp and paper mills become eligible for early retirement. 64% of trades people in BC mills are 45 years and older, while just 1% are just 30 and under. Trades such as insulators, painters, masons, refrigeration mechanics, and sheet metal workers have no apprenticeships and are dying out. Companies focusing on downsizing and flexible work practices are causing a deficiency in the skilled workforce.

Thank you,
Lorne Christianson

**HERE'S WHAT!**

by Lorne Christianson

MPS/FI SAP**HPWS (High Performance Work Systems)**

If you can remain calm when everything around you is in chaos,
Chances are you haven't completely understood the situation.

BUS DRIVERS VOTE TO LEAVE PPWC

as presented to the Leaflet for publication (unadulterated version)

** text in italics has been edited out for Leaflet inclusion*

On July 13, 2001 an overwhelming majority of the Kamloops City bus drivers and Handidart drivers in PPWC Local 10 voted to join the Canadian Auto Workers union (CAW). The vote conducted under Section 19 of the Labour Relations Code was a clear indication that the drivers wanted to change unions. The vote results were: CAW – 65, PPWC 13, in total 95 members of PPWC Local 10 are now members of the CAW.

This is a significant amount of dues paying members and must be looked at in the bigger scope of issues facing our union. Issues such as the ability of our National and locals to service members outside a pulp local, the status of us not belonging to a labour central, our vulnerability of being raided by another Canadian union, the signal sent in future organizing and the question of what workers are looking for in a union in the year 2001.

Before we analyze those issues we should look at the history of these workers in Local 10. The original Kamloops City bus driver group of about 40 workers joined the PPWC in 1981. They were the first group of Canadian transit workers to break away from an American union, the ATU. They were later invited to join the Independent Canadian Transit Union (ICTU) in the lower mainland but preferred at that time to stay with the PPWC. ICTU has since joined the CAW in a controversial decision of a slim majority of the members.

The City of Kamloops contracts their transit system to a private contractor and the drivers have worked for several contractors over the years. The current operator is Farwest Coach who runs the Handidart system in Kamloops as well several other transit systems in the province, some certified by the CAW. The workforce has expanded to about 80 workers recently. In 1994 the Local 10 bus drivers mounted a successful counter campaign against Laidlaw who underbid the current operator with a low-ball contract based on concessions from the workforce and substandard service to the city.

12 – 15 Handidart drivers also work for Farwest Coach. They have a different collective agreement but because they have a common employer and a common worksite they were deemed by the Labour Board to be represented by Local 10. They originally were members of Local 10 several years ago when their employer was a family run society but decertified later. When the Handidart contract went to Farwest they wanted to join the CAW at that time but were deemed to be part of Local 10.

The CAW contacted Local 10 when they began getting calls from the drivers in Kamloops. In respecting the rights of workers to decide on the union of their choice a process was initiated that would indicate the level of support of these workers. It was agreed that the drivers would initiate a petition indicating their support and if it was clear majority

then they would sign CAW cards and it would go to a vote. It fell apart when certain members did not want their names exposed. When the CAW saw their level of support they went to the raid process and the rest is history.

Role of the National

The role of the National in a raid is the same as that in an organizing drive and comes under the responsibility of the First Vice President. When that office was contacted there seemed to be a lack of interest to come to Kamloops. We received the impression that Local 10 could do just as much to defend this raid as a National Officer could. The role of the President in a raid is usually to contact the raiding union and question their motives and ethics. When that office was contacted early in the raid there was no indication of that being done. A statement to the local media after the raid seemed to indicate a tone of indifference. The overall message was that we don't have a problem with raiding even when it happens to us but we are concerned about the drop in membership. In our opinion there was no effective presence of the National in the CAW raid on Local 10.

Lack of a Labour Central

One of several complaints the bus drivers had is the current lack of PPWC membership in a labour central. They were aware of the direction the PPWC had taken at our last convention and had expressed that concern to Local 10. It was interesting that speakers at convention were advocating a new Canadian labour central as proposed by the CAW after their dispute with the CLC. Did they not understand that this new labour central never had any hope of materializing and could easily have been a backdoor way for the CAW to gain members from smaller unions? Has the CAW now shown their true colours by raiding the PPWC? Does no one remember when, in our CCU history we were strong allies with the BC union that make up the CAW today? A loose commitment from those unions to not raid CCU unions in the future doesn't hold any water today. The PPWC must face the reality that our presence as a small independent provincial union today is much more fragile than it was not that long ago. Without membership in a labour central that at least has some policies on raiding and changing unions it will be a struggle that we haven't dealt with in many years. Are we up to the challenge?

Servicing and Collective Bargaining

The PPWC has for many years dealt with the issue of organizing small units into the larger pulp local and how they are serviced or represented. Organizing and the first collective agreement has traditionally been the role of the National. Afterwards new members are turned over to the local for servicing and assistance in future bargaining. This appears to now be harder and harder to do when the pulp locals are faced with corporate concentration while at the same time dealing with a de-centralized bargaining system in the pulp and paper industry.

Bus drivers in Kamloops were becoming more and more

(Continued on page 8)

(Continued from page 8)

Non-assertive behaviour we learned as children.

Passive Behaviour

When we learn passive behaviour, we learn to:

- Hold our feelings and thoughts inside more than is healthy;
- Put others' needs before our own;
- Find it hard to make decisions;
- Avoid taking responsibility for making choices so that others make decisions for us (their response may be to feel resentful and frustrated);
- See ourselves as victims of some unfairness or injustice (finding someone else to blame);
- Put ourselves down continually, refusing to acknowledge any compliments;
- Avoid confrontation, give in when faced with it, cry, or run away to avoid the problem.

Passive-Aggressive Behaviour

When we learn passive-aggressive behaviour we learn to:

- Avoid honest, direct expressions of our feelings and thoughts;
- Block something from happening by being resistant without offering constructive alternatives;
- Focus on problems with another's' plans (another's frustration is the goal);
- Refuse to help (while not actively opposing) or agree to help but never get around to it;
- Ignore suggested solutions to problems, or indulge in help-rejecting complaining;
- Suppress enjoyment or enthusiasm, pretend to be bored, act in a patronizing or martyred way when dealing with other people's hopes and dreams, or joint activities.

Aggressive Behaviour

When we learn aggressive behaviour, we learn to:

- Respond with an attack aimed at another's vulnerable spot when faced with a threatening situation;
- Overreact to those around us;
- Resort to verbal or physical abuse, causing injury, hurt feelings, humiliation;
- Think there's a competitive element in each situation so that for one person to win another has to lose.

The result is that others are afraid to speak to us honestly or discuss their resentments or their suggestions for fear of further abuse. They often experience our actions as domineering, controlling, hurtful, and attacking. We are often called bullies. Our learning opportunities are limited because others choose, for good reason, not to risk being honest and open with us about what they really see and think and feel. So we are alienated from others. We overreact rather than responding to what's really happening. Since we think the world is always threatening we are on the defensive.

Manipulative (Indirectly Aggressive)

When we learn to depend on manipulative approach to get us

what we want, we learn also:

- To distrust ourselves and others;
- To be skilled at deceiving others – ie. we lie or only give partial information;
- To think we need always to be in control;
- To think we need to do things for those around us to avoid rejection and hurt or in order to feel loved;
- To use fear, guilt, shame, flattery, affection, as weapons or tools to get what we want;
- And to deny our real feelings when confronted.

When we act manipulatively, we try to get what we want by attempting to get others to feel fear, shame, or affection. In the long run, manipulative behaviour may destroy relationships, though as a technique, the manipulative approach may appear to get us what we want right now. The goal of manipulative behaviour is to get us what we want, whether or not others, if we asked them directly, would they be willing to give it.

In reality each of us is worthy of self respect and respect. Long-term relationships and associations with others stand the test of time only if we stay in touch with ourselves and each other in ways which allow us to receive and to offer respect, honestly, recognition. If we rely on manipulative ways of being we may come to believe that our security depends on our becoming ever more skilled at behaving deceitfully, in order to keep up appearances. For example, we may appear to value others when we flatter them, but they can often detect an undercurrent of disapproval should they refuse to be manipulated. The final result may be that other may feel frustrated and confused at the lack of real honesty in contract with us.

Assertive Behaviour: Honest, Direct, Learned Behaviour

We have the right to act for ourselves, to express ourselves; in other words, to use our personal power, to ask for what we want as individuals, to work together with others to define and reach common goals. A person who behaves assertively will try to be in touch with their feelings so that their expressions and behaviour are honest, direct. At the same time, they will remember that it's impossible to be totally objective about themselves; they will be open to another's opinions and observations.

Each of us can learn these skills. We can learn to:

- Be in touch with ourselves, with our true feelings, to express thoughts and feelings in a direct straightforward way;
- Stand up for ourselves, ask for what we want without denying the rights of others;
- Accept the fact that we and other human beings sometimes do great work and sometimes we make mistakes;
- Create self-respect, and respect for others' differences;
- Take responsibility for our own sense of well-being (that other are not responsible for making us feel OK);
- Build a sense of self-worth strong enough to withstand a set-back (ie. if sometimes we don't get what we want, we

(Continued on page 10)

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- may feel rejected temporarily but not demolished);
- And we can build a sense of self, strong enough and flexible enough to allow us to listen carefully to others, despite our human fears of the unknown. When they speak honestly to us about themselves, we can begin to learn about our ideas, and behaviour so that we are not hurtful to the others in our lives.



SHOW ME THE BIG PICTURE

by Dave Dennis

It's Sunday night, I'm sleeping, and I must be dreaming! I'm dreaming of the past week at work. This is what you call a bad dream:

Go to work Monday concerned about a couple of Sunday "call-ins" that I didn't enter my time for. I tried but couldn't master the computer.

- Go to see our "Power User" – busy – passed on to Sandi.
- Call Sandi – at a meeting, referred to Terri.
- Terri's "voice mail" not much help.
- Call Central Power Ranger – he's unable to leave his post!
- Frantically grab another passing by Ranger and he bails me out.
- Two hours have passed by!

One of my coworkers arrives for coffee, with a box of earplugs, tells the story of obtaining said earplugs ...

- Two hours!

Need some gloves, go to Stores counter – Big mistake ...

- No "Reservation Number" – back to Fire Hall.
- Supervisor at another meeting. I guess I'll wait.
- Finally a "Reservation Number".
- Fumble through computer, gloves – gloves – and more gloves!!
- 1 ½ hour's pass, finally I get my gloves.

Assist contractor to off-load piping and fitting for Machine Room sprinkler job. By day two of job some of our material is disappearing ... hmm! Sprinkler job is progressing – need some drill bits ...

- It's 1 p.m. – Stores are closed.
- No "Reservation Number".
- Supervisor at another meeting.
- Contractor goes uptown to get drill bits!

We need some extinguisher powder ...

- My Fire Hall partner curses through an hour of trying to order the powder to no avail.
- Off to see our Power User.
- Another hour passes and our powder is ordered – delivery date is January 2002!
- This same powder prior to our "New System" could have been ordered on a toll free number to an open purchase order number with "next day" delivery.

Let me say, I'm not opposed to change. "**User friendly change**" would have been a better, and far more efficient method. Restructuring the way we are going to obtain our materials with a transition period long enough for a smooth change over would have been more humane and made sense (cents?).

But who am I? You're right boss! ... I just don't see the ... Big Picture!



LESSONS OF GOLD RIVER: WHEN A PULP MILL IS CLOSED, ONLY THE COMPANY BENEFITS

By Karen Cooling, as published in CCPA Monitor, Oct/01

In early 1998, Gold River was just another happy single resource industry community in British Columbia. The vast majority of the town's adult inhabitants traveled the 13 kilometres along the beautiful Gold River to the picturesque mill site at the head of Machalet Inlet to labour at the pulp mill which was owned by the Canadian forest company, Avenor. Others worked for Western Forest Products, the local logging company, or for the local public service providers. It was a contented life for many, but by year's end everything had changed for all of the community's 2,100 residents.

In July 1998, the pulp mill at Gold River was sold to Bowater, a large transnational forest products corporation. Production at the mill was suspended a month later, on August 26, 1998. On October 16, the workers were told that the mill would be closed permanently on February 23, 1999. They were told by Bowater V.P. of pulp operations, David Stewart, that the mill was "not strategic to our corporate interests."

The closure of the pulp mill was a shocking event for the 480 workers and for the community. It was the first pulp mill closure in B.C. in 20 years. Most workers were stunned to find that

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their secure employment was gone. For the community, it was even more devastating because the pulp mill provided 82% of the taxes paid to the municipality of Gold River.

The workers

Most of the unionized workers had already been unemployed for six months prior to the actual closure, due to the production shutdown and the notice period. In a survey of the laid-off mill workers I conducted 20 months after the official closure, I found that only 50% of the survey respondents are working at a full-time permanent job. Only 52% of workers report having had 10 or more months of full-time work. This means that some people have worked less than 10 out of the last 26 months. In fact, 9% of the total number of respondents have not had any work at all since the closure.

This had been a highly skilled workforce, with almost three-quarters of the survey respondents having ticketed transferable skills such as trades and steam engineering. In fact, 9% reported being qualified in more than one trade. This debunks the notion that workers simply need training and re-training to put them back into the workforce. Even so, over half of the respondents have accessed further training programs to build upon or expand their skill set.

But the level of unemployment among these workers remains significantly higher than the B.C. average. Half the respondents had found permanent full-time employment, while 39% remained unemployed. Among those who have found full-time permanent jobs, 63% are earning less than they did before the closure. Only 4% of respondents reported having benefit packages equal to those they had enjoyed before the closure. A whopping 32% reported no paid Medical Service Plan premiums. In British Columbia, this means that, although you can't be turned away from a hospital in an emergency, you cannot have access to doctors or any other health care professionals.

The community

The loss of the industrial tax base was a tremendous shock for the community, and for the municipal council in particular. However, in November 1998, the Village Council met with representatives from the school board and from the various health care providers in the community to discuss a community-based joint stabilization plan. The purpose of the plan was to ask for funding from the provincial government for a period of five years to allow for the type of long-term planning and development that was going to be required.

On October 14, 1999, the provincial government announced the approval of a multi-year \$7.9 million package to "help Gold River in its transition and economic diversification." The "funding will help provide basic economic social services, such as education, health and family services, and will support small business initiatives and economic development planning. The assistance package also includes contributions to municipal debt reduction and tax adjustments."

Now, having the money to allow for a period of re-focusing and development of new economic opportunities is one thing,

but having the land for industrial or commercial development is another. The Village of Gold River has little land within its boundaries for any further development. The land around the community is Crown land, and that had been allocated to Western Forest Products through Tree Farm Licence 19. Bowater owns the site where the mill was located, although they did lease a small parcel of land from the local native community. Bowater has partially dismantled the plant, and to this date has not sold the site to anyone else. This prime industrial location has been designated as key to any significant industrial development being conducted in the area. It is completely out of the financial reach of the community and its citizens.

The lessons

The most-mentioned issue to be addressed is the problem in the B.C. Employment Standards Act that excludes "layoff" as a defined condition for determining notice periods for permanent shutdown notice. Having four months' notice of plant closure is reasonable. Having four months of non-working notice of plant closure is devastating, both financially and emotionally.

On the one hand, many workers are financially drained prior to receiving their severance pay. They then are penalized by UI for receiving those funds, through having their claims postponed until their severance pay is depleted. Due to the prior production layoffs in the previous 12 months, many ran out of UI benefits while having spent their severance pay just to survive. For some it was a financial and emotional nightmare.

We have re-learned the lesson on training. Again it should be stressed that this already is a highly skilled workforce. Journeypersons comprised 50% of respondents, 34% have First Aid tickets, 16% reported being stationary engineers, 10% have First Aid tickets in addition to their trade qualifications, and 9% have more than one trade. For the vast majority of these workers, the experience has been exactly the same: it is not what you know, but **who** you know. "They put us out in the cold," shay one of the respondents. "We are not a young workforce you know. For many of us, it is all we really know, and they just threw us away. The corporation is responsible for this. We gave them our backs and they kicked us in the ass. And we made them millions and millions and millions of dollars."

Respondents believe that it is the corporation that should be made to pay for the real costs of the plant closure. The stress has been one thing, but the financial burden has been quite another. The vast majority of respondents state that corporations must be made to pay the transition cost for the workers and their families. This would include medical and dental plans being continued for a specific period.

Although the home buy-back program that was in place had some serious flaws, respondents argued that a proper home equity program is essential, particularly in smaller communities where a plant closure has an immediate and devastating impact on house values.

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Many of the respondents insisted that it is the corporation that needs to take the lead role in the training and re-training of workers. The cost should not be borne solely by the individual, nor should it be the exclusive responsibility of the government. Trained workers benefit the corporation, but they are also more employable if there is a shutdown.

A very bitter pill to swallow was the absolute lack of corporate concern regarding re-employment. "Everyone of us just wants a job," said one of the workers. Not only did Bowater not offer jobs to any unionized workers in one of their other operations, but there was not an agreement in the pulp industry to re-hire the workers in some sort of organized fashion.

By far the greatest issue here is keeping Tree Farm Licences (TFLs) and other forms of forest tenure linked to mills. Where a mill is not linked to a TFL, there is no leverage for the government to keep a profitable mill operating. These mills are extremely vulnerable to corporate manipulations. It made a difference for Prince Rupert, where the pulp mill was bailed out by the provincial government, and it was the nail in the coffin for Gold River.

The other issue that was broadly mentioned is the importance of good forest practices. Without a doubt, the workers appreciated the jobs and the lifestyle provided them and their families. They wish they had their old lives back, and they do not want their misfortune and mistreatment to happen to any other families. Overcutting, raw log exports, and bad forest practices will kill any chance of this kind of lifestyle being available in the future. "We must not let the corporations ruin this opportunity for our children," was a common statement.

Conclusion

Have we learned anything new from the lessons of Gold River? Probably not. Canada and other countries are littered with communities devastated by corporate decision-making predicated on greed and followed with abandonment.

There is some talk about the notion of "just transition" from the environmental movement. This relates to the expected loss of jobs from environmental improvements. But I think the issue must be expanded to include all workplace disruptions due to corporate profit-taking. When workers lose their jobs, the bottom line is that it really doesn't matter **why**. Regardless of the reason, they are still unemployed.

Other countries are leading the way in terms of periods of notice, relocation and training expenses, unemployment insurance, and the continuation of benefits packages. Canada must follow. Our communities and our citizens are being trampled in the race for greater profits in a global marketplace.

As we move from the Industrial Age to the Techno-Information Age (or whatever it is ultimately going to be called), we must devise ways to ensure that our friends and family members don't fall through the cracks and be

condemned to live in poverty for the rest of their lives. In a society where we value one another, value our families and our communities, it is the next natural step in the struggle for social justice.

(Karen Cooling – kcooling@home.com - was seconded from her regular job as Secretary-Treasurer of the Confederation of Canadian Unions to work directly with Local 11 of the Pulp, Paper and Woodworkers of Canada during the time of the closure. She also was a municipal councilor in Gold River at that time. She recently completed a study on the impacts of the Gold River mill closure on the unionized workers and their families – on which this article is based – and continues working on the issue of just transition and other forest-related issues).



A CHANCE TO DO SOMETHING INNOVATIVE: FINDING SOLUTIONS TO U.S. BULLYING ON SOFTWOOD LUMBER

by Dale Marshall

as published in The CCPA Monitor, Nov/01

Once again forest companies and forestry workers in British Columbia are facing uncertainty. First, pulp mills around the province were shut down due to low pulp prices. Then came the countervailing duty decision by the US Department of Commerce that applies a 19.3% levy on Canadian lumber exports to the US.

The BC government's response to the softwood lumber dispute – moving towards a market-based stumpage system – may have all kinds of unintended and unacceptable consequences. It could be a move in exactly the wrong direction. Larger forest companies (including ones based outside Canada like Weyerhaeuser) may have the ability to outbid smaller locally based companies for cutting rights. The result will likely be further consolidation of the forestry industry in the hands of large multi-nationals.

There is little reason to believe market-based stumpage will resolve the ongoing dispute. The Coast Forest and Lumber Association, among others, is predicting that a market-based system will lead to a decline in government revenues from the forest industry – at least once the major players force the competition out.

How could lower stumpage revenue in BC possibly lead to a resolution of the softwood lumber dispute, when US companies are already claiming BC stumpage is too low? The answer is the American lumber producers will be able to move in and buy cutting rights in BC's market-based stumpage system.

This is the reality of the softwood lumber saga. US

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companies will stop their bullying only when they have unhindered access to BC wood, either through outright privatization of Crown land or through market-based stumpage. This has been made clear by the fact that exports from privately-owned forests in Atlantic Canada have been exempted from the duty.

There is, however, a way to mitigate the closures of both pulp mills and sawmills: produce more value-added wood products with our forest resources. This would create more jobs and make us less vulnerable to commodity price swings such as that of market pulp. It would also take away USA lumber producers' concerns that Canada is increasing its market share south of the border in lumber.

The higher up the value chain we go, the less softwood lumber disputes will be an issue. This latest dispute actually opens the door for our governments to do something innovative. The provincial and federal governments could negotiate an across-the-board export tax on all Canadian lumber, in exchange for the US dropping the countervailing duty. The BC government could then use the revenue to move the forest industry towards more diversity and stability.

One way to do this is to make the revenue from the export tax available to any company operating in BC that is willing to meet certain objectives. These should include manufacturing more value-added forest products, and investing in areas where BC's forest industry has been lacking, such as conducting more research and development and increasing productivity. Social and environmental goals, such as worker training and stringent ecological certification, should also be included as objectives.

Each forest company would have to undergo an independent audit to determine if their operations met the objectives. If they did, a portion of their investments in these areas could be returned to them.

While we're at it, BC could really play the US game and impose a tax on all energy exports, as well. The revenue could be used for investments in renewable energy production, including wind, geo-thermal, solar and tidal energy. It could also be used to increase funding to public transit and fund energy efficiency projects for residences, businesses, and industry.

There are all kinds of solutions available to a provincial government focused on maximizing the economic, social, and environmental benefits of our shared natural resources. Let's try some of them.

(Dale Marshall is a resource policy analyst with the CCPA's BC office, and author of a new report, "Re-Capturing the Wealth: Investment Solutions for Jobs and Environmental Sustainability in BC's Resource Sector," available at www.policyalternatives.ca or from the CCPA)

GENERAL MEMBERSHIP ATTENDANCE

by Debbie Carriere, Secretary/Bookkeeper

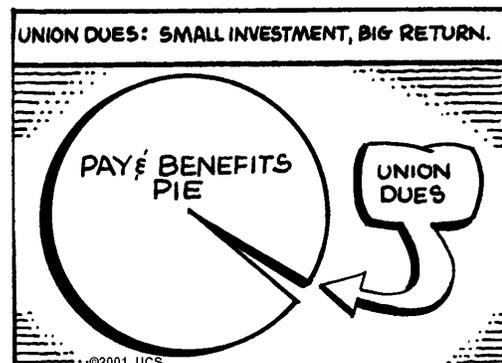
After reporting on the meeting attendance in the September issue of *Chips & Chunks* I received an email from Susan (Secretary at Local 9) who did a similar article for their newsletter. She stated, "I also did a stat listing by birthday of our members and the results were startling. Out of 537 members, over half were 51 and older. Further the participation by the younger members is almost nil."

With attendance for 11 out of 12 General Membership Meetings recorded for 2001, I thought it would be interesting for Local 10 members to compare figures. Out of the 429 pulp members (excluding summer students) now on Local 10's membership database:

- 2.3% of the membership is in their 20's;
- 18% of the membership is in their 30's;
- 38.2% of the membership is in their 40's;
- 35.4% of the membership is in their 50's;
- 6.1% of the membership is in their 60's;
- 25.4% of the membership have attended one or more meetings;
- 14.9% of the membership have attended enough meetings to qualify for their rebate and/or an Executive position;
- 41% of those qualifying for a rebate and/or an Executive position attended just enough meetings to qualify;
- 53% of those qualifying for an Executive position and/or rebate are over 50;
- Executive ages range from 37-59, with an average age of 48;
- 76.5% of current Executive is 50 and up.

The figures show that 26 pulp members will reach mandatory retirement age within the next 5 years, and a further 78 will be eligible for early retirement within the same time span – that works out to 24.2% of the regular membership. Based on meeting attendance, one-third of these individuals are regular meeting attendees, making enough meetings to be eligible to hold an Executive position and/or a rebate.

Perhaps the present Executive's efforts in enticing new blood, as well as seeing the numbers in black and white, will convince some of the "younger" Local 10 members to get out to meetings, get involved with issues being faced by Local 10, and hopefully aspire to achieve an Executive position in the future.





WHAT ARE YOU AFRAID OF?

- Acrophobia – fear of heights
- Agoraphobia – fear of open spaces
- Allodoxaphobia – fear of opinions
- Arachibutyrophobia – fear of peanut butter sticking to roof of mouth
- Bibliophobia – fear of books
- Bromidrosiphobia – fear of body smells
- Catagelophobia – fear of being ridiculed
- Catapadaphobia – fear of jumping
- Ceraunophobia – fear of thunder
- Chnetophobia – fear of hair
- Chiraptophobia – fear of being touched
- Chorophobia – fear of dancing
- Climacophobia – fear of stairs
- Clinophobia – fear of going to bed
- Cyclophobia – fear of bicycles
- Decidophobia – fear of making decisions
- Dendrophobia – fear of trees
- Dentophobia – fear of dentists
- Didaskaleinophobia – fear of school
- Dipsophobia – fear of drinking
- Eisoptrophobia – fear of mirrors
- Entomophobia – fear of insects
- Epistaxiophobia – fear of nosebleeds
- Frigophobia – fear of cold
- Geliophobia – fear of laughter
- Genophobia – fear of knees
- Glossophobia – fear of public speaking
- Heliophobia – fear of the sun
- Herpetophobia – fear of reptiles
- Hydrophobia – fear of water
- Hypediophobia – fear of responsibility
- Kenophobia – fear of empty spaces
- Mechanophobia – fear of machines
- Musophobia – fear of mice
- Necrophobia – fear of death
- Neophobia – fear of anything new
- Noctiphobia – fear of night
- Ombrophobia – fear of rain
- Ostraconophobia – fear of shellfish
- Panthophobia – fear of disease
- Papyrophobia – fear of paper
- Phalacrophobia – fear of becoming bald
- Philemaphobia – fear of kissing
- Plutophobia – fear of wealth
- Pyrophobia – fear of fire
- Sapophobia – if you don't know, then you haven't been to work lately
- Sciophobia – fear of shadows
- Siderodromophobia – fear of trains
- Sphexsophobia – fear of wasps
- Syngenesophobia – fear of relatives
- Taphephobia – fear of being buried alive
- Testophobia – fear of taking tests
- Triskaidelcaphobia – fear of the number 13
- Xanthophobia – fear of the colour yellow
- Xenophobia – fear of strangers
- Zelophobia – fear of jealousy
- Zoophobia – fear of animals

P.P.W.C., LOCAL 10 BYLAWS

Article V, Section 1 (d)

To be eligible to run for office for any executive or delegate position of Local 10, a nominee must have attended a minimum number of regular General Membership meetings in the previous twelve months. A day worker must have attended at least six (6) meetings in the previous twelve months, a shift worker must have attended at least four (4) meetings in the previous twelve months unless a bona fide reason is given.

Article VIII, Section 2

The guidelines for reimbursement of \$120.00 are:

1. A shift worker will be required to attend a minimum of four (4) General Membership Meetings in a year.
2. A day worker will be required to attend a minimum of six (6) General Membership Meetings in a year.
3. Any worker who swings between shift work and day work will be classified as a shift worker.
4. "E" Crew workers will be required to attend 50% of their available General Membership Meetings as outlined on the 12 hour shift schedule.
5. Steady afternoon shift workers will be required to attend 50% of the Special Membership Meetings called throughout the year.
6. Members out of town on union business (National or Local) shall be considered as present at General Membership Meetings.
7. Any member who qualifies for a reimbursement, but has paid less than \$ 120.00 in dues will be reimbursed the amount of the dues collected.



KAMLOOPS PULP BROTHERHOOD SOCIETY REPORT

by Dave Dennis

Greetings from your KPBS Directors

To say the last few months have been rather hectic would be an understatement. The Royal Canadian Legion's rental of our basement has been a very slow and tedious process.

The Legion began paying rent July 2001. Three and a half months later, construction began on their renovations to bring the basement up to their requirements. Many meetings were held with City building inspectors, architects, engineers, contractors, and Legion Executive. Finally, all the hurdles and approvals were achieved and the contract was let out to begin the renovations. Some of the renovations include: bar area, kitchen, men's and women's washroom upgrade, office area, WCB approved smoking room, dance floor and lounge area. Exhaust provision for the kitchen and smoking room, additional heat and cooling unit installation was also required. The cost of this project, including architect fees is estimated at \$200,000, all born by the Legion. At this writing, construction is well underway with a completion date of mid December. It will be gratifying to us all to see the Legion finally in their new home.

In the near future, we will have applications available for "membership" to the Legion. I urge all members to consider joining the Legion and supporting them in their venture.

Other items of interest from the Society Directors include the New Years Party and Super Bowl Fiesta.

The Grey Cup Party was November 25th. We had a great group and a good time was had by all, even though the wrong team won (ex-Winnipegger). Thank you to all for supporting our endeavors.

New Year's Party tickets will go on sale around December 1st: \$25/couple, guests welcome first come basis. Party favours, champagne at midnight and after midnight snacks included. Hope to see you there!

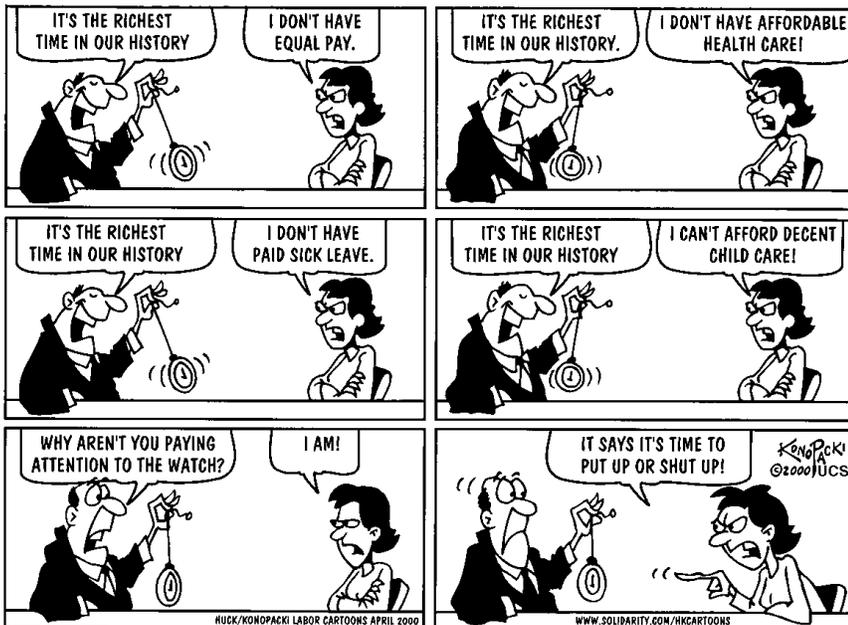
Election Time

With elections upon us, let me take time to recognize the efforts of your KPBS Directors: Darcy, Les, Mel, Tag, Ted, and Steve. You guys did an awesome job and it was much appreciated. Mel, your Christmas tree decorations were great! I ask you all to consider returning for another term. Thanks for your support.

Season greetings wish to you and your families.

In closing, as I look over the past year, I see the use of our Hall increasing by you, the membership, and that is gratifying. It's your Hall, be proud of it!

Fraternally,
Dave Dennis, KPBS Chairman



"When a man tells you that he got rich through hard work, ask him whose."

Don Marquis



From the Executive of Local 10: Merry Christmas and Happy New Year to all PPWC Local 10