



CHIPS N CHUNKS

February 2001



Pulp, Paper & Woodworkers of Canada, Local 10
427 Lansdowne Street
Kamloops, B.C.
V2C 1Y2

Phone: (250) 828-8722
Fax: (250) 828-8733
Email: ppwckam@mail.ocis.net

E-mail: ppwckam@mail.ocis.net
OFFICE HOURS: MONDAY—THURSDAY
8:00 A.M.—4:30 P.M.

EXECUTIVE - 2001 - PULP, PAPER & WOODWORKERS OF CANADA, LOCAL 10

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3RD VICE PRESIDENT	TERRY BRUNT	376-2166
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.....	DAVE McDONNELL	376-8426
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WAGE DELEGATE ALTERNATE	JIM MacLEOD	376-7781
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EDITOR	TERRY BRUNT	376-2166
DISABILITY MANAGEMENT		
..... COORDINATOR	BLAINE GILLILAND	372-5328

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.

Editor: Terry Brunt 376-2166

FROM THE EDITOR

Many thanks to the members who contributed to this edition of Chips 'n Chunks. By the way, does anyone know how we came up with the name "Chips 'n Chunks"? We all know what "chips" are, but what are "chunks"? I think we need to look at changing the name of our paper. Perhaps we could have a "name the newsletter" contest; there could even be a prize for the finalist.

At the last P.P.W.C. Wage Caucus a motion was passed to form a Committee to look into all aspects of joining the Industry Job Evaluation Plan. The Committee has met and has a recommendation to Caucus to proceed with participating in Job Evaluation. A call has been made to all Locals to forward the names of anyone who would be interested in the position. The job would entail approximately 500 hours of training for each of the first two years and then on an "as need" basis after that. The job involves traveling to Vancouver and other mill sites in B.C. Names are to be submitted in time for the next Wage Caucus in May. Nominations will be accepted at our next General Membership Meetings in March and April.

Also at the Joint C.E.P./P.P.W.C. Wage Caucus, a motion was passed to form a committee to explore all the possible options that we have for the next round of bargaining, which by the way is only two

years away! It's amazing how fast the last four years have flown by.

We finally have a first contract in place for our new certification at Kamloops Forest Products. The struggle continues, trying to deal with an employer who seems to have absolutely no respect for the provisions of the Collective Agreement.

It is nice to hear that the Company is finally agreeing to some apprenticeships. Let us hope that an agreement can be worked out. I had read somewhere that in the next five years, in our industry alone, a third of the tradesmen will retire.

The P.P.W.C. Convention is set for the last week in March, in Duncan. Our Delegates should have an interesting report for the next newsletter, due out in April.

Remember, this is your newsletter – your Union! You do not have to be a member of the Executive to submit an article.

The next General Membership Meeting is March 8th. See you there!

Faternally,

Terry Brunt

**Where's
yours?**

PRESIDENT'S REPORT

Congratulations to the new members of Local 10 at Kamloops Forest Products for achieving their first signed contract. Efforts now can be concentrated on training for members, as well as helping keep an eye on W.C.B. orders that have not been complied with. Remember, documentation is an important part of any process.

Chips 'n Chunks will be coming out on a regular basis. We plan to have the paper out every two months, starting with February 8th General Membership Meeting as the deadline for articles to be submitted. A list of deadline dates for the 2001 paper will be:

April 12/01	Oct 11/01
June 14/01	Nov 22/01
Aug 9/01	

Any retirees that have a story to tell, we would encourage pen to paper and let us know how life on the retired side has fit into your life, with a picture or story of what's ahead for us all.

It is gratifying to sit on the Local 10 Executive and look around the table and see the years of experience that this group brings. I am encouraged by the interest, involvement and input by members at the floor level. I believe with the proper tools and training we can have a more informed and active Local at this Pulp Mill Site.

I would like to thank Weyerhaeuser for making available the Payroll Department (Sandi and Terri) for their help with collection of monies for Brothers Pauwels and Winter at a time when assistance was greatly appreciated.

As I reported at December's General Membership Meeting, Brothers Pauwels and Winter were very moved and thankful for monies they received on behalf of the members of Local 10. Kamloops Food Bank, Christmas Amalgamated, Salvation Army all sent their sincere thank-yous for donations that Local 10 delivered.

On January 26th, Garry Worth and myself met with Andrew McKay and John Bratton at U.C.C. The meeting was requested by Local 10 to address the idea of the College putting on courses that are labour oriented studies; examples would be Shop Steward, Safety Steward and Health & Welfare courses. Discussion revolved around how course material, instructors and Steering Committee might work, if the College is receptive. It appeared at the first meeting that the College was very interested, but we'll await their response, that will be tendered in writing. If we get a positive response, the next step would be to meet other unions in the community for their response and input.

On January 22nd, a meeting was held with A. Giardini, Company Counsel; D. Bowersock; S. O'Donnell, B.C.

Human Rights Coalition, and myself to discuss moving ahead with a joint harassment policy. Direction and input was given with respect to what each side needed addressed in a joint harassment policy. The meeting concluded with agreement that lawyers will, in the next two weeks, formulate a draft copy of what the joint harassment policy would look like. This will be reviewed, and then if agreeable, will then be presented to the Company and Union Executive. If we are still all in agreement of content, it will then proceed to the Union Membership Meeting for consideration.

I want to thank the Kamloops Pulp Brotherhood Society, and especially Dave Dennis, Darcy McCrea and Gord Nicklas, for the time and effort put into the last dances, Grey Cup and Super Bowl parties. The food that was prepared and cooked by Dave and Gord was first class, and certainly enjoyed by all. It was great to see retirees out at these functions, as this provides a great way to keep in touch with life outside of the Pulp Mill. Thanks to Erik Laursen for providing live music and the entertainment at these functions. We will publish the date of the next social in Chips 'n Chunks so that you can make plans to attend.

It is very clear the company direction with regard to Supervisors doing hourly work. It has been brought to the Company's attention many, many times in Standing Committee, and grievances with very little, or no success. A point in case, when we had senior hourly people laid off over December stats, a Company official took it upon himself, after only trying to call in two people, to call no others, then went and did the cleanup work himself. This type of attitude shows us the total disregard for the hourly people that work at this Mill. Judging by the number of times that Supervisors have performed hourly work, it would appear that this is intentional on the part of the Company, or that they have no control over their Supervisors. The team concept is alive and well as long as they get their way.

As for the layoff on December stats, an attack on our seniority rights, our lawyer has been instructed to prepare our case for an arbitration hearing in the near future.

It has come to the attention of our Executive that in some cases, the Company has taken upon themselves to solicitate and dictate who will represent a Crew or Committee for the Union. The policy of Local 10, of elected or appointed members will be that they are the only ones that conduct Local Union business and we will not tolerate the Company involved in this process. We, as a Local Union, do not tell the Company or involve ourselves in their process of representation – stay out of ours!

Fraternally,

Stacey Whiting

1st VICE PRESIDENT'S REPORT

In a July 2000 Executive summary, the business and economic roundtable on mental health made several interesting statements. Some are:

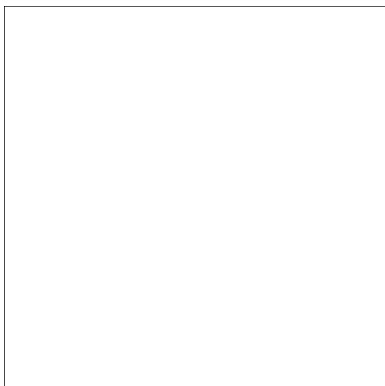
- The past decade of corporate downsizing and restructurings proved that the companies which downsized the most were productive the least.
- Through the same decade, depression and stress-related disorders grew at comparable rates.
- Canadians are working longer and harder, but not more productively.
- Depressive and stress disorders represent 30-40 percent of all mental illness in Canada and are more than 30 percent of all disability recorded at three of Canada's best know corporations.
- Depression is distributed within the Canadian labour force of 14 million at a 10 percent rate, meaning 1.4 million working Canadians have the disease and about 60 people at Kamloops Pulp suffer it as well.
- As depression in the workplace increases, so do related heart attacks, certain types of cancer, drug abuse, alcohol abuse and other problems.

Now, as I look at these statements I have several questions come to mind:

- If all these medical issues are caused by work-related stress, shouldn't the W.C.B. be paying?
- If the corporate downsizing and restructuring is proving so destructive and costly, why do the CEO's of these large companies so blindly follow each other's lead and destroy the health of their workforce?

Could it be they just don't give a damn? Where have the good corporate citizens gone? Will the need to profit at any cost and corporate greed eventually consume us all? I think so. I'm afraid so.

Mel Stearns



THE CHIEF'S BEEFS

At this time I would like to inform the membership of the Shop Steward Training course scheduled for the end of March 2001.

I also want to encourage members to step up and represent your Crews. Shop Stewards are the central force of a Union. They are the Executive's eyes and ears on the floor. We cannot be everywhere, therefore we cannot be as effective without you.

I would also like to stress that younger members get involved. What we have here for benefits and wages was fought for by senior members of this Local. For this I am grateful; so should the other junior members of Local 10. So, step up, represent your Crew and keep what we have.

I would also like to inform the membership of the growing problem of Weyerhaeuser Management doing Local 10 membership work; this has to stop. The continued downsizing of this Local's membership is not a reason for the Management of Weyerhaeuser to increase their duties to include this bargaining unit's recognized duties. We have asked Management on a number of occasions, to stop doing hourly work. This has only fallen on deaf ears. I propose that the only way this practice will cease is by Local 10 using legal council and going to the Labour Relations Board on this issue.

The past holiday season is a prime example of the irresponsible behaviour of the Management at Weyerhaeuser; this was explained in the President's Report. During the past few months, myself along with the Stores Crew have dealt with a number of grievances. These grievances were put in because Management was doing hourly work in the Stores Area. I would like to congratulate this Crew on their documentation of the work that was done by Management. This documentation allowed us to fight the grievances and make these members somewhat whole. The outstanding issue is still the fact that Management had no right doing bargaining unit work

I am encouraging all members of Local 10 to fight for the future of their jobs. We all have to watch for Management doing hourly work; to show our dissatisfaction with Management's actions, then we must grieve the work being done. I stress that we all start this practice now, to ensure our work is not going to be done by Management in the future.

Yours in Solidarity,

Rene Pellerin
Chief Shop Steward

SAFETY REPORT

The Union members of the Joint Safety Committee are:

Jeff Pentney, Second Vice
Lynne Monteith, Safety Chair
Dan Moffat
Dan Morneault

There are still some vacant positions for Safety Stewards and ASC's. If you know of anyone who would be a good candidate for these positions, please nominate him or her. We are putting together a Safety Steward Training Package and need to have the numbers in for the Training Session. The Safety Stewards are to our Health & Safety as to what the Shop Stewards are to our contract.

We invite the Safety Stewards and the ASC's to sit in on a Joint Safety Committee Meeting to see how things are done. We'd like to draw up a schedule so that each Area could sit in on a meeting. The 2001 JSC Meeting schedule is on the last page of the JSC minutes; please talk to Lynne or Jeff about when you'd like to attend. Some of the Safety issues we have been dealing with at the JSC include ergonomics, scaffolding and Kamyr gas alarm response.

This year Local 10 is hosting the PPWC and the Joint Labour/Management Safety Conference at our Union Hall. The dates for these events will be May 14th to 16th for the PPWC portion and May 18th & 19th for the JLA Safety Conference. We are looking at having some Safety Stewards attend the PPWC portion. We will be arranging a hospitality night at the Hall early in the week. This will be an excellent opportunity to meet with other PPWC members.

A WCB Hygiene Officer was in on January 9, 2001 and issued two Preventative Orders on the Ergonomics Program. On January 11, 2001 a Prevention Officer from the WCB was in and two Orders were written on the firing of the "Industrial Tool" (shotgun) in the Recaust Area. The Union JSC members had a meeting with the WCB Prevention Officer and the Industrial Hygiene Officer at the Union Hall on February 1, 2001. This was to introduce our new JSC members to the WCB Officers and to discuss some our concerns. The Preventative Officer was back in on February 12, 2001 and to re-inspect the Recaust Area and some other areas of concern. As a result of this inspection four more orders were written for a total of eight this year.

Lynne Monteith
Safety Committee Chair

PENSION PLAN REPORT

Hello Brothers and Sisters,

I posted a list in the Main Shop of some people the Pension Plan are looking for the forwarding addresses of.

Not all of you have the luxury of coming to the Shop every day, so I will post the list of the people I still have not found. The number beside the name is the last year this person worked here:

James A. Carr (1996)
M. Cikaliuk (1994)
David L. Connors (1983)
Mervin P. Saunders (1984)
K.D. Tatlock (1999)
James G. West (1983)
C. David Wyndham (1997)
John W. Wellwood (1982)

I also need your help in locating any family members of Robert Evans (Lagger – 1991).

If there are any further questions, please don't hesitate to call or drop an e-mail at work or my personnel account.

Thanks,

Dave McDonnell
314-8293
fasttax@mail.ocis.net

KNOW YOUR SAFETY REPS

**KAMLOOPS PULP BROTHERHOOD
SOCIETY REPORT**

Greetings from your K.P.B.S. Directors. Another Local 10 election has taken place and we wish to welcome our new Executive members and extend “thanks” to the departing Executive for a job well done.

K.P.B.S. Directors for 2001

Chairperson	Dave Dennis	372-0786
Treasurer	Les Jenner	579-2235
Bar Manager	Ted Alexandre	579-8590
Bartender Manager	Darcy McCrea	376-4797
Secretary	Steve Edgar	376-9568
Maintenance	Tag Lyons	578-7514
Member at Large	Mel Stearns	376-1901
Smith Chev	TBA	
Dearborn	TBA	
Transit	TBA	
Kamloops Forest Products	TBA	

Society Update:

The major task we face this year is to try to retain Grand Gallery Oak & Pine Furniture as our occupant for another term. Some discussions have taken place in regards to a lease renewal. At this writing, sadly I must report that I am not optimistic that a new lease agreement will be achieved. We shall keep you informed on this matter.

Society Events Over the Past Year:

- Labour Day Picnic
- Fall Dance
- Grey Cup Party
- New Year’s Party
- Super Bowl Party

These functions in general were well attended, however we would still like to see more of our members participate. Any of the Directors are receptive to suggestions for future events. Kindly bring your proposals to us for consideration.

Retirees are always welcome at our functions and we look forward to seeing more of you in the future.

Keep an eye open for the “Society Report” in future issues and plan on attending upcoming events throughout the year!

Thanks:

Some “thank you’s” are in order at this point:

- To all the Directors, congrats on a job well done!
- To Gord Nicklas, JoAnne, Pat, Darcy & Ted – great job guys.
- To Gord Inskip – for helping with the Labour Day Picnic
- To the Membership – for supporting our efforts. Your attendance is our reward and inspires us to keep on providing forms of entertainment for you.
- To Debbie – for putting up with us, and for her assistance in many facets of operating the Society.

Again Thank You!!

Hall Rental:

Rentals are on a selective basis, thus explaining lower hall rental revenue. It was interesting to note over the last year that rental revenue was close to the previous year, however bar sales were down drastically. Not hard to figure!

To the Kids for Labour Day:

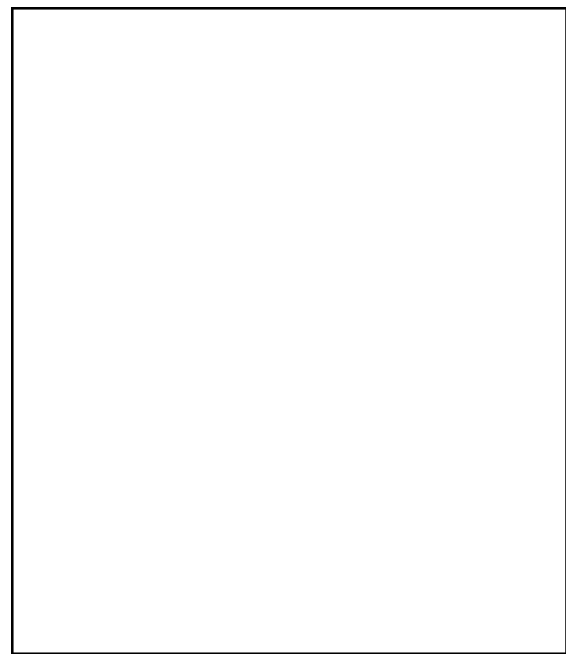
A new type of boat race is planned for 2001 and more prizes should be fun!!

In Closing:

Once again, welcome “new Executive members.” We wish you well and hope to see you at our functions.

Faternally,

Dave Dennis, K.P.B.S. Chairman



WORKING STIFF'S BLUES

My first job was working in an orange juice factory, but I got canned ... couldn't concentrate.

Then I worked in the woods as a lumberjack, but I just couldn't hack it, so ... they gave me the ax.

After that I tried to be a tailor, but I just wasn't suited for it. Mainly because ... it was a so-so job.

Next I tried working in a muffler factory but that ... was exhausting.

I wanted to be a barber, but ... I just couldn't cut it.

Then I tried to be a chef – figured it would add a little spice to my life but I just ... didn't have the thyme.

I attempted to be a deli worker, but any way I sliced it ... I couldn't cut the mustard.

My best job was being a musician, but eventually I found ... I wasn't noteworthy.

I studied a long time to become a doctor, but I ... didn't have the patients.

Next was a job in a shoe factory; I tried but I ... just didn't fit in.

I became a professional fisherman, but discovered that I ... couldn't live on my net income.

I thought about becoming a witch, so I ... tried that for a spell.

I managed to get a good job working for a pool maintenance company, but the work was ... just too draining.

I got a job at a zoo feeding giraffes but I was fired because I ... wasn't up to it.

So then I got a job in a fitness centre, but they said I ... wasn't fit for the job.

Next, I found being an electrician interesting, but the work was shocking and I ... was discharged.

After many years of trying to find steady work I finally got a job as a historian until I realized there was ... no future in it.

My last job was working at Starbucks, but I had to quit because it ... was always the same old grind.

Finally I got a job at Weyerhaeuser and found that I am **perfect** for the Weyco Way!

Retirees Who are in Receipt of Chips & Chunks

Due to the rising number of retirees, as well as the cost of production and mailing, P.P.W.C., Local 10 will be clearing all retirees from the mailing database after this mailing.

If you wish to continue to remain on the mailing database, please fill out the form below and mail to:

P.P.W.C., Local 10
427 Lansdowne Street
Kamloops, B.C.
V2C 1Y2

Please note: unless the Local 10 Office is notified to the contrary, you will not receive any future mailings from Local 10.

Thank you for your attention to this matter.

Yes, I would like to continue to receive mailings from P.P.W.C., Local 10. Please let my name remain on the database as follows:

Lastname _____
Firstname _____
Address _____
City: _____
PostalCode _____

If the Union's to have output, it needs the input - attend General Membership Meetings

WANTED



Are you a member of Local 10, past or present? Do you have an article, personal opinion or joke you'd like to share? Are you artistically inclined; would you like to share your sketches or drawings by having them included in Local 10's future newsletters? Submit any items you'd like to share with the rest of the membership to the Local 10 Office – by mail, FAX or e-mail. If desired, articles may be submitted ready for editing (in WordPerfect for Windows or in Word 6.0, or lower). If you have access to a scanner, drawings or graphics may be forwarded by e-mail and inserted into the newsletter.

WE WANT YOUR INPUT!

**GET STARTED ON YOUR CONTRIBUTION
FOR THE NEXT ISSUE – NOW!**