

# CHIPS N CHUNKS

**FEBRUARY 2002**

**!! WARNING !!**

This publication is rated:

**U**

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, 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

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: Bob Stephens 372-3724

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

**EXECUTIVE - 2002 - PULP, PAPER & WOODWORKERS OF CANADA, LOCAL 10**

PRESIDENT .....	STACEY WHITING .....	828-0848		7507/7747
1ST VICE PRESIDENT .....	RENE PELLERIN .....	376-0442		7771/7456
2ND VICE PRESIDENT .....	JEFF PENTNEY .....	554-1650	C	7201
3RD VICE PRESIDENT .....	LEN SNOW .....	374-8945	A	7279
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N.E.B. MEMBER .....	LEN SNOW .....	374-8945	A	7279
N.E.B. ALTERNATE .....	STACEY WHITING .....	828-0848		7507/7747
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	STEVE EDGAR .....	376-9568	B	7628
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	DAVE McDONNELL .....	376-8426		314-8293 cell
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	JIM MacLEOD .....	376-7781	B	7228
	DAVE McDONNELL .....	376-8426		314-8293 cell
	GARRY WORTH .....	573-3225		
WAGE DELEGATES .....	TERRY BRUNT .....	376-2166		7420
	LORNE CHRISTIANSON .....	376-4882		
	LEN SNOW .....	579-5471		
WAGE DELEGATE ALTERNATE .....	JIM MacLEOD .....	376-7781	B	7228
PENSION COMMITTEE .....	DAVE McDONNELL .....	376-8426		314-8293 cell
EDITOR .....	BOB STEPHENS .....	372-3724		
DISABILITY MANAGEMENT				
COORDINATOR .....	KEN HICKS .....	579-5707		7421
W.C.B. OFFICER .....	KEVIN HODGE .....	372-1968		

EDITOR'S COMMENTS

Happy Belated New Year's Brothers and Sisters and all. I trust you made the most of your holidays and are ready to face an interesting, if not downright mesmerizing, 12 months. I'd like to say that the outlook is very positive, and it looks like it's going to be a fantastic year for the "blue-collar" worker. I'd also like to say that our new premier appears to be making decisions that benefit all British Columbians, Weyerhaeuser has decided that the global "One Company" model doesn't work because it conflicts with their policy on cultural diversity, and Rita MacNeil is an Al-Qaida operative. Now close your bottom jaw and read on.

I would venture a guess that you've all seen what's going on in the BC legislature these days. Gord Campbell has decided to put his CEO hat on and start slashing jobs, using the same method that his forest company friends apply to trees and people: CLEAR-CUT! He's followed the suit of virtually every other corporation in the world in deciding that money is more important than people. It is likely that a lot of the same people that voted for him are now being terminated by him or, as the newest lingo goes, "transitioned" out of their present role. BC highways have become death traps since the privatization of road maintenance and now he wants to wholesale the rest of BC to his partners in the private sector. When we lose public sector jobs, we lose the ability to hold an elected individual accountable for poor maintenance or services, and we have the ability to vote him out of the position if he can't do the job. When a private firm takes over these services, you may have the right to complain, but your actual ability to do anything real to change the situation is removed. Only the shareholders and managers of a private company can affect any real change in its processes, and those changes usually have more to do with increasing profit margins than increasing services. Beware of the future. Gord's lack of respect for people and the collective agreements that they have with their employers is the scariest thing that has surfaced in BC politics in years. His actions are totalitarian and dictatorial, and they reflect nothing that should be present in a modern democracy. If this is his idea of paving the way for smooth relations and more investment in our province then he is in for a big surprise. Legislation that sends people back to work without solving the problems that exist between employers and employees make the workplace a battle ground, where situations brew until some dude decides he's had enough and he takes a funny smile and his problem solving abilities to the office next door. Subsequent investigation reveals that, indeed, that was a gun in his pocket and no, he really wasn't happy to see anybody. These kinds of workplaces are a model of inefficiency and not at all what an investor looks for when he is seeking long term returns on his money.

You wonder how the "BC Liberals" can justify such massive cutbacks in the public sector. Whatever happened to attrition, early retirement, voluntary severance and the myriad of other options available to reasonably trim an operation with the least amount of impact on employees. His actions and methods are a blatant invitation for conflict with the people of this province. He's going to squash the unions and

working families into abject poverty, then invite all of his wealthy buddies and their shareholders into BC to reap the benefits of our limited natural resources. As a bonus, the unemployed who don't leave the province in search of work will be available to work in these new businesses, at a fraction of their original income of course. Desperate people make great employees! I don't know about you but I've pretty much had it with the profit margin mentality that pervades our lives. Large factories and mass production were originally developed and encouraged in the interest of the common people. Lower production costs were to be passed on to the consumer and jobs that were lost through the passing of traditional labour practices were to be offset by new work inside the factories: jobs that paid well enough that a large portion of a workers pay went back into the communities that became so dependant on these factories. Now lower production costs and less employees mean higher profits to the corporation and its shareholders. Large sums of money that used to make its way through our towns and cities now take the express route into the hands of the rich. 90% of the wealth of this country resides in the pockets and accounts of the richest 10% of our population. That leaves 10% of the wealth for the other 90% of us to fight over. That is ridiculous. It is even more ridiculous when coupled with the fact that we pay taxes until sometime in August, statistically speaking, which leaves us with 4 months salary of our own. And for that amount of taxes you get access to the most hacked and slashed public services anywhere in the world.

What are these government guys thinking? They have a mandate to serve all people equally, regardless of race, creed, or income status and we have the responsibility to make sure that we hold them accountable for their actions. When the needs of the average citizen and the poor are not being met, you wind up suffering the same fate as places like Argentina. High unemployment and political indifference resulted in an all out revolt by the people. Politicians had to duck-walk to work to avoid a brick in the head and they went through 3 presidents in 2 weeks. Is that what Gord Campbell wants because he certainly seems to be heading in that direction. When he said we were going to have a new BC I had no idea. Way to encourage public input and support, Gord! Maybe you should set up a photo op. at the next seal hunt and really solidify that public image.

I'd like to thank the membership of Local 10 for the encouragement and help that I've received over the past few months as editor and, in particular, I'd like to thank Debbie for her large contribution to the work that goes into Chips and Chunks. Read ahead for news on Local issues, current affairs, and health and keep your letters and submissions coming in to Chips and Chunks. We encourage more of you to make your opinions heard and get involved with and through your union. It's an opportunity to be heard and contribute to the evolution of your union. You make it what you want it to be. It doesn't happen by itself. The deadline for next issue is the March General Membership Meeting.

In Solidarity,  
Bob Stephens



**PRESIDENT'S REPORT**

by Stacey Whiting

It is abundantly clear the direction this Company is taking with regard to work assignments and sending our members outside the country to perform work. This has turned into a major issue for this Local. Rene Pellerin will address this in his article.

Local 10 has sent the Company a letter dealing with Banked Overtime Requests for Time Off. This letter is in response to an arbitration award in July 12, 2001. The lack of sufficient or adequate staffing to cover the absence of an employee seeking to take time off is therefore not an automatic or sufficient reason for regularly denying employees' requests to exercise contractual rights concerning time off. Based on the decisions in Pacifica Papers and Canadian Cellulose Company, the effect of the Labour Agreement language clearly states that the Employer cannot impose or adopt a policy to refuse to grant requests for time off simply because it has inadequate staff levels. It will be interesting to see how this will play out. With many, many unresolved issues, and the direction and attitude Weyerhaeuser has displayed, this action helped formulate that. On December 13, 2001 at a General Membership Meeting, a motion was passed that reads as follows:

That Local 10 and its members withdraw from all Committees except those that are legally legislated (some of those committees are JSC, Modified Work, Standing committee) until such time as the Company shows some good faith in resolving issues and grievance at Standing Committee. Also, that Local 10 members not attend any other function not sanctioned by this Local.

Local 10 received an open letter to PPWC, Local 10 Executive on January 10, 2002 from the Mill Manager about Kamloops Pulp Labour Relations. At a special Executive Meeting on January 15, 2002, it was discussed and decided that Local 10 was interested in investigating ways to move the two sides forward, which was expressed to the Mill Manager on January 17, 2002.

PPWC, Local 10 and Kamloops Pulp Brotherhood Society was involved in December 2001 with making donations to Salvation Army, Kamloops Food Bank, Christmas Amalgamated and New Life Mission in the Kamloops community.

The first General Membership Meeting of 2002 may be remembered as one of the most significant and lengthy meetings in the history of Local 10. A good turnout of about 90 members came to listen to the PPWC National President, Doug Muir who attended the meeting along with Brother Jim King, Second Vice President. Brother Muir was invited on the initiative of Local 10's National Executive Board member, Len Snow.

Controversy has been brewing at the National level as a result of Local 10's application to affiliate as a Local to the BC Federation of Labour. Brother Muir was invited to give the

Nationals perspective on this issue.

Brother Muir began his presentation in the same fashion as someone who was on an election campaign; he is 51 years old and started in the industry when he was 19 at the Woodfibre mill. He went on to say how much the PPWC has been doing lately and mentioned the rally that he attended in Nanaimo that was organized by Local 8. He mentioned that he and the NEB had attended a rally in Victoria (organized by the IWA) and that he spoke about the softwood lumber issue. He also mentioned courses that the National has planned in the future. One would get the impression that he is a very busy man and that the union is in good hands and is quite capable of servicing our members very well despite our small size.

But his main purpose of the visit to Local 10 was to emphasize that we are going against National protocol by applying for affiliation to the BC Fed as a local and how disruptive that could be to the union.

After his presentation it was opened up to questions from the floor and he was asked some tough questions from the membership. A member who had previously worked in a Steelworker certification asked about local autonomy in the PPWC. Unfortunately Brother Muir replied by insinuating how can you compare local autonomy in the PPWC with the Steelworkers constitution. In fact the Steelworkers constitution has some autonomy included for workers in Canada as well as at the local level. But the question was also about when is the PPWC too small to adequately service its membership in response to the presidents' statement that we would always be the PPWC, even until there was only one local left.

Another member asked how we, as a small union, deal with the large multi-national corporations that we are facing now. Disappointedly there was no answer to the question from the president but only the reply back that how did large unions save the jobs of the workers at the Calgary Herald, at Powell River, in Chetwynd, Youbou and the White Pine mill. Sadly the point was missed here that in some of these cases it was the workers that made the decision against the wishes of the union and no one is naive enough to think that the largest unions can stop all corporate decisions.

Another member made the point that the national seemed to be making decisions out of fear that we could lose something that we may have been too comfortable with for so many years. Things have to change and we should all be part of a labour organization that will have the resources to challenge the corporate multi-national agenda. It was at this time that Brother Muir once again made reference to the ICEM that we have been wrestling with for over a year to affiliate with. (The International Federation of Chemical, Energy, Mine and General Workers' Unions is an industry-based world labour federation dedicated to practical international solidarity. It campaigns for support for member unions during disputes and provides information and expertise on various topics.)

*(Continued on page 5)*

(Continued from page 4)

One member got up and affirmed that it's not the agenda of Local 10 to leave the PPWC and asked if the National had explored the alternative of a service agreement with a larger union. Examples were given of several unions in BC that operate under their own name but are members of a larger union that provide them with services and even access to strike funds if necessary. It was suggested that the PPWC could even look to a union outside the forest industry if it would make it more palatable. Disappointedly the reply was that we operate under convention decision and there was no direction to explore other options. The point was returned that in order for convention to make informed decisions they must be made aware of all options.

Brother Muir alluded to the fact that his preference would be to see the National affiliate to the BC Fed, but because of the CLC three-year policy that we would have to merge with another union, the PPWC would never go to the Fed. He rather naively mentioned that he attends meetings called by the Fed on issues affecting all workers and is therefore considered a non-ranking officer of the BC Fed anyway.

At no point in Brother Muir's comments during the evening did he mention the CCU. The National and several locals are still affiliated to the CCU which is the independent Canadian union labour central that has in recent years disintegrated to the point where its not viable today. At the last PPWC convention a resolution was defeated to expunge the National from the CCU on the basis that it has been part of our history and we must continue to support it.

It was at this point Brother Muir must have realized that he was facing some tough questions from the membership in general and not one or two activists as has been the accusation at the NEB level. There is a time when desperate situations require desperate tactics and that's where the president went next--I could hardly believe it but he threatened Local 10! He made the statement that if Local 10 affiliated to the BC Fed it would have a very negative affect on the relationship between the two pulp unions. When pressured about that he said that the CEP had dirty hands by meddling in the affairs of the PPWC through Local 10, insinuating that the CEP was in contact with us on our application to the Fed. When asked where the evidence of that was he then, in desperation, mentioned the name of a CEP rep as one who was critical of his own union for allegedly involving the CEP in our affairs. Local 10 has since learned that these comments were made out of context and could not be considered accurate.

It was obvious that relations are strained between the two pulp unions at the moment and efforts must be made to rebuild that relationship if we are to work together in 2003 at the bargaining table.

I'm sorry to say but at the end of the meeting many members were disappointed that there were no alternatives being investigated by the National.

I believe we must move ahead and Local 10 will continue to pursue affiliation to the BC Fed.

## 1<sup>ST</sup> VICE PRESIDENT'S REPORT

by Rene Pellerin

What justifies a Work ASSIGNMENT? We have a new challenge looming out there in the minds of Weyerhaeuser Kamloops Management; the key words are Work Assignment. Management first threw Work Assignment at us when they wanted to bring MPS/FI on line at the Kamloops Work Site. Local 10's Standing Committee dealt with this new challenge at a Standing Committee Meeting with the Company. The Company felt that they could assign anybody they wanted to the MPS/FI Project. Local 10 stood against the Company assigning members at will. We felt that this work would be over and above any member's regular duties and would need to be negotiated if the Company was to proceed. The Company then presented an arbitration dealing with reasonable Work Assignments. In this arbitration the Union lost the position of refusing a Work Assignment dealing with members being trained for a new project. The award stated that the Union could not stand in the way of a reasonable assignment. Despite this decision, Local 10 proceeded to try and negotiate some recognition of seniority, time off, coverage on crews and loss of overtime due to members being on this assignment. During these efforts Local 10 and the Company did come to a good faith agreement on how the project would proceed. The Company would soon show bad faith towards Local 10 and its members.

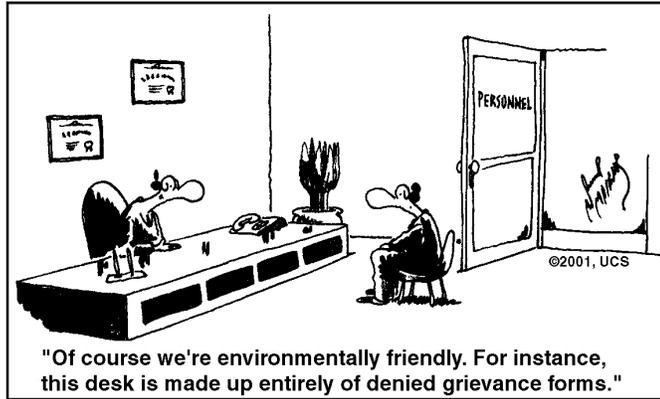
On December 3, 2001 the Company came to Local 10 with a proposal to send three Power Users to Springfield, Oregon to work on bringing Springfield online with MPS/FI. The Company wanted Local 10 to discuss the proposal with the Executive and hopefully cooperate and allow three members to go on this (note: volunteer) assignment. The three members were to leave on December 10, 2001 to Springfield for one week. This assignment appeared to be different than anything we have seen before. The volunteers were not going to Springfield to be trained or look at some process, but instead, were going down to train staff and hourly employees at the Springfield Plant. Local 10's view on this is that this assignment had our members WORKING IN A FOREIGN JURISDICTION. This was a totally unreasonable request. We told the Company in light of such a request, the Executive could not decide on this without the approval of the General Membership. This would take place at the December 13, 2001 General Membership Meeting. The Company objected and stated after a Lead Team Meeting that they were going to proceed without the approval of Local 10.

December 4, 2001 the Company approached Local 10 and asked if they could meet with us to discuss the particulars of the voluntary assignment. Local 10 turned down this invitation because the Company was going to proceed against our wishes. December 5, 2001 the President of Local 10 wrote Weyerhaeuser Western Canada President, William Gaynor, a strongly worded letter expressing Local 10's objection to Kamloops Pulp Management bypassing the official bargaining unit of Local 10 and proceeding with the unreasonable request of sending Local 10 members to work outside of the bargaining units jurisdiction. President Whiting

(Continued on page 6)

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went on to outline grave concerns the Union had, and the adverse consequences this voluntary assignment would have on our members. The examples quoted were: Workers Compensation benefits in the event of an injury while conducting Company business in the United States; immigration, work visa, and Revenue Canada requirements all have to be addressed to protect our members. To this day, Mr. Gaynor has yet to respond. This proves to be definite sign of disrespect for Local 10 and its members.



December 12, 2001 Local 10 submitted a grievance against the Company for violating a number of Articles in the 1997-2003 Joint Labour Agreement, as well as performing an unlawful interference with the Union's role as the bargaining agent for the hourly employees at the Mill. The General Membership Meeting on December 13, 2001 dealt with many questions of this situation:

1. Could Weyerhaeuser actually send Local 10 members to work in a foreign jurisdiction or any other job site?
2. If Weyerhaeuser could proceed in this unreasonable fashion, this would create major concerns around Management moving members at will to work anywhere they are needed.
3. Why would three members go against Executive's concerns of the assignment and volunteer to go to Springfield?
4. A membership motion to have the three members come to the next General Membership Meeting and explain their actions.

December 18, 2001 the Company and Local 10 held a 2<sup>nd</sup> Stage meeting of the grievance submitted on the Springfield MPS/FI assignment. Local 10 expressed to the Company that we strongly felt that the voluntary assignment was unreasonable and an act of bad faith by the Company. The Company's response was that this was not a voluntary assignment, but a direct order work assignment. This statement took us by surprise. At no time in discussion with MANAGEMENT did they ever say that the Springfield assignment was a direct order work assignment. The fact is they always stressed that the assignment was voluntary. Local 10's view is that its members were hired to perform a service to Weyerhaeuser at the Kamloops Pulp work site, and we object to the thought of Management functioning in this fashion.

As for the three Brothers that were told by the Company to go to Springfield, they came to the January 2002 General Membership Meeting and explained to the membership what took place. I feel that it took strength for these members to come forward, explain their situation to the membership, and proved to be a strong move of solidarity for this Local. If Weyerhaeuser Management is going to bully three, or all, of our membership in this fashion, we have to stand strong and SAY NO!! The three members who were put in the aggressive situation deserve the full support of Local 10 in saying to Weyerhaeuser that their move in this direction is wrong and we will fight it.

The grievance on the Springfield assignment is going to 3<sup>rd</sup> Stage and Local 10's lawyer is involved fully. We are contemplating expedited arbitration and will keep the membership informed.

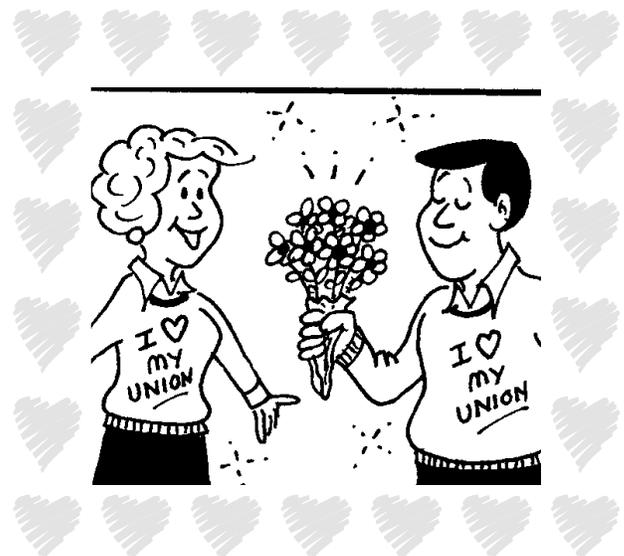
In closing, I would like to thank the Directors of the Kamloops Pulp Brotherhood Society for the work they have done, on first securing a tenant in the basement of Local 10's Union Hall, as well as facilitating the renovation process. I viewed the recent renovations and was amazed at what was achieved in preparation for our new tenant, the Legion. Thank you Brothers for all your efforts. P.S. Get out and see your Hall.

Strength and Solidarity.

**P.P.W.C., LOCAL 10  
GENERAL MEMBERSHIP MEETINGS**

**THURSDAY, FEBRUARY 14th  
THURSDAY MARCH 14th  
7:30 P.M.**

**AT YOUR UNION HALL:  
427 LANSDOWNE STREET**



**SAFETY REPORT**

Happy New Year from your Joint Safety Committee. This year we have a mix of old and new. Jeff Pentney has returned as 2<sup>nd</sup> Vice President and Dan Moffat is on board for his second year as JSC Rep. Kevin Shea is the new Safety Committee Chairman and Charlie Fraser is the new JSC Rep. We are excited about working together this year, as there seems to be a lot of challenges put before us. Just some of the issues we plan to tackle are: more timely follow up to daily safety concerns and corrective actions from investigations, improve communication to employees in all areas of the Mill, encourage more active involvement of everyone in Local 10, restructure some Area Safety Committees so that they may be more effective, and more Safety Steward training.

Postings for Safety Stewards and Area Safety Committee Reps are now up. Please, let's try to fill all positions this year. Any concerns should currently go directly to any JSC Rep, but we still need Reps at all levels. Another request from the Committee is that we all fill out more Near Miss Reports. This is a good way to ensure issues are followed up on or investigated by beginning the paper trail. Please forward the blue copy, after it has been reviewed by your Safety Steward and Supervisor, to a Committee member. You can drop it in our mail slot in HR, or by all means, stop by your PPWC Safety Office in the northeast corner of the A/B training trailer. The door is usually open when a Rep is on site, or you can slide it under the door.

Following is a list of the Rep appointed to your area and numbers we can be reached at:

Area 1	Kevin Shea	Pager 314-8972	Hm 554-7987
Area 2	Jeff Pentney	Page 314-8947	Hm 554-1650
Area 3	Dan Moffat	Pager 314-6393	Hm 374-4570
Area 4	Charlie Fraser	Pager 314-8928	
PPWC Safety Office		851-7858	

As a final note, the Committee would like to express thanks to everyone involved in last years Executive, all levels of Safety Stewards and Shop Stewards for their efforts.

Jeff, Dan, Charlie & Kevin

**DISABILITY MANAGEMENT REPORT**

by Ken Hicks

Just after Local 10 elections is a time where our Committees refocus and prepare for the year ahead. We are fortunate to have Jeff Pentney and Charlie Fraser on the Health & Welfare/Modified Work Committee this year. They were elected by acclamation and the Committee has selected Jeff Pentney as Chair. Part of our refocus will be to reexamine and explain the procedures we use and how the program operates to ensure that we provide fair accommodations for our disabled workers.

Recent accommodations have had much vocal opposition. There has also been considerable, but quieter support. A necessary part of contentious accommodations are department or crew meetings. These meetings allow members to express their views about the accommodation. Though these meetings can be difficult for the presenter, the input is much appreciated, because we learn from the feedback where we can improve the accommodation and do better in future accommodations. From this feedback we have learned in one instance where a number of jobs were being evaluated, that for one job we had missed having a worker who does the job show the occupational therapist what the job initials. The therapist was brought back and reevaluated the job. From another instance we learned that we needed to further investigate accommodation in the workers original department. We are currently doing further investigation. We do try to address concerns brought to our attention. The program for accommodating our disabled workers is in the Section J of Local Agreements section of our Labour Agreement. Therein on page 23, item 2.8 are the alternatives we use for accommodating our disabled workers.

- 2.8 Whenever possible, it is best to return the disabled worker to his or her original department Alternatives in order of preference are:
- Return to original job if it can be modified to suit the worker
  - Alternate job within the same department
  - Alternate job within the mill
  - Special job created to accommodate the worker

This is the process we follow. We access the workers restrictions and limitations. Most often we are able to then make the accommodation to the original job or department. Occasionally we must look beyond that.

It is useful for us to be aware that workers that request accommodations require support from all of us. They are focused on overcoming disabilities that affect their lives at all times, not just at work. They usually are already forced to make adjustments in their lifestyles. We can't but support their efforts while at work.

We are fortunate to have a Local whose members support efforts to accommodate disabled workers. Thank you for your continued support. We as a Local will be there when you require accommodation – hopefully, you never will.

**INJURIES ON THE JOB**

by Charlie Fraser

I hope everyone had a good Christmas and New Year. Last year presented a number of challenges and I don't see 2002 being any different. As a JSC Rep I look forward to representing the membership in matters of safety.

Now, to the heart of the matter ... I want to take this opportunity to discuss injuries on the job. Typically, when you sustain an injury on the job and require medical attention, the attending physician will treat and evaluate your condition and most likely send you home (unless hospitalized). The next thing (usually) that happens is that you will get a phone call from your supervisor. They will ask how you are doing and have a general discussion ... then comes the talk about coming in the following day for an investigation. There is nothing wrong with having an investigation done in a timely manner, providing the appropriate parties are available and you are medically stable to attend. We should not be holding investigations for the purpose of avoiding lost time injuries.

If you are able to attend the investigation the following day, you will most definitely be offered modified or alternate duties by your supervisor. In some cases, depending on your medical condition, this is very intimidating, as some supervisors seem relentless. This offer is inappropriate as we have a Case Coordinator whose job it is to do this (as set out in our Bull Sessions). If your supervisor wants to offer you modified or alternate duties then he/she should be discussing that with the Case coordinator. We will be reminding the employer of this through our Safety Committee and Health and Welfare Committee.

So ... if your supervisor does make such an offer to you ... redirect them to the Local 10 Case Coordinator.

On a final note, I watched a recording of the television news show *Disclosure* recently. The subject was the Dryden Mill and how they were stripped of their safety award due to false or non-reporting of injuries. Although Dryden made the news this problem of the "walking wounded" to avoid lost time injuries occurs on many worksites. The real focus must be on injury prevention and proper reporting!

In solidarity,  
Charlie Fraser

**CHRISTMAS MESSAGE FROM THE PPWC NATIONAL**

by Garry Worth

The following article is in response to the Christmas message that was on the PPWC National website. The message states that the last year was a painful one for the PPWC as the debate carried on about whether the union should be in a meaningful labour central or remain an independent autonomous union. The union has had to go through some serious "soul searching" and decide if we are who we really think we are or if we're destined to "blend" into another organization. It went on to say that we should start the New Year fresh by recognizing our achievements and recommit to our unified support of the National union. We should look forward to a year of rebuilding and to think about ways to continue to survive and grow. (Paraphrased)

With all due respect to the National union website I believe the point was missed on the debate that never happened this past year in the PPWC.

The debate should have been about whether the PPWC should be in a meaningful labour central in light of the disintegration of the CCU. However the debate shifted to the role and functioning of the National and its obligation to provide servicing, training, education and political lobbying as an independent union with no affiliations or close connections to other unions in BC.

It's questionable whether there was any real soul-searching about the future of the union. The closest we came to that was the Castlegar Convention where the vote was within 4 or 5 to investigate affiliation to the BC Federation of Labour. The 2001 Convention was designed to defeat Local 10's resolution to affiliate to the BC Fed. The guests to Convention (whose motives and reputation were questionable) were invited to show our distance from the CEP. The shoddy treatment of western CEP guests was deliberate and the presence of old presidents from the distant past was used as cannon fodder. Not only that but we refused to expunge ourselves from a labour central that is of no use to us now while it operates out of a post office box in Ottawa.

Organizing, one of the key roles of the National, has been spotty at best with a slight blemish in recent campaigns of key activists losing their jobs when we attempted to organize non-union workers. Better success was had recently in liberating already organized workers but that doesn't win you a lot of friends in trade union circles at a time when we need all the friends we can get.

The National Executive Board meeting held in December, better termed a mini-convention, was also planned. Questions to the guest, Jim Sinclair of the BC Fed, were designed to solicit the answers that everyone wanted to hear---that the three-year rule of the CLC is cast in stone and at the end of that time we have to join another union. The unfortunate side of that meeting is that we may have exposed the small world

(Continued on page 9)

(Continued from page 8)

side of our union and our desire to carry on as members of the "Free Riders Club" in the BC labour movement. What I mean by the "Free Riders Club" is a union that simply tags on to the work that other unions and organizations are already doing and paying for.

The PPWC debate today seems to focus on whether we would have to "blend in" with another union and of course that union being the CEP. But don't we have the ability to think outside the box? Have we never thought about "service agreements" where we would be able to maintain our name and even our history that is so important to us? There are half a dozen unions in BC that go under their name but actually belong to a larger union. A prime example of this is the UFAWU and the CAW. The "fishermans union" has kept their name, has their own conventions and officers and local autonomy. What they get is access to whatever services they want to pay for including education, legal assistance, research, affiliation to a labour central and even the million dollar strike funds that seem essential these days. There are several other examples of this type of arrangement in BC.

I believe that one of the main reasons we have developed an "I'm all right Jack" attitude is that we have 75% of our membership under one collective agreement negotiated at one bargaining table. We never had to negotiate or service a myriad of collective agreements. That was the difference between us and CAIMAW and which eventually lead to the need for CAIMAW to join the CAW. Other CCU unions also did what they had to do and there wasn't a huge outcry from over 30,000 members of those unions when they had to make a change.

With the break-up of industry bargaining in 1994 and now employers leaving their association i.e.; Canfor breaking away from FIR and the Pulp Forum, the PPWC may very well be faced with the same problems that our friends in small independent Canadian unions had to face 10 to 15 years ago.

Yes local autonomy is one of the corner stones of our constitution--but that is one of several issues that may be detrimental to us today. Local autonomy got us into a box in the 1994 bargain, which is one of the main reasons we got jammed with a six-year agreement in the 1997 Industrial Inquiry Commission report. Too much local autonomy, the 5 year clause, the crap shoot of the referendum ballot process, the inability to "hire" skilled and competent people, yearly conventions and elections that drag us down financially, the lack of a meaningful strike fund and now more than ever 14 Locals, in frustration or otherwise, acting and going in their own separate ways are all major problems for us.

The PPWC is finding it very difficult to grow and with a decreasing membership it will become more and more complicated to fill the role of a National union never mind the role of a labour central as well.

One of the few options that are out there is to look for a larger organization that we can operate under the umbrella of and still hold onto our history and our name. That would give us access to the resources of a larger organization and

membership in the only labour central in BC. With the upcoming attacks that we are going to face in the next round of pulp bargaining and the attack in general on workers by the current government we need all the help we can get.

Not only that but no one previously could ever brand us as members of the "Free Riders Club".



### A QUIZ FOR PEOPLE WHO KNOW EVERYTHING

as published in CEP, Local 1120's *The Local*, Jan/02

1. There's one sport in which neither the spectators nor the participants know the score or the leader until the contest ends. What is it?
2. What famous North American landmark is constantly moving backward?
3. Of all vegetables, only two can live to produce on their own for several growing seasons. All other vegetables must be replanted every year. What are the two perennial vegetables?
4. Name the only sport in which the ball is always in possession of the team on defense and the offensive team can score without touching the ball?
5. What fruit has its seeds on the outside?
6. In many liquor stores, you can buy pear brandy with a real pear inside the bottle. The pear is whole and ripe and the bottle is genuine; it hasn't been cut in any way. How did the pear get inside the bottle?
7. Only three words in Standard English begin with the letters "dw." They are all common. Name two of them.
8. Where are the lakes that are referred to in the Los Angeles Lakers?
9. It's the only vegetable or fruit that is never sold frozen, canned, processed, cooked, or in any other form but fresh. What is it?
10. Name six or more things that you can wear on your feet that begin with the letter S.

### Answers:

1. Boxing
2. Niagara Falls – the rim is worn down about two and a half feet each year because of the millions of gallons of water that rush over it every minute.
3. Asparagus and rhubarb
4. Baseball
5. Strawberry
6. The pear grew inside the bottle. The bottles are placed over pear buds when they are small and wired in place on the tree. The bottle is left in place for the whole growing season. When the pears are ripe, they are snipped off at the stems.
7. Dwarf, dwell, and dwindle.
8. In Minnesota. The team was originally known as the Minneapolis Lakers and kept the name when they moved west.
9. Lettuce
10. Shoes, socks, sandals, sneakers, slippers, skis, snowshoes, stockings

**JOB EVALUATION: ON AGAIN / OFF AGAIN**

by Garry Worth

For the last several years the PPWC has been bouncing the issue of participation in the pulp industry job evaluation plan between Convention and Wage Caucus. At the March 1999 Convention a resolution submitted by Local 10 was passed to strike a committee to look at the pros and cons of the PPWC entering into the job evaluation system and to report back to the 2000 Convention.

The Committee met in November 1999 with Stephen Kelleher, a well-known arbitrator and in January 2000 with the CEP Job Evaluator and Board member. The conclusion of the Committee was that we are at a disadvantage in the PPWC by not being a member of the Plan. We do not have an advocate working on our behalf and rates are set unilaterally by the Forum evaluator.

The Committee recommended to the 2000 Convention that the PPWC actively participate in the BC pulp and paper industry Job Evaluation Plan. Convention approved the resolution.

The issue was turned over to the pulp Wage Caucus for final ratification at a subsequent meeting. Six Locals voted to join the plan and two remained opposed.

During the next year and a half the process moved along at a snails pace to take the PPWC into the Plan. The Forum was notified that we would come into the plan and a PPWC Job Evaluator was elected at a Wage Caucus meeting. Although little information came to the Locals on what would be expected of them, the next step would be to set up local committees.

The CEP offered to train our Job Evaluator while jobs were being re-evaluated at several CEP mills and then to follow up with visits to PPWC mills to help our Evaluator work through some on the job training with rate evaluations and to train local union committees.

During the last six months the process seems to have bogged down even further. The relationship between the PPWC and the CEP deteriorated for reasons unknown although there are those who maintain that we are getting too close to the CEP and job evaluation would bring us even closer. For some reason the training that was planned has never materialized.

In October the Forum informed us that the industry, in principle, has no opposition to the PPWC having a director position in the Plan but that 16 CEP collective agreements would have to change. That could not happen until the 2003 bargain but in the interim period the Forum had no objection to the PPWC sharing a directorship with the CEP.

One has to ask that if CEP input was sought by the structuring committee, and we had accepted the CEP offered to train our Plan Evaluator why we could not work under the CEP Directorship until the next bargain. The Director positions are not critical to the functioning of the Plan and can easily

wait until 2003 to finalize. Apparently Wage Caucus has voted to put the Plan on hold. Without any communication from the National we are left wondering why?

The other problem that Local 10 had was because we had applied as a Local to affiliate to the BC Federation of Labour that we may be on the bottom of the list, if at all, when it came to getting long overdue jobs re-evaluated in this mill.

In the end the minority prevailed when the Caucus voted to put the Plan on hold. It's on the backburner until the next bargain although a letter has been written to the Forum offering to work under "letters of understanding". A betting man would have good odds that this won't even make it onto the table in 2003!

Local 10 production workers should be asking our National Executive Board member, Wage Delegates or National Officers what the hell is going on here. There are several jobs that are long overdue to be evaluated in this mill. It was Local 10's resolution that started the ball rolling and we haven't heard a word from the National as to why the Plan is on hold now!

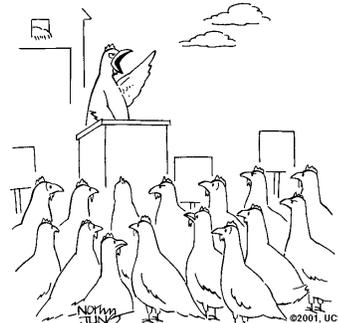
Are we content to let this sit for another two years or longer? It's crucial that there be solidarity and trust between the CEP and us at the next bargain. If we are going to be united in 2003 with the CEP then surely to Christ we can work under their Evaluation Director until then!

Its time to speak up!



**DON'T BE A CHICKEN**

A new chicken enters the coop one day and is being questioned by one of the older chickens. "So, what size eggs do you lay?" "Large," says the newcomer, "how about you?" "Medium, I guess," came the reply. "And how much do you get for your medium eggs?" asked the younger chicken. "50 cents a dozen ... how about you?" "Well, I get 55 cents dozen," boasted the hen. "Oh yeah" said the old timer, "like I'm gonna bust my ass for a nickel."

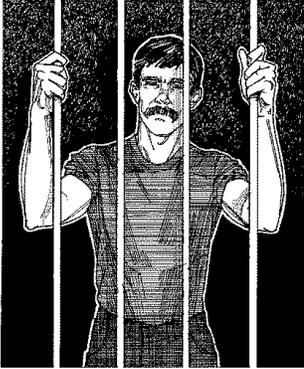


"They're paying us chicken feed!"



## PRESENTATION TO B.C. GOVERNMENT MLA'S ON IMPACTS OF BUDGET CUTS

Greg Eng, Union Shop Talk Editor, presentation to Ministry of Public Safety and Solicitor General, Wednesday, October 10, 2001; "Union Shop Talk" appeared as a witness to the Select Standing Committee on Finance and Government Services



"Hello ... my name is Greg and I go to jail for you almost every day. I'm a correctional officer employed by the provincial government in the Ministry of Public Safety and Solicitor General. My workplace is nearby, at a maximum-security institution, which, on any given day, holds some of the most dangerous offenders in the world. Deep budget cuts in the ministries that are responsible

for administrative justice mainly impact 3 groups. They are ... employees, offenders, and the public. I would like to speak briefly on the impacts to each group and then will conclude my presentation.

The first group, the employees are impacted almost immediately. Correctional officers don't make widgets, crunch numbers, or build roads. We quietly serve the public, under extreme stress, so you may sleep safely at night. Year after year we are asked to do more with less and the professionals who work in this field have, like soldiers in battle, followed orders and got the job done. With an up to 50% ministerial budget cut, we would be on the brink of utter chaos. My coworkers are living breathing people and not just numbers on a spreadsheet. We fear budget cuts like a gazelle fears a hungry lion. Cuts eat away at our safety, working conditions and quite literally our jobs. Cuts make our workplace, which for many of us is our second home, into a jungle environment, where uncertainty and danger reigns supreme. Historically, when an officer's safety or job is at risk and there are negative labour relations, there is a collateral effect on the stability of the institution. This happens not by diabolical design but rather something much simpler. The occupation of the correctional officer demands intense focus to control the sometimes hostile environment. If your job, safety and working conditions are at risk, who could argue that being focused is even possible. Imagine for a moment a group of large men approaching your desk, workstation, or office. They start smashing a nearby window, your computer and desk, making threatening gestures, lighting fires and finally taking you hostage. I know the odds of this scenario happening to you are almost laughable but this possibility is what correctional officers face at their workplace. Do we have riots every day? Well, of course not. But the staff who work in correctional centres know that budget cuts are the seed of unrest and violence

The second group who is affected is the inmates. You might instinctively think, 'Oh well, they're criminals.' But think again. It has been said that the civility of any community is

measured best by studying how they treat its prisoners. I believe this to be true. These troubled people are someone's brother, sister, father, mother, aunt, or uncle. Most, if not all, have real stories of poverty, child abuse, and neglect. Many of them are indeed victims themselves. I might be considered by you to be an unusual source for this message but I'll tell you one thing, there is no better person to ask about the scarred lives of inmates than a correctional officer. Some might argue that cost-saving efficiencies are the way of the future, like new technology and ergonomic designs for correctional centres. Companies that sell equipment to governments are more than happy to tell you that technology, usually in the form of cameras, can replace the need for staff. Ah, the camera, a solver of all crime, right? Well, cameras are good for family picnics and weddings but what does a camera really do? A recent study in the UK reported that they have no effect on the crime rates because the criminals simply didn't care. The use of camera, which at first were meant only to assist staff in their work, has ironically become the archenemy of correctional officers and inmates because they are now used in place of staff. In an institution, often the cameras only serve to record violence against employees to review later in a training video. Cameras do not: interact with inmates pro-actively to diffuse fights and other institutional violence; provide a role model for inmates; break up fights; quell riots; evacuate staff and inmates during emergency situations like fire; maintain order and civility; provide guidance, counseling and life skills training; refer inmates to behaviour modification programs and psychologists; provide for a healthy and safe environment for inmates to live and learn; stop and capture inmates attempting to escape. Hollywood has portrayed prisoners as evil and distasteful people. I'm here today to tell you that they are real people with real problems. Maybe they're not like you or I, but nevertheless, we have a responsibility to all our citizens, even the ones who have done wrong.

The third group that is impacted by budget cuts to administrative justice is the public. Governments all over the globe are experimenting with privatizing and what's known as 'warehousing' to save costs of incarcerating people. Right now as I speak to you today, correctional officers are facilitating something known as CORE Programming. CORE Programming is a set of educational modules taught by staff in jail that is having a profound impact on inmates. The modules include substance abuse management, violence prevention, breaking barriers and a program to stop spousal assaults. One CORE Program facilitator told me this story: 'In one of the units there was a group of inmates who were involved in an institutional disturbance and threatening to take a hostage. After the incident was over, they were all charged and sentenced to take the Violence Prevention Program. After they had completed the course they were completely different people. Out of 6, 4 of them didn't come back to jail. The other two did re-offend but reportedly didn't hurt anyone during their crime.' How could you possibly put a dollar figure on those results? My apologies for this anthology, but we have a captive audience ready to learn the skills that we sometimes take for granted. The number of people being incarcerated has dropped since the start of

*(Continued on page 12)*

(Continued from page 11)

CORE Programming. Provincially today, there are 25% less people doing time in jail. The US has moved away from rehabilitation because the private sector failed at it and because of short-term costs. Warehousing that is created by budget cuts creates angry, bitter, violent and sometimes deranged people who are one day getting out of prison and into our communities. It's a short-term gain for long-term pain. Governments are also experimenting with privatization. Currently the Ontario government has contracted out to a private company called the Utah Management Group. Privatization of administrative justice is the black plague, which threatens citizen's security. Even the business community in the US is calling for a return of state-run security at airports after the horrific act of terror on the citizens of New York. The private sector does many things very well, but public security is not one of them.

To summarize, we need only to listen to the name of the Ministry that the government is proposing to cut from. Listen carefully to the first part of its name. The Ministry of **PUBLIC SAFETY** and Solicitor General. What they are proposing to do here is cutting 35 to 50% of your safety. Think about what this would mean to your family. Think about the heinous crimes against women and children that often are the headlines of our daily papers. Think about what it would mean to cut your safety by 50%. Think about it.

My name is Greg and I go to jail for you almost every day as a professional public servant looking after some of the most dangerous people on the earth (he held up a Vancouver Sun newspaper with the headline: Suspected Terrorist Held Here). We need to ask ourselves if a budget cut will threaten my ability to do my job and what we are risking if it does. Thank you."

**THE MEAL TICKET ISSUE: AN ANALYSIS**

by Eric Godin

This paper is presented in the hope that a productive solution to the meal ticket issue at Weyerhaeuser Kamloops Pulp may be achieved through understanding the impacts of this issue on the mill as a whole.

**Cultural Significance**

Meal tickets at Kamloops are unquestionably a cornerstone of the mills' culture. They are directly related to the working of extended hours by the employees. As such they provide a means through which the employees can celebrate with their friends and families the fruits of their overtime labours. Meal Tickets therefore, serve as a significant enticement to the employees to work additional hours for the Company. If the employees feel that the value of the tickets has been drastically reduced then their effectiveness as a Company tool for promoting overtime work is also reduced. The result is fewer employees who are willing to work overtime. The tickets bear the Weyerhaeuser logo. When seeking to redeem the ticket at establishments in the community it is important that the employee does so with a certain level of pride or at least contentment. If the employee appears disgruntled or is visibly frustrated this discontentment could be linked to the Company, thus having an adverse effect on the corporate image in the community.

**The Contract**

It is the position of the employees represented by P.P.W.C. Local 10 that **the value of the Meal Ticket has been reduced** due to the imposition of taxation on this item where taxation did not exist at the time the contract was signed. To understand this position certain definitions must be in place for the purposes of contractual interpretation.

1. The term "**value**" is an expression of an amount realized by a payee, in this case the employee.
2. The term "**cost**" is an expression of an amount paid out by the payer, in this case the company.
3. The term "**face value**" is an expression of an amount indicated on a document by method of print and/or script and/or numerical representation.

If these definitions can be agreed upon then an analysis on the taxation of meal tickets can occur. Understanding that the agreement on Meal Tickets was ratified prior to the new taxation laws coming into effect and noting that the term "**valued**" is used in reference to the ticket, it can be fairly stated that the amount realized by the employee is to be \$14.50. With an average tax of 33.3% now being applied to the tickets' face value of \$14.50 the value realized by the employee has been effectively reduced to \$9.67. This represents a reduction of \$4.83 on each ticket. It is the opinion of the employees represented by P.P.W.C. Local 10 that this reduction constitutes a violation of the Labour Agreement. In order for the Meal Tickets to meet the required amount to be realized by an employee after the application of tax the face value of the Meal Ticket must be increased to \$21.75. It is understood that this

(Continued on page 13)

**PULP MILL WASTE = HEALTH FOOD?**  
 as republished in *Watershed Sentinel*,  
 Dec '01/Jan '02 (from *Vancouver Sun*,  
 Jan/01)

Reduce your cholesterol with a tall oil extract. Tall oil is a waster product skimmed off wood chips as they are cooked into pulp. When northern BC trees are pulped, a phytosterol can be extracted from the tall oil. It has a similar molecular structure to the cholesterol, which causes hardening of the arteries, and has been shown to block absorption of that cholesterol. Vancouver-based Forbes MediTech is pioneering its use as a health food additive, starting with American Soya drinks and Australian granola bars.

(Continued from page 12)

represents an additional cost to the Company of \$7.25 per Meal Ticket. However, it is the “value” of the ticket to the employee that was negotiated under the Labour Agreement not the “cost” to the Company.

#### Market Conditions

It is understood that at the present time the pulp market is soft. However, this issue does not factor into this discussion. It is irrelevant. Market fluctuations are a common event in the pulp and paper sector. The shareholders that have invested in this sector know this and they understand that they accept the risk involved when investing their money in this way. They do this voluntarily and are free to off set any losses they experience by changing their investment strategies. Market conditions are not within the employees’ realm of control and to suggest that they be held accountable for them is completely unreasonable, to say the least. If we allow the contract to be opened to negotiation every time the pulp market changed it is likely we would never close it again. We have agreed to a closed contract for many reasons. The main reason is stability, for both the Company and the employees. Although the Union and its membership are not unwilling to discuss mutual amendments to the contract it must be understood that market conditions are not suitable criteria. The precedent that would be set by entertaining a discussion based upon market conditions would effectively serve to destabilize the collective agreement.

#### Cost Analysis

Increasing the face value of Meal Tickets to \$21.75 represents an annual additional cost to the Company of approximately \$140,000. Give or take \$20,000.

#### The Risk

If fewer employees are willing to work overtime the Company runs the risk of not being able to man emergency repairs in a timely fashion. If each additional hour of lost production time on “B” Machine results in a loss of 50 tons of production and if each ton is valued at \$500 then each hour of production lost would represent a loss of \$25,000. At this rate a mere 6 hours of additional down time on “B” Machine would result in a loss of \$150,000. When one considers the fact that full manning on the site is not present from 5:00 p.m. to 7:00 a.m. Monday through Thursday, a gap of 14 hours is readily identified. An interruption of 14 hours in production represents a loss of \$350,000. On a weekend, full manning does not exist for a period of 86 hours. A production break of this magnitude represents a potential loss of \$2,150,000. It is important to note that these figures represent losses that could occur in a single event. I have yet to see a year where we experience only a single breakdown.

#### Summation

It appears that the Company, at this time, is electing to pursue a Lose/Lose situation. To do so seems highly illogical and counter productive when such an obvious Win/Win is available. This situation presents an enormous opportunity for the Company. Increasing the face value of Meal Tickets would go a long way in demonstrating to the employees that the Company can indeed be reasoned with. With this one small step the complexion of the Companies’ relationship

with its’ employees could be radically improved and a major improvement in moral might occur. These are gains that cannot easily be measured in dollars and cents. In some schools of thought that would make them, priceless. Another might call them worthless. Which is the more positive perspective?

Just a thought,  
Eric Norman Godin

#### CEOs WITH MOST LAYOFFS GET LARGEST PAY HIKES

as published in The CCPA Monitor, Dec ‘01/Jan ‘02

The gap between CEO pay and workers’ pay in the United States widened sharply during the “decade of greed” in the 1990’s, but the biggest disparity occurred in 2000 and 2001, according to a recent joint study by the Institute of Policy Studies in Washington and United for a Fair Economy in Boston.

Their report, “Executive Excess,” found that the CEOs who laid off the most workers in the past few years were rewarded with the largest pay packages, a good part of which came from corporate tax rebates.

Here are the study’s key findings:

- Executive pay jumped 571% between 1990 and 2000 (before adjusting for inflation). CEO pay rose even in 2000, a year in which the largest 100 corporations suffered an overall 10% loss.
- The explosion in CEO pay over the decade dwarfed the 37% growth in worker pay, which barely outpaced the 32% rise in inflation. According to *Business Week*, CEO pay in the US now stands at 531 times the pay of the average American worker.
- If the average annual pay for production workers had grown at the same rate since 1990 as it has for CEOs, their average annual earnings in 2000 would have been \$120,491 instead of \$24,688.
- If the minimum wage in the US, which was \$3.80 an hour in 1990, had grown at the same rate as CEO pay over the decade, it would now be \$25.50 an hour rather than the current \$5.15.
- The CEOs of firms that laid off 1000 or more workers this year earned about 80% more, on average, than executives at 365 top firms surveyed by *Business Week*.

(The full report can be accessed from [www.ips-dc.org](http://www.ips-dc.org) or [www.FairEconomy.org](http://www.FairEconomy.org))



**ENVIRONMENT CANADA NEWS RELEASE:**

Environment Minister Anderson Announces Funding to Protect Wildlife in South Okanagan-Similkameen

Penticton, January 22, 2002 - Environment Minister David Anderson announced today that the Government of Canada, under its Habitat Stewardship Program, has allocated \$664,000 to stewardship projects in the South Okanagan-Similkameen area. This area, with some of the greatest concentrations of species at risk in Canada, is recognized as one of the nation's three most endangered natural systems. It is home to Canada's only desert.

"The South Okanagan-Similkameen is a national treasure of biological diversity and of international importance, but is increasingly threatened by human-created pressures", said Minister Anderson. "Eleven projects were funded in the area under the Habitat Stewardship Program to enhance existing, and encourage new conservation activities that foster land and resource use practices that maintain habitat critical to the survival and recovery of these species". he said.

The eleven projects centre on habitat restoration, wetland and grassland stewardship, landowner education, and continued work with First Nations communities to address issues related to First Nations' lands. A large portion of the habitat for species at risk in the South Okanagan-Similkameen is on First Nations lands. All projects will help to secure more sustainable land use in the region. Project descriptions can be found in the attached backgrounder.

Potential Habitat Stewardship Program projects for the area were developed in a collaborative process by members of the South Okanagan-Similkameen Conservation Program steering committee. The South Okanagan-Similkameen Conservation Program (SOSCP) focuses conservation efforts to better maintain the rich biodiversity of the area, including species at risk. The SOSCP, a partnership of 30 non-government and government organizations, has developed a strategic, coordinated approach to achieving conservation in the region.

The Habitat Stewardship Program is a partnership-based effort now in its second year. It is coordinated by Environment Canada, Parks Canada, and Fisheries and Oceans Canada. In 2001-2002, the Program allocated \$10 million to stewardship projects around the country to protect habitat and contribute to the recovery of species listed as endangered, threatened or of special concern.

More information about the South Okanagan Similkameen Conservation Program can be found at: [www.soscp.org](http://www.soscp.org) and information about the Habitat Stewardship Program is at: [www.ec.gc.ca](http://www.ec.gc.ca)

For further information, please contact:

Kelly Morgan	Anne-Marie Sleeman
Communications Advisor	Communications Advisor
Office of the Minister of Environment	Environment Canada
(819) 997-1441	(604) 713-9514

**ENVIRONMENT CANADA**

Backgrounder, as received Jan 23/02

**Habitat Stewardship Program (HSP):**

During its first year (2000-2001), the Habitat Stewardship Program (HSP) allocated \$5M to projects that support stewardship initiatives across Canada. The HSP has significantly expanded in 2001-2002 and provided \$10M to a total of 150 projects across the country. The projects reflect every major ecosystem in the country. British Columbia received \$1.5M in project funds under HSP this year. \$664,000 was provided to the following 11 projects in the South Okanagan-Similkameen area:

**Species at Risk in the South Okanagan-Similkameen Assisted by 11 HSP Projects:**

**Birds:** American Peregrine Falcon; Lewis' Woodpecker; Long-billed Curlew; Ferruginous Hawk; Flammulated Owl; Sage Thrasher; Short-eared Owl, White-headed Woodpecker; Yellow-breasted Chat.

**Mammals:** Fringed Myotis Bat; Nuttall's Cottontail; Pallid Bat; Spotted Bat; Western Red Bat; Western Harvest Mouse

**Insects and Amphibians:** Great Basin Spadefoot Toad; Monarch Butterfly

**Plants:** Giant Helleborin; Mosquito fern; Scarlet Ammannia; Small-flowered Lipcarpha; Toothcup Meadowfoam; Umatilla dace

**PROJECTS:****Sustainable Land Use Tools - \$25,000**

This project will provide a gap analysis of local and provincial policies, bylaws, processes, zoning and land use designations and tools applicable to the South Okanagan-Similkameen. It will identify the need for further work in the development of policies and zoning tools to conserve key habitats and species at risk and to make knowledge of these tools more accessible to local stewardship groups.

**Grassland/Shrub-Steppe Restoration - Tree Encroachment - \$80,000**

Tree encroachment and weeds in the grasslands of the South Okanagan have significantly altered the habitat and resulted in less habitat for certain species at risk. This project will restore several priority sites and assist in the implementation of a five-year restoration plan for the White-headed Woodpecker and Sage Thrasher.

**South Okanagan Management Plans and Securement - \$38,700**

Funds will be used to develop management plans and enhancement and restoration activities that focus on critical wetlands and shoreline areas.

(Continued on page 15)

Grassland/Shrub-Steppe Restoration - Weed Management - \$20,000

Weeds in the grasslands of the South Okanagan have significantly altered the habitat and resulted in less habitat for certain species at risk. This project provides for weed removal and monitoring.

Riparian Habitat Restoration - \$98,000

The emphasis of this project is on the restoration of shoreline habitat on ranchlands, including fencing to protect areas from livestock damage on private lands and the establishment of land-bird and plant inventory monitoring points within 20ha of shoreline habitat protected by fencing. The installation of signage to identify sites as restored areas and to recognize the stewardship activities of landowners will also be undertaken.

Wetland/Grassland Stewardship - \$25,000

This project will undertake shoreline, wetland and grassland enhancement, restoration and protection. It includes alternative stock watering, rotational grazing and other management systems at specific locales. Signage will promote stewardship of particular sensitive habitats. The project builds on the success of the Interior Wetlands Program and will work closely with Riparian Restoration and Landowner Contact projects as well as North American Wetlands Conservation Act projects.

Landowner Contact and Stewardship Delivery - \$140,000

This project emphasizes landowner education, the creation of a landowner contact registry and stewardship activities related to conservation covenants and stewardship agreements for land containing antelope-brush, coniferous forests, rugged terrain, and other habitats. A feasibility study for a regional stewardship centre and a best practices working group will also be created.

Traditional Ecological Knowledge for Conservation of First Nation Lands - \$41,300

A large proportion of the habitat for species at risk in the South Okanagan-Similkameen is on First Nation lands. This project will identify important shoreline habitat for the Yellow-breasted Chat and many other species. It will also focus on the development of a conservation strategy for Locatee First Nation (Penticton) lands as well as help facilitate the transfer of traditional ecological knowledge to 29 community and government SOSCP partners using a workshop format.

Osoyoos Indian Band Riparian Conservation Project - \$44,000

Project funds will be used to develop a range management plan for Inkaneep Creek and every watershed on Osoyoos Band lands. Funds will also be used to develop an ecotourism plan and a week-long nature day camp for First Nations children.

Okanagan Nation Fisheries Commission Riparian/Aquatic Conservation - \$40,000

Part of a complex, multi-year set of initiatives by the Okanagan Nation Fisheries Commission, this project is aimed at conservation and recovery of the aquatic ecosystem in the South Okanagan.

South Okanagan-Similkameen Conservation Program (SOSCP)Coordination and Outreach - \$112,000

Funding has been allocated to SOSCP to continue its work on improving biodiversity in the South Okanagan-Similkameen and to assist in the protection and recovery of species listed provincially at risk and listed as at risk by the national Committee on the Status of Endangered Wildlife in Canada (COSEWIC). The project will promote ecologically sustainable land-use, enhance stewardship on private and public land, expand community involvement, and negotiate for the acquisition of key habitats used by species at risk. Key habitats include wetland/shoreline zones, grassland/shrub-steppe and coniferous forest.

**The alarming development and aggressiveness of great capitalists and corporations, unless unchecked, will inevitably lead to the pauperization and hopeless degradation of the toiling masses. It is imperative, if we desire to enjoy the full blessings of life, that a check be placed upon unjust accumulation and the power for evil of aggregated wealth.**

*Constitution of the Knights of Labor, 1869*

As per the General Membership Meeting of November 2001, and in the spirit of holiday giving, PPWC, Local 10 passed a motion to make a donation of \$400.00 to each of the Kamloops Food Bank, the Salvation Army, Christmas Amalgamated and the New Life Mission. The Kamloops Pulp Brotherhood Society Directors decided to follow suit, and matched Local 10's donation to each of these worthy causes. It is hoped that these contributions helped make someone's holiday a little brighter, and perhaps put a few extra smiles on the faces of children less fortunate than our own.

**MARCH 14th**  
**IS THE**  
**DEADLINE**  
**FOR THE**  
**NEXT ISSUE**  
**OF CHIPS &**  
**CHUNKS**

**YOUR**  
**ARTICLES,**  
**CARTOONS OR**  
**COMMENTS**  
**WOULD BE**  
**APPRECIATED**  
**BY ALL**