

CHIPS N CHUNKS

February 2003



Communications, Energy and Paperworkers
Union of Canada, Local 10-B
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This publication is rated:

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As in Union

It may contain some material that some individuals may find offensive. Therefore, it is recommended that if you are one of the above individuals and feel you may be easily offended or harassed,

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

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8:00 A.M.— 4:30 P.M.

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EDITOR'S COMMENTS

Welcome, Brothers and Sisters, to the first edition of Chips and Chunks for 2003. Happy Belated New Year. Twenty-seven days into January and it seems like this year is shaping up to be a real beauty. The Company has reached a peak of frenzied aggression against our union. Four of our union Brothers have been charged with "insubordination" and the first month isn't even up yet! This is the new weapon the company is wielding with all the spasmodic grace of a Berserker on speed. You don't dare even look at someone the wrong way and it becomes an offense punishable with time-off? Boy, have times changed.

For those of you who are retired or haven't been at the mill for a while, things aren't running so well lately. It seems like we just get the place going and another piece of the operation falls apart. Apparently, this is the Union's fault, because every time we have another operating setback, the company starts taking it out on the workers. While I understand their level of frustration, I certainly don't understand them venting their anger on us. We have been making this mill run in spite of the actions of Management, not because of them. The following are just a few examples.

1. They take five people out of the Stores department, change the entire ordering and accounting system, implement the whole thing with little or no training, and then start screaming that they can't get all the work done in this department. The Union's response... "Well, DUH." This seems like a no-brainer to us. Bring some or all of our people back to Stores and we'll get the bloody work done. But no, the Company says they have to contract portions of this job out now because it just isn't working. They either can't admit when they've made a mistake, or they've set this department up for failure to justify contractors. Either way, we as a union, are going to pay for it with a loss of good union jobs...and the mill just keeps on running.
2. The Chip Yard workers spent the end of 2002 battling it out with the Steam Plant workers over the supply of hog fuel to the Power Boilers. The Hog Pushers just couldn't get enough hog fuel to the boilers. It turned out, after much investigation by the operators in these two areas, that the problem could be fixed with a bit of maintenance to the Hog Atlas, as that was the actual cause of all the problems. Nothing was getting done though, until some of operators involved pushed the issue until it got to the Mill Manager, at which point the maintenance was promptly carried out. This small investment in the Atlas has resulted in a savings of tens of thousands of dollars in natural gas over the period of a couple of weeks, and the potential to save hundreds of thousands of dollars, maybe millions, over the period of a year. And after all was said

and done, not even a small thank-you was given to those involved by the company...and the mill just keeps on running.

3. On Christmas Eve, there were problems with #2 Recovery in the Steam Plant. Actually, the problem turned out to be a Power Engineer's worst nightmare...a tube leak. After an initial inspection of the circumstances, and some quick consultation, it was decided to ESP (emergency shutdown procedure) the boiler. After cool down of the boiler, it was found that a tube had ruptured, causing massive holes in the tube structure. Although these holes were not in a "critical" spot in regards to smelt/water explosions, they were still large enough to cause a massive water loss in the boiler, that in itself being a dangerous condition. The Steamers managed to avoid a major tragedy through quick-thinking and responsible operating, and saved lives and dollars for Weyerhaeuser. The mill didn't keep running that time.

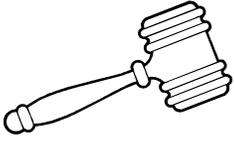
When you look at the effort that most of us have put out to keep everything purring along despite cutbacks in the workforce, cutbacks in the maintenance of equipment, cutbacks in everything from coffee to caring about people, you should all be really proud of yourselves. Even though Weyerhaeuser has decided that the road to prosperity is going to be paved right over the people that makes them prosperous, we as a group still keep the mill running. It takes a big person to overlook this company's attack on our efforts here, and this union is obviously full of some very big people. Congratulations to all of you for a job well done, in spite of all the changes, and continuing to do excellent work at Kamloops Pulp. In the end, it will be us that makes this a viable operation for the New Weyerhaeuser, not some SAP! Have a Happy Valentines Day everybody—work safe!

Fraternally,
Bob Stephens



Co-operation is the thorough conviction that nobody can get there unless everybody gets there.

- Virginia Burden.



PRESIDENT'S REPORT

By Stacey

Whiting

On December 16/02 D. Price terminated his employment with Weyerhaeuser. The termination was handled through mediation with V. Ready as the mediator. At the end of the mediation process D. Price expressed that he was happy with outcome and wanted that passed on to the membership. We wish him all the success in his future endeavors.

Rene Pellerin, 1st Vice President has reported in some detail in his article about situations at the mill site that happened. I would leave those items as reported.

There is an outstanding application before the British Columbia Labour Relations Board seeking a declaration of successorship, which will be heard on February 3 & 4/03. This hearing has taken a considerable amount of time to come to the hearing stage.

On Jan 9/03, G. Worth received a letter of reprimand for comments made to the editor of the Daily News that Weyerhaeuser had announced plans to build a new turbogenerator on the pulp mill site to produce power than can be sold to the Hydro grid system. In Nov/02 Rene Pellerin and myself were at R. Maksymetz' office where he stated he wanted to share some great information that the company had received the go ahead for the turbogenerator. At no time were we told that this information was confidential or not to be shared with anyone. This is again another attempt to control the worker. The company forgets that when they hired us to perform our skills with our hands, that it also came along was the rest of our body (head); they can try what they will, but they cannot stop us from speaking our and standing up for our rights.

The demands put on the Union Safety Committee Chairperson by the company putting more and more of the management's work on their plate, as well going to move their office to HR building with a new job description, concerned the membership that the job was now not in the Local's best interest serving safety. On Dec 11/02 at the General Membership Meeting, a motion was passed instructing the Union Safety Chairperson to "return to the shop floor at the beginning of 2003."

The on, off, on again Kamloops Pulp On-Site Physiotherapy Program has been announced to start on Jan 20/03. With all the jargon that this program is to accomplish the membership has taken a very strong position against it. Amongst many concerns they have, the right to choose whom one uses, as a physiotherapist will eventually be eroded. The company has said that this is a pilot project for 6 months and if the Local does not want to buy in, it will still go ahead any way for management. At the Dec 11/02 General Membership a motion was passed – "that we do not use the on site physiotherapist that the company is proposing."

The employer has now apparently adopted a "policy" of disciplining members for alleged breaches of unilateral "policies" imposed by the employer. In particular, the policies relied on by the employer to support discipline are, in some

cases, ones that have not been communicated to employees, but are instead published internally on the employer's internal computer system and distributed by way of the employer's internal email systems. Therefore, the Local Executive was directed by the membership to immediately notify the company that:

- "the Local objects to all discipline imposed on employees who have not received proper education, training and formal notification of employer policies;
- the Local will not recognize email or computer notification as a sufficient or proper form of communication with employees;
- the Local will challenge, where necessary, the validity of any such policies that have not been properly communicated to employees; and
- the Local will challenge any discipline for alleged breaches of such policies absent sufficient education, training, and/or formal notification of such policies."

Weyerhaeuser has taken the position that they believe electronic media is a normal and acceptable means of communication. Also, that email is used extensively by all employees for business purposes and is an excellent means of communication.

The Union side of Standing Committee has repeatedly put the Company on notice that whether it is Standing Committee minutes, J.S.C. minutes, job posting, overtime lists, etc., they are to be posted in a hard copy form so as all members have access to the information on an equal basis. The Company has stated because management side has been downsized and they do not have as many people as they used to, to post hard copies, they feel email distribution of information is just fine.

Larry Phillips states that email is used extensively by all employees at the work site. If the Company spent any time at all addressing the issue, they would have found there are quite a number of Local 10-B members who do not have email.

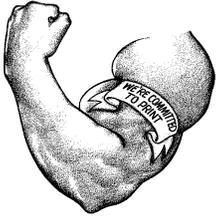
As the company's position does not treat everyone with dignity and respect, in addition to no company training on standing policy on electronic usage, the Executive of Local 10-B has taken the position that: "Local 10-B Executive not use email at the work site at the Pulp Mill."

"The membership of Local 10-B are reminded that it is extremely important to continue to work in a truly safe manner and follow all rules and regulations, practices and contracts." - motion passed at Dec/02 General Membership Meeting.

David Evans, from Investment Planning Council of Canada, Ross Edmondson, Brian Henderson and myself have had meetings to formulate and set up Group RRSP's for Local 10-B membership. When things are finalized we will proceed to set up meetings and notify the membership.

Contract talks will not be far off, so again, make sure your finances are in order and you are prepared to fight for a fair and just agreement (JLA) and Local Policies (Bull Session).

If you're arguing with an idiot, make sure he isn't doing the same thing.



1ST VICE PRESIDENT'S REPORT

By Rene

Pellerin

Brothers and Sisters,

Weyerhaeuser Kamloops Pulp Management has added a new tool to perform their union busting tasks: suspensions for insubordination. It has been made clear to Local 10-B that even challenging contractual rights will get you a discipline for insubordination. We have been told by HR Management that insubordination will lead to a suspension. So much for the Discipline Process.

On Jan 23/03 four Stores Department members were disciplined for insubordination. The Stores Department were having their 4:40 Tailgate Meeting on Jan 2/03 and Management was questioned about the time. The members felt that the correct time was 4:55 pm and that they should be released for their contractual five minutes wash up time, as per the Contract under Local Agreements, Page 4, A (3). Management also has an "Hours of Work Policy" which they have enforced since July of 2002; this policy contains provisions for a five minutes wash up time. The Stores Department Supervisors felt that the crew had to wait two minutes, according to their timepieces. The members felt that their timepieces were correct, as they had synchronized their watches to the official time on the Kamloops Pulp Site, "the mill whistle." The company stated at Standing Committee that this would be the official time on the Kamloops Mill Site. The four members were about to leave, and were ordered to stay by their Supervisor(s); the members chose to leave for their contractual wash up time. Brothers and Sisters, two minutes cost three members of the Stores Department one-day suspensions, and the fourth member, Local 10-B's Chief Shop Steward Ron Hluschyk, will receive his discipline on Jan 27/03; management has said that the discipline will be larger than the others.

These are nothing but harassment, intimidation, and union-busting tactics being performed by management. We, as union members, cannot and will not tolerate this aggressive behaviour by Weyerhaeuser management. Local 10-B is grieving the disciplines as unjust and we are grieving the fact that management is not honoring contractual wash up times.

WARNING TO ALL LOCAL 10-B MEMBERS: KAMLOOPS PULP MANAGEMENT HAVE NEW TOOLS TO UNION BUST: INSUBORDINATION AND SUSPENSIONS!

When it comes to managing in the Stores Department, it seems that four heads are better than one. Management is currently holding Coaching Sessions in Stores and other departments. These sessions are run by the Mill Manager, Department Manager, the Stores Frontline Leader, and a Tag Along Leader. Local 10-B has posted a position paper on these sessions on the Union bulletin boards. We urge the membership to follow our recommendations.

Management has officially committed to bring vending machines onto the mill site. These machines will replace Stores members, and the vendor, Acklands Granger will be responsible for the procedure involved in managing the machines. Local 10-B is grieving this management decision. The first grievance is for no notice to the Local Union when making a technological change. This is

contractually supported by Article XX, Job Security, pg 36 Section 4 of the Joint Labour Agreement. The second grievance is the contracting out of Local 10-B work. This grievance is supported by Article XXIII, Contracting Out, pg 40 of the Joint Labour Agreement.

Local 10-B has also grieved management's decision to allow Weyerhaeuser staff to receive material ordered from vendors; this function has always been performed by hourly Union employees. Local 10-B views this decision as hourly work being performed by staff. This grievance is supported by Article II (e), pg 8 of the Joint Labour Agreement.

During the Chip Yard fire in December of 2002, many Local 10-B members were utilized to get the mill back on line. These members performed their duties and were paid for their labour accordingly and as outlined in the Collective Agreement. Management has chosen to further reward these members with a \$100.00 gift certificate incentive bonus. The Union views this as an unfair labour practice and has asked the company to cease and desist this incentive program. Local 10-B has grieved this action by management and is considering its options with a Labour Relations Board complaint.

The recent Manufacturing Time Off Policy, which management has implemented, was not supported by Local 10-B's Standing Committee. Your Committee spent hours trying to work out a policy that would work for both parties and in the end, management chose their own direction and went with the policy you see today. Local 10-B has decided to grieve this management policy, on the grounds that it does not facilitate the ability for Local 10-B members to get contractual time off. Arbitration decisions support the fact that employers must provide employees with the flexibility to take 100% of their contractually earned time off.

4th Stage meetings will take place in February of 2003. We will be dealing with Brother Rasmussen's grievance, discipline for inappropriate use of email, Brother Stangeland's discipline for a safety violation, Local 10-B's grievance on vacation run-out upon retirement, and the non-operating work grievance on behalf of the Steam Plant.

Standing Committee #915 will be held on Jan 29/03. Minutes from Standing Committee #914, Dec 18/02, will be out on Jan 27/03. My apologies for the delay, but we continually have to debate with management, the contents of the official minutes.

Two contracting out grievances have been sent to our lawyer for a legal opinion on their success at arbitration. Three 4th Stage grievances have been sent to CEP, Local 10-B's Staff Rep, Bob Hughf, for an opinion on moving them forward to arbitration. The grievances are: bank time off grievance, Stores receiving grievance and the bill of materials posting grievance. The 4th Stage answers are posted on Union bulletin boards.

In closing, I urge all Local 10-B members to support their contractual rights. The strength of your Local is in the membership, and we are all equals.

Shop Steward and Safety Steward training will be taking place in the early Spring.

IT'S YOUR CONTRACT – DEFEND IT.

Give a man a fish and he will eat for a day, teach a man to fish and he will spend all day in a boat drinking beer.

FACING MANAGEMENT

By Ron Hluschyk, Chief Shop Steward

Hello Brothers and Sisters, a Happy New Year to all with the hope that 2003 finds all members, family, and friends healthy and thriving in their lives, from spiritual to financial. Financial, off course, is dependent on many external influences one of them being our employer, the multinational juggernaut known as Weyerhaeuser.

We have seen many changes in management in Kamloops in the last year leaving many of us scratching our heads wondering how this company ever makes any money and concerns that we might not have a job two years from now. I feel with the SAP decision, confrontational managers in key positions, and what many consider asinine decisions that have been made; it is incredible that a profit of \$3.5 million was achieved in 2002. I believe without SAP the company would have more than doubled their realized profits.

One change we should be concerned about is the attitude of management when dealing with the hourly employees. We are seeing people disciplined for nonsensical reasons more than ever before. Without being shown the e-mail policy we are having members disciplined for improper use of e-mail. Without proper time clocks in place and whistles that are accurate we have members disciplined for stepping over a line seconds too soon. For divulging what was common knowledge with the media and general public in regards to the TGC project, we have a Union Executive member disciplined for submitting an innocuous editorial to the local paper. And, of course, we had a member fired for not wearing side-shields on his safety glasses. What kind of working atmosphere and relationship is Weyerhaeuser trying to create? Very obviously, a heavy handed one.

In the spring of 2002 I was sponsored by the CEP to attend the CLC Winter School where I participated in a "Facing Management" course. One full day of the one-week course was dedicated to analyzing management styles and understanding the psychology behind it. We were shown three distinct management styles used today all over the world. These styles were labeled by Douglas McGregor in the 1950's as being the Theory X and Theory Y styles of management and in the 70's the Japanese "Z" style of management. I'll explain the difference.

Theory X

A manager holding to this style would be inclined to believe that:

- On average employees really do not want to work, if they had a choice they would not want to commit themselves to work for the employer in the employer's time. They avoid it wherever possible. Basically they are self-interested and prefer leisure rather than working for someone else.
- Because of this I have to structure work and energize my employees. Tasks need to be well specified. Even then they may need pushing and more direction and control so that they apply adequate effort towards what has to be achieved. Even though I provide good rewards - many of

my employees are still disinclined to apply consistently the effort the organization needs. Many accept the rewards, complain that they need more, and yet behave in ways that are less than fully committed. I have to resort to more checks, instructions and exhortations - sometimes even punishments. If I relax my gaze and I am too soft then sloppiness sets in.

- Such a manager thus gives close, authoritative supervision and defines jobs and systems that structure how a worker allocates and applies their time. They place stress on workers in a calculative manner.
- The employees are assumed to be naturally resistant to change and gullible, ready to be duped.

McGregor felt that such managerial views led to behaviors and organizational systems which relied on rewards, promises, incentives, (*High Performance Work Systems?*) close supervision, rules and regulations, even threats and sanctions all designed to control workers.

Soft X and Hard X

There are soft and hard methods in the Theory X list. Hard approaches are represented by "the stick" - coercive language, harsh authoritarian management. Soft applications - "the carrot" - dangle rewards and promises in front of the employees noses i.e. more pay (prizes and bonuses).

Theory Y

A Theory Y manager tends to believe that:

- Given the right conditions for employees, their application of physical and mental effort in work is as natural as rest or play. Work is play offering satisfaction and meaning to the employees lives.
- There are alternatives to reliance on external controls, punishment and threats - implied or real. These are not the only means for linking individual effort with organizational objectives. If people feel committed, they will exercise self-direction and self-control in the service of the firm's objectives.
- Their objectives will complement the firm's and commitment is a function of the "intrinsic" rewards associated with their achievements as employees.
- The Theory Y manager recognizes the influence of learning. He/she believes that if the right conditions are created the average person learns to accept and seek responsibility.
- The capacity to exercise imagination, ingenuity and creativity in the solution of organizational problems is widely, not narrowly, distributed in the work force.
- It is believed that the intellectual potential of the average person are only partially utilized and that employees are capable of handling much more complex problems.

Theory Z

The Z Japanese style of management is not generally used in North America. It is a patriarchal system where the President of the company is looked up to as a father figure. There is much peer pressure to conform to all expectations or else you

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(Continued from page 6)

are ostracized and punished by your co-workers. It is Management By Stress resulting in a perform or else face the consequences environment which can be very unhealthy for the workers. It is a management style that can only exist in certain cultures and environments.

What style of management do you think is being practiced at Kamloops Pulp? Considering the remarks we understand were made by the Mill Manager to middle management approximately 8 months ago, "*Its time for us to pushback at this union and the bastion executive at all levels*", it is very obvious to me that there has been a conscious decision to utilize the Theory X management at Kamloops Pulp. For those of you who believe that the disciplines were warranted and that there is no subterfuge on the part of Management, you are wrong! There is a conscious effort of non-cooperation with our employees and union that coincidentally is a violation of Section 1, "*It is recognized by this Agreement to be the duty of the company and the employees to cooperate fully, individually and collectively, for the advancement of said conditions*". To believe that by browbeating people, enforcing old-school tactics of threats and punishment is the way to get employees to cooperate and be productive is naive at best. The Theory Y model of management was prevalent at this mill site and has been sewerred in the past year. Good luck rebuilding the commitment, trust, motivation, and pride that employees used to have in their jobs. The Mill Manager stated to our Stores crew that "there is nothing he can do about the morale problems or lack of job pride in Stores." I believe that it's a cop out to say you can't help fix a problem you helped create!

Why select this style of management? Simple. The Theory Y style of management is more fraught and difficult? Theory X communication is largely a one-way street. It is quick and orderly. If employees do not respond or deliver the goods -- they will be blamed for inattentiveness, lack of interest, unreliability and punished. After all "you just cannot get good staff these days."

Conversely the Theory Y manager has to be more sensitive. He/she has to:

- Take the time out to explain.
- Comprehend the needs of the individual.
- Engage in joint-problem solving and interpersonal exchange with each employee.

This requires trust building; there is an intrinsic need for trust, consistency and faith. If an employee lets the manager down, the manager cannot revert in a knee-jerk way to become a Theory X monster -- blaming or criticizing. Such swings characterize the Jekyll and Hyde manager. The punishing parent who then returns to nurturing will not be believed which is the case here in Kamloops.

Are you wondering the final conclusion and recommendation of Douglas McGregor, the author of the Theory X, Y, Z? It is to "Use Theory Y principles to shape your organization's culture and management style!" Why then is Kamloops Pulp Management using the Theory X style of management, which

is counterproductive to their goals? Good question, I think many people would have a different answer to this. I believe the Theory X monster is a lazy style of management where the employer does not engage with its employees but instead makes rash decisions and attempts to steamroll right over them. Great strategy for boosting morale!

What can you do as an employee and a union member? There is a simple answer for this as well! Be more involved in your union, you are the union. Become more informed, read the bulletin boards, attend union meetings, become even more united on all issues at the mill site, support your fellow workers on issues important to them, and lastly, allow your name to stand as Shop Steward, Safety Steward, or alternate, performing the tasks with commitment and dedication to the people you represent. We are entering negotiations with Weyerhaeuser, unity is the key!

In Solidarity.



BULLING ON RISE IN THE WORKPLACE

Gannet News Service, article from The Province newspaper

If you thought you left bullies behind on the schoolyard, think again. That boss who dogs your trail, criticizing your every move despite your good performance record, is a bully. And the coworkers who works to humiliate you, to demean you in front of others -- nothing more than a bully.

"Bullying is a silent epidemic that affects one in six workers," says Gary Namie, a psychology professor at Western Washington University. "It is witnessed by nearly 80 percent of workers, who don't do anything about it. It's a dirty little secret." And it is a growing problem in Canadian and US workplaces, the experts say.

Namie heads up the Campaign Against Workplace Bullying. He says studies show that some 41 percent of those who are bullied are diagnosed with depression; more than 80 percent said it keeps them from being productive because of severe anxiety, lost concentration and sleeplessness; and 31 percent of women and 21 percent of men suffer post-traumatic stress disorder.

"The targets of bullies are often people who are strong and independent and talented and believe that they can tough it out," Namie says. "But once they bullying starts, most can only stay 16.5 months because it costs them their health. Namie says bullies often target the most talented in the workplace because "the dolts don't threaten anybody." That means if companies fail to stop bullying, they will be faced with a talent drain, decreased productivity and increased health-care costs.

"Bullying in the workplace is increasing," he says. "Half of the bullies are women. Bullies are often otherwise good people, who have gotten cues in the workplace that they need to be aggressive. As long as we are investor-driven at work, the people are being told by top executives they don't care how they get the job done, just as long as they get it done."



WEYERHAEUSER — SNUBBING CREW - STORES**RECEIVING: DECEMBER 13-14, 2002**

By Lorne Christianson, Contracting Out Rep

With all the changes (SAP) and due to the lack of personnel in the Stores Receiving Department, a huge amount of overtime has been worked over the last 10-12 months. This was to try and clean up a large backlog of work that had accumulated. It was a good and lengthy commitment by this department. With Christmas just a couple of weeks away, this crew was tired and burned out. They decided that they had other obligations at this time of year and would be more than satisfied to work their regular 40-hour week.

In their wisdom, with a heavy-handed approach, on the second week of Dec/02, the Company was prompted to contract out the auditing of Stores inventory. This work has always been a regular duty of Stores personnel. A contracting out notification slip was presented to the contracting out representative, with little to no time to discuss the company's decision to contract out this work. A rush meeting with Stores personnel was called. Stores receiving personnel were very very reluctant to work any more weekends before Christmas. After discussions with union reps and an outside contact, the crew reluctantly came to the conclusion that they would keep their work and not have a contractor do it. Stores personnel were given an ultimatum that put them into a position that if they did not make themselves available to work a specified number of hours overtime, the work would be contracted out.

Instilling the fear of more job loss in the future, Weyerhaeuser management used measures and behaviours that were not necessary, intimidating and threatening tactics towards this department.

Continuous pressure by this company to downsize mill crews and departments as well as the introduction of technological changes (SAP) policy changes and many other issues are putting huge stress levels on the employees of this mill. This department – Stores Receiving is only one example.

- Manning levels are the issue
- Viable numbers to do the work is the problem

Stay strong!

**SUBJECT: NO TASTE FOR MANAGEMENT**

Several cannibals were recently hired by a big corporation. "You are all part of our team now," said the HR rep during the welcoming briefing. "You get all the usual benefits and you can go to the cafeteria for something to eat, but please don't eat any of the other employees."

The cannibals promised. Four weeks later their boss remarked, "You're all working very hard, and I'm satisfied with you. However, one of our secretaries has disappeared. Do any of you know what happened to her?"

The cannibals all shook their heads no. After the boss had left, the leader of the cannibals said to the others, "Which one of you idiots ate the secretary?" A hand raised hesitantly, to which the leader of the cannibals continued, "You fool! For four weeks we've been eating Managers and no one noticed anything, but noooooo, you had to go and eat the secretary!"

**BARGAINING**

By Lorne Christianson, Wage Delegate

It would have been nice to see the implementation of changes at our work site negotiated in a proper manner at Standing Committee, to work the issues to a point where both sides could live with the resolve. This is not the case! The push is in one direction. "Mid Contract Implementation, by the Company".

- Disability management policy (WCB) changes
- Attendance management policy
- Time off policy for 12 hour shift workers
- Safety policy
- Discipline policy
- Retirement policy
- Meal ticket policy
- Out-of-town work opportunities
- Vendor management of Stores inventory and on and on.

At the last CEP Wage Caucus, Nov/02, the Wage Caucus voted 100% in favour of staying with the Norske pattern that was bargained in late Aug/Sept 2002. This is a "no concession" pattern contract for 2003 negotiations, with early retirement at age 60 tied to a paper price trigger of \$600.00 US per ton that would fund the bridging.

On the other hand, Weyerhaeuser management has told us repeatedly that the current language in our JLA is too restrictive and would be looking at changing the language in the future, to support their business needs. It is known that the companies are meeting hoping to fragment the Norske pattern by changing the pattern agreed to, at different locations, and with different companies. The Pattern has been set!!

In May 2003, or sooner, the Wage Delegates of Local 10-B would like to have negotiation talks go smoothly in a respectful and sensible manner, although, it doesn't look good. The Company has been priming their portfolios and agitating their employees to the point where they have ignited a slow-burning fuse hoping the membership will explode over the issues.

Therefore, all I can say is, 'ask not what he company can do for you, and the service you supply, but what can you do for the company, with less – for less'.

- Adopt new policies
- Change the JLA contractual language – what's that?
- Disregard past practices and old agreements
- Safety? 'just enough' is the new Weyerhaeuser buzz
- Get the membership to buy into new work practices and the contracting out of their work. "Where does it stop??" Then and only then, when the time comes and negotiations start, we can bargain back what we have already had.

Oh yeh, don't say "bull" or "shit", even if your mouth is full of it - the new culture at Weyerhaeuser prohibits it.

Hang in there!





TOP SIGNS YOU'RE A DRUNKEN BASTARD:

- You frequently urinate outdoors.
- You first wake up and you're afraid you're gonna die and a half hour later you're afraid you won't.
- You fall asleep taking a dump.
- You believe that spilling a beer is Alcohol abuse.
- You go to the john to hurl, but you take your beer with you.
- Find it's easier to study drunk.
- You're on a first name basis at the detoxification center.
- Beer ads make sense.
- You wake up to the sound of your dog drinking out of the toilet, and you are so dry that it sounds mighty thirst quenching.
- You wake the next morning and start drinking a few of the half empties left sitting around the room.
- The space on your driver's license that tells your eye color reads "bloodshot".
- You fall down a flight of steps and DON'T spill a drop of your beer.
- You need to take witnesses with you to confession because you can't exactly remember what you did and the priest wouldn't believe you anyway.
- You mix your cocktails by the liter.
- You grow a beard because it stops beer that's running down your chin.
- You put off urinating in hopes of reaching that near orgasmic Zen like piss.
- You wake up in the gutter, spit out several broken teeth, haul yourself to your feet, brush yourself off, and think "Shit, this is no way for a

Bishop to behave..."

- You explain to your bank manager that you spent your overdraft "mainly on beer and women; the rest I just wasted".
- When the bottle says 20 standard drinks but you only get 5.
- You spell Alcohol with a capital letter out of respect.
- You wake up the night after a party to put your clothes on and there aren't any.
- You find yourself saying "Honesly occifer I only hads tree bears tonight!" while snickering at his funny hat.



"I am not a lazy bum! I am a potential workaholic with highly developed stress management skills!"

PENSION REPORT

By Dave McDonnell

Administrator's Directive No. 237, November 1, 2002
Subject: New Spouse and Beneficiary Designation form

Please find attached a copy of the new *Spouse and Beneficiary Designation* form. As before, a member must file this form with the Plan Administrator if he/she wishes to designate or change his/her beneficiary for the *Pre-retirement death benefit* payable under the Plan. If the member does not have a spouse and no beneficiary designation has been filed at the time of his/her death, any death benefit that may be payable would be paid to the member's Estate.

In the past, the Plan had two forms to designate a beneficiary/survivor for a pre-retirement death benefit:

1. The *Spouse and Beneficiary Designation* and
2. The *Pre-retirement Special Annuity Option* form.

The *Pre-retirement Special Annuity Option* form was used to designate a survivor once a member turned 55 years of age. ***Please be advised that the Pre-retirement Special Annuity Option form is no longer required.***

The attached *Spouse and Beneficiary Designation* form will be the **only** form used to designate a beneficiary/survivor for a pre-retirement death benefit. This means that it is no longer necessary to provide members who are 55 years of age or older with a separate *Pre-retirement Special Annuity Option* form.

Also, please note that anyone who had already filed a *Spouse and Beneficiary Designation* or *Pre-retirement Special Annuity Option* form with the Plan Administrator ***before*** this change does not have to complete this new form unless they wish to change their beneficiary. We ask that you have members use the new *Spouse and Beneficiary Designation* form for any future designations or changes.

Please be advised that the only time a designation made by way of a *Spouse and Beneficiary Designation* form will become invalid is if the member:

1. marries or remarries; or
2. files a revised designation form with the Plan Administrator (in which case the most current designation form will be recognized).

Please make copies of this form as necessary and discard any old copies of this designation as well as the *Pre-retirement Special Annuity Option* form. If you have any questions concerning this form or the designation of spouses/beneficiaries, please contact our office at 1-888-384-7555 (toll-free number).

Yours truly,

MERCER HUMAN RESOURCE CONSULTING

Administrator for the Trustees

HOW DID WE SURVIVE??

Looking back, it's hard to believe that we have lived as long as we have:

- As children we would ride in cars with no seat belts or air bags.
- Riding in the back of a pickup truck on a warm day was always a special treat.
- Our baby cribs were painted with bright coloured lead based paints. We often chewed on the crib, ingesting the paint.
- We had no childproof lids on medicine bottles, doors, or cabinets, and when we rode our bikes we had no helmets.
- We drank water from the garden hose and not from a bottle.
- We would spend hours building our go-carts out of scraps and then rode down the hill, only to find out we forgot the brakes. After running into the bushes a few times we learned to solve the problem.
- We would leave home in the morning and play all day, as long as we were back when the streetlights came on. No one was able to reach us all day.
- We played dodge ball and sometimes the ball would really hurt.
- We ate cupcakes, bread and butter, and drank sugar soda, but we were never overweight; we were always outside playing.
- Little league had tryouts and not everyone made the team. Those who didn't had to learn to deal with disappointment.
- Some students weren't as smart as others or didn't work hard so they failed a grade and were held back to repeat the same grade.

That generation produced some of the greatest risk takers and problem solvers. We had the freedom, failure, success and responsibility, and we learned how to deal with it all.

GOOD NEWS, BAD NEWS ...

We've all been short of money, robbing Peter to pay Paul, overextending our credit cards, or going without things we want or need.

The good news is money actually does grow on trees. The bad news is the banks own all the branches.

TEMPERATURE OF THE DAY

- +20° C: Texans turn on the heat and unpack the thermal underwear. People in Canada go swimming.
- +15° C: North Carolinians try to turn on the heat. People in Canada plant gardens.
- +10° C: Californians shiver uncontrollably. People in Canada sunbathe.
- +5° C: Floridians don coats, thermal underwear, gloves and wooly hats. People in Canada throw on a flannel shirt.
- 0° C: Distilled water freezes. Lake Superior's water gets thicker.
- 5° C: Californians fly away to Mexico. People in Canada get out their winter coats.
- 20° C: Hollywood disintegrates. The Girl Guides in Canada are selling cookies door to door.
- 60° C: Polar bears begin to evacuate the Arctic. Canadian Boy Scouts postpone "winter Survival" classes until it gets cold enough.
- 80° C: Santa Claus abandons the North Pole. Canadians get frustrated because they can't thaw the keg.
- 147° C: Microbial life no longer survives on dairy products. Cows in Canada complain about farmers with cold hands.
- 273° C: All molecular motion stops (absolute zero). People in Canada start saying, "Cold 'nuff for ya?"
- 500° C: Hell freezes over. The Toronto Maple Leafs win the Stanley Cup.



2003 C.E.P. SCHOLARSHIP PROGRAM

As received by Brian Payne, President

Twelve scholarships worth \$2,000 each in honour of L.H. Lorrain, George Hutchens, Evelyn McGarr and Peter Klym are each year made available to members and children of members pursuing full time post-secondary education at a recognized institution such as university, college, CEGEP, technical or other schools.

The scholarships are available to students who HAVE COMPLETED THEIR SECONDARY STUDIES (11th or 12th grade, Secondary V) and enter or undertake POST-SECONDARY STUDIES at college, university, CEGEP or technological institutes. The following applicants are eligible:

- CEP members in good standing;
- Children of CEP members in good standing;
- Children of CEP members who passed away while in good standing;
- Children of CEP members who retired in good standing.

The selection of successful applicants will be made by a person appointed by the President on behalf of the Executive Board. Selections made by that person will be final.

Applicants must complete the attached CEP scholarship form, have it signed by a CEP Local Union Officer and send it to Communications, Energy and Paperworkers Union of Canada (Scholarships), 350 Albert St., Suite 1900, Ottawa, ON K1R 1A4.

The applicant must also submit with the application an essay of 1,500 to 2,000 words on the topic: "What the labour movement means to me" no later than March 31, 2003.

The application form must also be accompanied by the most recent student transcript of the applicant.

There will be no acknowledgement of receipt but all the applicants will be contacted at the end of August or very early in September to let them know whether they have been chosen for an award or not.

The successful candidates will meet with an officer of the Communications, Energy and Paperworkers Union or such person delegated by him, to finalize all financial arrangements and make provisions for a review of a mid-term progress report.

2003 C.E.P. NON-TRADITIONAL SCHOLARSHIP PROGRAM

In recognition of December 6th, the National Day of Remembrance and Action on Violence Against Women

One non-traditional scholarship worth \$2,000 in recognition of the National Day of Remembrance and Action on Violence against Women (December 6) is each year made available to members and children of members pursuing full time post-secondary education at a recognized institution such as university, college, CEGEP, technical or other schools, in non-traditional fields of trades, technology, operations and blue collar.

The scholarships are available to women who are students and HAVE COMPLETED THEIR SECONDARY STUDIES (11th or 12th grade, Secondary V) and enter or undertake POST-SECONDARY STUDIES at college, university, CEGEP or technological institutes. The following applicants are eligible:

- CEP members in good standing;
- Children of CEP members in good standing;
- Children of CEP members who passed away while in good standing;
- Children of CEP members who retired in good standing.

The selection of successful applicants will be made by a person appointed by the President on behalf of the Executive Board. Selections made by that person will be final.

Applicants must complete the attached CEP Non-traditional Scholarship form, have it signed by a CEP Local Union Officer and send it to Communications, Energy and Paperworkers Union of Canada (Scholarships), 350 Albert St., Suite 1900, Ottawa, ON K1R 1A4.

The applicant must also submit with the application an essay of 1,500 to 2,000 words on the topic: "give a brief description of the non-traditional field you are entering and what you think the union's role should be in promoting women in this field" no later than March 31, 2003.

The application form must also be accompanied by the most recent student transcript of the applicant.

There will be no acknowledgment of receipt but all the applicants will be contacted at the end of August or very early in September to let them know whether they have been chosen for an award or not.

Anyone who has received a scholarship under the CEP National Scholarship Programme will not be eligible for the non-traditional scholarship or vice-versa. As well, anyone who has received a scholarship under the CEP National Scholarship Programme will not be eligible to reapply.

The successful candidate will meet with an officer of the Communications, Energy and Paperworkers Union or such person delegated by him or her, to finalize all financial arrangements and make provision for a review of a mid-term progress report.

Application forms may be obtained at the CEP, Local 10-B office; this information is also available on CEP's website at www.cep.ca

The consummate truth of life is that we alter our destiny by altering our thoughts. The mind is our most crucial resource, our crowning asset, our ultimate arena of battle.

- Dennis Deaton

FROM LANCASTER HOUSE ON-LINEUnion approval required for voluntary severance packages, Board rules

The Canada Industrial Relations Board has ruled that Bell Canada violated the *Canada Labour Code* when it offered voluntary severance packages to employees without the approval of the Communications, Energy and Paperworkers Union of Canada. In the Board's view, Bell's failure to negotiate the terms of the severance offer with the union contravened the unfair labour practice provisions of the *Code* by interfering with CEP's representation of the employees.

Background

The case arose in February 2001, when Bell announced, without prior consultation with CEP, that it intended to offer a voluntary separation program (VSP) to telephone technicians in Ontario. The specific terms of the severance packages under the VSP (which included pension plan enhancements, salary continuance, termination allowances, extended benefits coverage, and paid leaves of absence) varied according to the individual employee's age and years of service. CEP objected to the proposed VSP and filed a complaint with the CIRB, alleging that Bell's unilateral action contravened s.94(1)(a) of the *Canada Labour Code* by undermining its status as the employees' exclusive bargaining agent. Section 94(1)(a) of the *Code* provides that no employer or person acting on behalf of an employer shall "...interfere with the formation or administration of a trade union or the representation of employees by a trade union..."

CEP and Bell lock horns

When the complaint came before the Board for a hearing on its merits, CEP argued that Bell was bound to negotiate the terms of the VSP with the union, given the prohibition in s.94(1)(a) against employer interference with a union's representation of its members. Bell was not free, CEP submitted, to unilaterally negotiate individual contracts, which offered terms and conditions for the cessation of their employment, with employees covered by the collective agreement. Bell countered that the VSP operated "beyond the realm of the terms of the collective agreement" and did not alter or compromise any provisions of the agreement. Furthermore, Bell argued, it had unilaterally offered similar programs in the past without any objection from the union and, consequently, CEP should be "[e]stopped from raising an issue for the first time when it chose not to do so in the past."

CIRB upholds complaint

The Canada Industrial Relations Board allowed the complaint. In reasons co-written by Vice-Chair Julie Durette and Member Laraine Singler, the Board concluded that Bell was required to negotiate the terms of the VSP with the union, since the program altered the terms and conditions of employment of those employees choosing to accept voluntary separation.

The Board began by noting that s.36 of the *Code* provides that a union, once certified, has the right to be the "exclusive bargaining agent for all employees in a bargaining unit." That right, in the Board's opinion, was not limited merely to representing unit members in the negotiation of collective agreements. Rather, the Board affirmed the principle that the right is ongoing, stating: "The union's position as exclusive bargaining agent under the *Code* is not merely a corollary of the duty to bargain. Nor does it evaporate once a collective

agreement has been negotiated. In order to continue to give force to the freedom to become a member of a trade union and to reinforce the will of the majority of employees in the bargaining unit, the exclusive right must continue."

Direct bargaining prohibited where issue "demonstrably bargainable"

This principle was supported, the Board observed, by the Supreme Court of Canada's ruling in *Noel v. Societe d'energie de la Baie James*, [2001] 2 S.C.R. 207, that, in general, direct bargaining between employers and unionized employees is prohibited. In some cases, the Board noted, individual contracts outside the collective agreement are permissible, but only where the matters to which the contracts relate fall outside of the "terms and conditions of employment," and are thus not "demonstrably bargainable."

In this case, the Board concluded, the VSP did relate to terms and conditions of employment spelled out in the collective agreement between the parties: "[B]y offering the proposed VSP, Bell is negotiating terms and conditions of employment directly with employees. The payment of severance allowance to an employee in exchange for a resignation in itself alters the existing terms and conditions of employment of that employee. In looking at the purpose and the nature of the VSP, one is driven to the conclusion that it amounts to a material alteration in the terms and conditions of employment of the affected employees." In the Board's view, by offering a VSP to induce employee terminations, Bell bypassed "collective agreement procedures and entitlements [notice, seniority-based bumping, benefit coverage, layoff allowances, recall rights] which reflect a sophisticated and delicate balancing of the rights of employees vis-à-vis both the employer and other employees."

Accordingly, the Board ruled, "Bell's conduct in offering the proposed VSP to individual employees without CEP's consent constitutes interference with CEP's representation of its members, contrary to section 94(1)(a) of the *Code*." In light of the parties' longstanding relationship, the Board concluded that "a simple declaration is sufficient in the circumstances to dispose of the matter."

Editors' Note

The CIRB's decision is potentially far-reaching. As Toronto labour lawyer Andrea Bowker commented in the *Globe & Mail* (Jan.28): "If something is a term and condition of employment, whether or not it's covered by the collective agreement, you have to bargain it." While the CIRB has jurisdiction only over federally regulated industries, such as banking and interprovincial transportation and communications, its decision will have a significant influence on other labour boards across Canada.

Communications, Energy and Paperworkers Union of Canada v. Bell Canada
Canada Industrial Relations Board
Julie Durette, Vice-Chair
Laraine Singler and Wendy Dawes, Members
January 22, 2003

<http://www.lancasterhouse.com/decisions/2003/jan/cirb-cep.pdf>



LETTER TO THE EDITOR

Dear Editor,

I would like to say first off that I personally enjoy reading Editor's Comments in every issue of the Chips' N Chunks. Not only do many feel the same about opinions and comments in the Chips' N Chunks, it allows the membership to express their views without being charged with insubordination or inappropriate behavior. (In light of what has been going on.)

I have to say that, I am normally quiet and reserved in nature, but I have few comments I want to express. I've thought about what the union has done for us in the past, some of which are, Wages, accumulated time off with years served, pension, medical benefits etc...all of which were bargained for by the union. I think you get the gist of it. This union has negotiated these and many more to the benefit of the workers of the union. With that being said, what do we see at our work place? I see too many people putting themselves before the union, taking care of number one. No regard for fellow Brothers and Sisters, and I ask you to ask yourself one question, when was the last time you put the union before yourself?

As for banked time, I don't see it as a problem. I see the accumulation of it as the problem and then biting into the company's fight to booking bank time off. Why do we give them that satisfaction? I see the old proverbial rifle pointed at the union's foot with the company's hand on the trigger here. Again, When was the last time you put your union before yourself? It seems like a simple question but think about it...

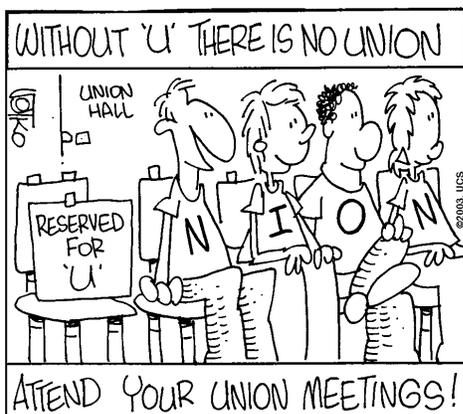
Union: a number of persons, states, etc., joined or associated together for some common purpose.

Fraternally: of or being a society of people associated in brotherly union, as for mutual aid or benefit.

Solidarity: unanimity of attitude or purpose, as between members of a group or class

United we stand, divided we will fall.

D a v e
Gallays



IT'S A SURREAL WORLD

Newspaper article by Bronwen Scott

Now that we're three years into brave new millennium, how does everybody like it so far?

Looking at the past few years from the vantage point of a century from now, the present looks like science fiction.

Huge economic enterprises, considered "persons" under the law, actually have perpetual life, can be in two or more places at one time, can combine with one another as well as divide themselves, have no conscience or sense of justice and cannot be jailed, yet substantially influence civil and criminal law in many countries.

These early 21st century entities, which exist only for money, have no regard for human health: pharmaceutical companies hold patents on hundreds of human gene sequences and charge phenomenal sums for medical treatments involving genetic techniques and products. Other pharmaceutical giants are patenting herbs and medicinal plants throughout the world, preventing free public use of these remedies.

These corporate entities have no regard for human welfare, either. Global giants, such as Weyerhaeuser, are buying up companies and land in other countries to gain control of resources, then shutting down foreign operations or laying off large numbers of workers. Corporations, such as Hewlett-Packard, Dupont, Honeywell and others, are accused of selling biological, chemical and nuclear weapon materials to unstable foreign regimes.

Many corporate enterprises operate in countries where the government can be influenced to allow unsafe working conditions, environmental degradation, and human rights violations. Together with the banking system, corporations have a major influence on global trade as well as the distribution of money and food worldwide.

These major players operate in a surreal world in which one nation which shares their corporate agenda – the United States – controls half the world's firepower, making it the world's most powerful political entity. The US has built a powerful empire by establishing military bases, sympathetic puppet governments or substantial economic presences in many areas of the world and it's presently trying to invade another country – Iraq – without provocation.

Due to escalating paranoia and distrust of foreigners, the US has just enacted a program called Homeland Security that seriously curtails individual freedoms, allowing government to jail people for months without charges, to conduct searches without a warrant and to keep records and conduct surveillance at will.

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This paranoia is partly justified: the US might be the world's most powerful nation in 2003, but the fact many nations have nuclear weapons means no country is really safe. The US is trying to force nations which do not share its ideals and goals to disarm, but is encountering resistance as those countries feel the need for nuclear deterrents to guard against potential US military interference.

The world is also unstable in other ways. While millions of people starve in some areas of the world, obesity is a problem in over privileged countries. While rich nations dither over an agreement to reduce global warming, a weather-altering condition primarily caused by their own industrial emissions, whole island countries are evacuated due to rising sea levels and other nations suffer disastrous storms and flooding. Many of the world's people have no access to safe drinking water; others live and die in perpetual civil war.

If humanity doesn't drive itself to extinction in the next 100 years, our descendants will likely view the first part of the millennium as a barbaric time when most of humanity was plagued by poverty, war and disease, and the world's wealth and power was concentrated in the hands of a few. It's obvious long-term human welfare demands changes in the way people live on this planet, but this isn't in the corporate best interest.

It's the dilemma of the new millennium; I hope we solve it, for our children's sake.

Bronwen Scott is a longtime Kamloops resident and environmental advocate.

NAFTA THREATENS PESTICIDES BAN

As published in the Watershed Sentinel, Dec '02/Jan '03

Quebec's Minister of the Environment has called for new regulations to reduce pesticide use throughout the province. In July 2002, the Minister presented a new Pest Management Code that includes strict new regulations designed to "progressively institute a decreased and more prudent use and sale of pesticides." The Code would ban a number of pesticides for non-agricultural uses including the herbicide 2,4-D, and has come under sharp criticism by a group of 2,4-D manufacturers in the US who have threatened to sue the Quebec government under the North American Free Trade Agreement (NAFTA).

The movement to ban the use of pesticides for cosmetic (purely aesthetic) purposes has grown steadily in Canada since June 2001, when Canada's Supreme Court upheld the 1991 pesticide bylaws of Hudson, Quebec. Hudson is one of nearly 60 Canadian municipalities that already ban cosmetic lawn pesticides. Many more Canadian cities, including Montreal, Ottawa and Toronto, are also considering bans.

The Quebec Code is expected to come into effect in early

2003. Synthetic pesticides will be prohibited in all daycare facilities and schools and cosmetic pesticides will be banned from all public land; by 2005, the ban will extend to all private green spaces, with fines from \$500 to \$30,000. The ban covers 23 pesticide active ingredients that – according to the US Environmental Protection Agency (EPA) and/or World Health Organization – are known or possible carcinogens or endocrine disruptors, including Lindane, malathion, MCPA, permethrin, benomyl, captan and 2,4-D.

The Code will also increase buffer zones around spray applications, outlaw application of mixtures of pesticides and fertilizers, require sale and use permits for pesticide applicators, require golf course to present pesticide use reduction plans, and provide a list of less-toxic and organic pest control products.

One day after the Environment Minister presented the Code, the US-based companies that manufacture 2,4-D threatened to sue under Chapter 11 of NAFTA. Donald Page, spokesman of the Industry Task Force on 2,4-D Research, stated that "[Quebec is] going to have to stand up in courts and prove [that 2,4-D causes cancer]." Page's group, funded by 2,4-D's largest manufacturers, Dow Agro-Sciences, BASF, Nufarm and Agro-Gor SA, is spending US \$30 million on tests intended to show that 2,4-D is not carcinogenic. The US EPA estimates that at least 58 million pounds of 2,4-D are used in the US each year.

Pesticide manufacturers have also threatened to sue the Canadian government under NAFTA for projected profit loss for banning Lindane.

However, the Quebec Environment Minister seems resolved: "I consider health to be more important than a perfect lawn. I would therefore like to ask Quebecers to avoid using pesticides, or if they need to do so, to use them in ways that respect our health and the environment." The Coalition for Alternatives to Pesticides has called for international support for the Quebec government to stand against the lawsuit under NAFTA.

- *Pesticide Action Network Updates Service, Nov/02*
<http://www.panna.org>

ORGANICALLY GROWN FOOD MEANS LESS EXPOSURE TO INSECTICIDES

As published in the Journal of Pesticide Reform, Winter 2002

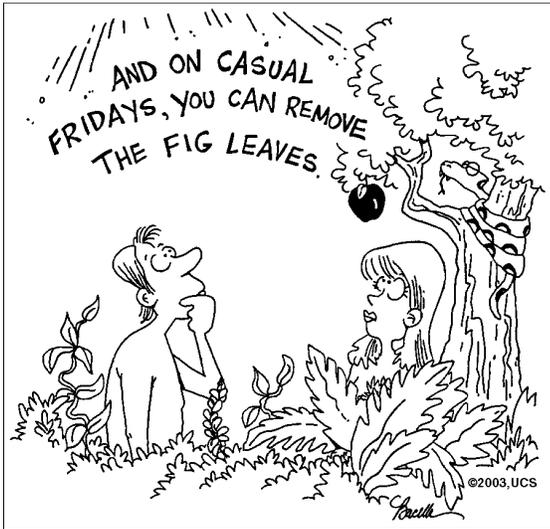
Parents who want to reduce their children's exposure to insecticides should take note of a new study from the University of Washington. Public health researchers there recently measured breakdown products of organophosphate pesticides in the urine of preschool children. Children with conventional diets had concentrations 6-9 times higher than children with organic diets, leading to the conclusion that "consumption of organic produce appears to provide a relatively simple means for parents to reduce their children's

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 exposure to organophosphorus pesticides.”

The children who participated in this study were between two and five years old and were mostly from middle to upper-middle class families. In an organic diet at least 75 percent of the juice and fresh produce servings were reported by parents as organic.

This is the first study to document that conventionally grown produce is a “primary source of insecticide exposure for urban and suburban children.” There are a multitude of reasons to support organic agriculture, including reduced pesticide contamination of food, water and air; increased soil health; and improved farm worker safety. The new



Washington study clearly documents one of these important factors.

CHILDREN LEARN WHAT THEY LIVE

By Dorothy L. Nolte

If children live with criticism,
 They learn to condemn.

If children live with hostility,
 They learn to fight.
 If children live with fear,
 They learn to be apprehensive.
 If children live with pity,
 With learn to feel sorry for themselves.
 If children live with jealousy,
 They learn what envy is.
 If children live with shame,
 They learn to feel guilty.
 If children live with tolerance,



They learn to be patient.
 If children live with encouragement,
 They learn to be confident.
 If children live with praise,
 They learn to appreciate.
 If children live with approval,
 They learn to like themselves.
 If children live with acceptance,
 They learn to find love in the world.
 If children live with recognition,
 They learn to have a goal.
 If children live with sharing,
 They learn to be generous.
 If children live with honesty and fairness,
 They learn what truth and justice are.
 If children live with security,
 They learn to have faith in themselves and in those around them.
 If children live with friendliness,
 They learn that the world is a nice place to live.
 If children live with serenity,
 They learn to have peace of mind.
 With what are your children living?

**THE CANADIAN LABOUR MOVEMENT ON KYOTO -
 “NO JOBS ON A DEAD PLANET”**

by Mike Martin, as received by email

Just where is the Canadian labour movement on the Kyoto Protocol? According to Hassan Yussuff, the Secretary-Treasurer of the Canadian Labour Congress, “Working people know that ratifying the Kyoto Protocol is the right thing to do... but it won't be easy.”

Pollster Marc Zwelling shows how difficult it will be to ratify this agreement, and to get labour on-side. Before Alberta and Ralph Klein started squawking, the polls showed that Canadians backed Kyoto by a wide margin. After the Alberta “made in Canada” option was raised along with the potential of job losses, the numbers started to slide. This month's polls as reported by Zwelling show only 51 percent of Canadians support ratification if the impact was “significant costs to the economy and changes to the lifestyles of Canadians.”

One union that is likely feel a big share of the impact from implementation of emission reductions and reduction of greenhouse gasses would appear to be the Communications, Energy and Paperworkers Union of Canada (CEP). Yet the CEP is one of the leading voices for the ratification of Kyoto. CEP has 35,000 members in the energy sector and according to CEP officials their members pushed their union for action. CEP

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responded by undertaking an organization-wide review of their internal policies on energy and conservation. For a year they sought input from members and locals, from experts within their union and outside. At their National Convention earlier this year they presented and passed their new energy policy and made the decision to mount a campaign to fully implement it.

One of the key goals of their policy and their campaign was to have the Kyoto Protocol implemented and also to ensure that workers and their communities were protected. One of the main planks in this campaign is the establishment of a "Just Transition Fund" along with the Protocol to cushion the blow that certain sectors and communities may face as a result of the changes proposed in Kyoto. The CEP has also joined forces with industry, public interest groups and the Manitoba Government to develop common goals and understanding on the implementation of greenhouse gas reductions.

But perhaps the most important facet of the CEP campaign on Kyoto is their stated goal to ensure that CEP members understand and support actions. In order to accomplish this the union has held Regional Forums in Ft. McMurray, Edmonton, Ottawa, Toronto, Montreal, and Vancouver. So far the membership and public support has been phenomenal. One of the members who spoke passionately about the need to ratify Kyoto said "there are no jobs on a dead planet."

CEP is not only trying to get their membership on board, they are actively pursuing politicians of all stripes, especially the elusive Liberals. They are undertaking a lobby of federal decision-makers and have prepared a membership brochure and campaign website. They are also circulating a resolution and statement for endorsement by unions, municipal councils, community organizations, and prominent individuals. Copies of all this material is available on their website at:

www.cep.ca.



At first glance CEP's initiatives look like self-interest. Are they just trying to preserve their own jobs? The reality is that it is unlikely that any CEP members would lose their jobs through Kyoto or other measures to improve the planet. CEP and most experts agree that there is no reason to expect that there will be layoffs of workers in the oil or gas industry. The jobs that might be lost are "future jobs" that might or might not get created in the future. So why is CEP doing this?

Let me just quote from a portion of the CEP Resolution on Kyoto: "Whereas the Kyoto Accord presents an urgent challenge to the people of the world to begin the crucial task of slowing down and reversing global warming, and Whereas all people in every region of Canada are called upon the burden of change, and to take action on global warming as citizens, consumers, businesses and as workers, Therefore be it resolved that we call on the federal government to ratify and implement the Kyoto Accord." "Because there are no jobs on a dead planet"

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JILLIONS OF JOBS AT STAKE ON KYOTO

Some startling new developments into what disasters await Canada if it ratifies the Kyoto Protocol, as Prime Minister Jean Chrétien has promised

By Linwood Barclay, as published in the Watershed Sentinel, Dec '02/Jan '03

Alberta Premier Ralph Klein released a new, hard-hitting report this week that suggests the number of jobs lost through implementing the Kyoto accord may be higher than originally thought. Said Klein, "At first we thought it was somewhere in the neighborhood of 100,000 jobs, then 250,000 jobs, then a million, but now our studies indicate that the number is somewhere in the area of a jillion and a half."

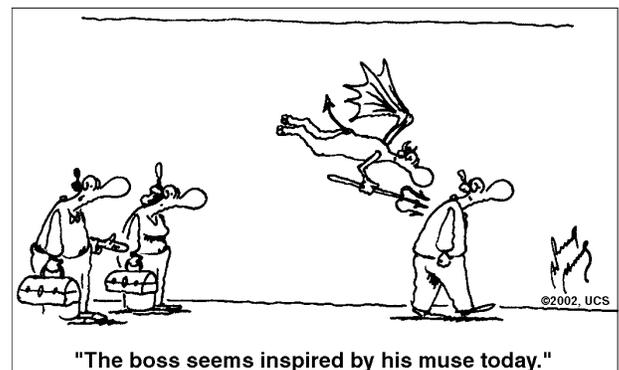
Klein said his government had to come up with a new numerical term because there were no existing numbers that seemed sufficiently alarming. Researchers settle on "jillion" because "gazillion" is already being used by the Bush administration to describe the number of weapons of mass destruction that have been acquired by Saddam Hussein.

Klein said losing just a jillion jobs would put every single Canadian out of work. "But I think we're looking at 1.5 jillion jobs, easy," Klein said. This means some Canadians who have been deceased for up to several decades will lose their jobs retroactively.

A new study by the Canadian Association of Petroleum Producers has determined that if the Liberals move full steam ahead with the Kyoto accord, it will send the nation's birthrate into a downward spiral. "We will be hastening our own extinction," the association said in a news release. "Higher fuel prices, in conjunction with a move away from SUVs toward smaller cars, means it will cost couples in love more money to drive to secluded parking spots, and then, if they can even afford to get there, making out in small, fuel-efficient cars is an absolute nightmare."

Stephen Harper, the leader of the Canadian Alliance who was recently honoured by having his picture emblazoned on the side of milk cartons, says if the Liberals ratify Kyoto, it will harden society's impression of environmental scientists as "nerdy and annoying." "We have studies," Harper said, "that show that 98 percent of the public thinks scientists who say pollution is causing global warming are a bunch of smarty pants. Of those 98 percent, nearly 60 percent said that if they met these scientists, they would give them huge wedgies."

The Fraser Institute, the right-wing think tank that has in the past found conclusive evidence that smoking is not addictive, now has some unsettling information about the side effects of



"The boss seems inspired by his muse today."

