

CHIP N CHUNKS

JUNE 2001



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

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

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

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

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	TERRY BRUNT	376-2166		7420
CORRESPONDING SECRETARY	AL SARKA	851-2517	B	7399
FINANCIAL SECRETARY	ROSS EDMONDSON	374-1091		7517
CHIEF SHOP STEWARD	RON HLUSCHYK	554-2635		
N.E.B. MEMBER	LEN SNOW	374-8945	A	7279
N.E.B. ALTERNATE	STACEY WHITING	828-0848		7507/7747
TRUSTEES	BRUCE CHRISTIE	376-6595		7262
	NOEL GOPSILL	376-0901		7685
	DAVE MAW	579-9783		
GUARDS	LLYLE JOHNSTON	579-8788		
	SANDRO RAMUNNO	376-8661		7399
CONTRACTING-OUT CHAIRMAN	RICK LACHOWICZ	573-2270		
SAFETY COMMITTEE CHAIRMAN	LYNNE MONTEITH	374-0072		851-7858
JOINT J.S.C.	DAN MOFFAT	554-2160		
	DAN MORNEAULT	372-2610		7685
FORESTRY OFFICER	GARRY WORTH	573-3225		
ENVIRONMENTAL COMMITTEE				
CHAIRMAN	GREG MELNECHUK	573-5378		7421
APPRENTICESHIP COMMITTEE				
CHAIRMAN	ALLAN ACKLES	374-6159		7858
STANDING COMMITTEE	KEITH BARRY	573-5905	D	7214
	STEVE EDGAR	376-9568	B	7628
	KEN HICKS	579-5707		7421
	DAVE McDONNELL	376-8426		314-8293 cell
HEALTH & WELFARE COMMITTEE	JIM MacLEOD	376-7781	B	7228
	TERRY BRUNT	376-2166		7420
	KEN HICKS	579-5707		7421
	LLYLE JOHNSTON	579-8788		
SUNSHINE & CHEER				
- PRODUCTION	KEITH TRAINER	374-3704	A	7208
- MAINTENANCE	AL SENGER	374-4808		
- STEAM PLANT/ CHIP YARD	BARRY SALONEN	828-0195	D	7401
CONVENTION DELEGATES	TERRY BRUNT	376-2166		7420
	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	TERRY BRUNT	376-2166		7420
DISABILITY MANAGEMENT				
COORDINATOR	BLAINE GILLILAND	372-5328		

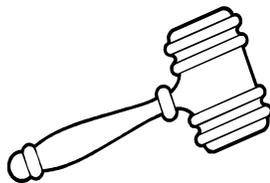
Chips & Chunks will be published six times yearly by the Pulp, Paper and Woodworkers of Canada, Local 10. It is an open forum in which members of Local 10 are encouraged to express their views and opinions.

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

Editor: Terry Brunt 376-2166

PRESIDENT'S REPORT

Safety Steward Training was held on April 12 & 24, 2001, and was very well received. Thanks to Jeff, Lynne, Dan, Dan and Charlie for time spent on developing and delivering the many safety topics tailored to Local 10's work environment.



Shop Steward Training was held on May 10 & 11, 2001, and was also very well received. Thanks to Karen Cooling for instructing the session and Rene Pellerin for putting it all together and making it happen. It was very interesting in both sessions at the Union Hall to hear reports from Stewards and describe problems they were facing and shared frustrating experiences they were having in their respective areas.

The PPWC Safety Conference was held at the Union Hall on May 14, 15 & 16, 2001. When each Local gave their Safety Report, it was informative to hear problems and resolve of issues at other Mill work sites. Local 10 held hospitality nights on May 14 & 15 for all Delegates in the evening. Thanks to Dave Dennis for all the work in making arrangements and putting on the dinners – it was very well received by all.

Gina Fiorillo is the lawyer Local 10 is using for the Christmas layoff arbitration. The dates now have been tentatively established for November 13 & 14, 2001, with Steven Kelleher as the arbitrator. May 14, 2001, Gina was at Local 10 Office to meet with Standing Committee members to discuss issues that we all seem to be repeatedly facing each day at work.

There has now been a 10-year lease signed to rent out the downstairs at the Union Hall. The Legion, who once owned the building before PPWC, is now moving in and renovating the lower level to accommodate their needs. Thanks to the Kamloops Pulp Brotherhood Society for securing the agreement with the Legion.

An update to the letter that Local 10 sent to your homes: after the letter addressed to Steve Rogel, President and C.E.O., Weyerhaeuser Company was sent, a disturbing situation developed. What follows is a reprint from AWPPW, Local 667 across the line, as well as an article from The Daily News in Longview, Washington:

AWPPW Local 677

On Wednesday, June 1st at 1:00 pm, Randy Nebel, Mill Manager for Springfield containerboard, maliciously and vindictively laid off approximately 140 AWPPW members in what appears to be an obvious retaliation for their participation in the strike that ended Friday, May 31, 2001. This was part of a series of repercussions designed to punish the employees for their participation in the strike. The employees whom Randy did allow to return to work were further reprimanded by being placed on 8 hour shifts. 12 hour shifts had been successfully working and allowed the Springfield Containerboard to set the production records that make the Springfield mill the flagship of the Weyerhaeuser Corporation. When the contract was negotiated, it was agreed in good faith, that ALL employees who participated in the strike would return to work without fear of reprisal for their involvement in the strike. As has become blatantly obvious, there is no such thing as "in good faith" when dealing with someone as underhanded as Mr. Nebel. In what some would call out and out union busting, Randy saw to it that our local's executive board was effectively dismantled by laying off the vast majority of our union officials including two of the three wage delegates who negotiated the contract.

Our local wage delegates and AWPPW officials will be meeting with our attorneys, Hartman and Bennett in Portland on Tuesday to discuss what legal action can be taken. Informational meetings will be held at the union hall at 10 am and 2 pm on Wednesday June 6th. There will be a mass signup for unemployment as well as councilors available to discuss job searching, retraining and other issues pertaining our displacement.

*UNION: WEYCO LIED ABOUT LAYOFFS**The Daily News-Longview, WA, June 4, 2001**by M.L. Madison the Daily News*

Union negotiators are accusing Weyerhaeuser of lying at the bargaining table, saying the company had reassured them during negotiations that all employees would be returning to work.

After a three-and-a-half week strike, about 1300 pulp and paper workers at four mills approved a new contract last Thursday and were set to discuss return-to-work schedules Friday. That morning, the company announced that nearly 300 of those same workers would lose their jobs because of "poor market conditions."

Company spokesman Brian McDermott said the decision to lay off workers was not made until Wednesday.

"I think employees have had indicators, certainly, that these markets were not in good shape," he said. "This would have happened regardless of the strike."

But Ken Smith, area representative for the Association of Western Pulp and Paper Workers and the lead union negotiator, charged the company with planning the layoffs ahead of time. He said that during the strike, contractors hired by the company made mechanical changes – such as moving control systems – that eliminated jobs.

"They (Weyerhaeuser) were restricting some other jobs, including moving control booths, which they had been doing during the strike. At the same time, they were telling us that people were going back to work," Smith said. "They totally flat-out lied to us at the bargaining table."

Smith left his house at 4 a.m. Friday to travel to the mill in Springfield, Ore., thinking he was on the way to a work-rescheduling meeting, he said.

Instead, he and the Springfield employees were met by security guards. A list of names of the

employees who would return to work was called out --- 140 didn't make the cut, Smith said.

"They looked at the rest of the people who were standing there and said, "Go on home, we don't have any work for you anymore," Smith said. "That's real employer concern."

McDermott said the machines that have been shut down indefinitely – machine No. 1 in Springfield, which is used to make linerboard, machine No. 2 in Longview – are "among the oldest and least efficient in our system."

He said the operational status of the machines will be reviewed periodically to see if it's profitable to restart them. About 965 Longview employees are affected by the layoffs.

McDermott said the North Bend, Ore., mill is slated to start up a week from Tuesday, and the Cosmopolis, Wash. Mill will restart this weekend.

Employees went on strike because of health care, pensions, and a clause that would have allowed the subcontracting out of union work. The new contract was approved after Weyerhaeuser removed the subcontracting language. Also at issue were reportedly higher wages at Portland-based Willamette Industries, for which Weyerhaeuser has made a hostile takeover bid.

Smith said the AWPPW will be talking to its attorneys this week, and plans on sending several busloads of people to the Willamette Industries annual shareholders meeting.

"If they're going to lie to their own workers, would you, as a Willamette shareholder, trust them to do what they say they're going to do?" he asked.

As you have just read, this is how Weyerhaeuser treats its employees with dignity and respect. This is the same company we work for and our contract expires in 2003. Beware!!

A special Union meeting was held on May 24, 2001 to deal with Pension and Wage Report. Could the lack of attendance at this meeting mean that you are all very happy with how and what we get as pensions, and not interested in making improvements? I guess giving Wage Delegates direction from the floor on dealing with the next contract is not of high priority to most.

A meeting was held on June 5, 2001 with the Kamloops and District Labour Council to outline what steps we have taken to advance the idea of starting labour studies at UCC

As situations arise it has become very clear in the area of health and safety that much more training and education is needed so compliance of WCB Regulations can be achieved. A starting point might be part 13: Ladders, Scaffolds and Temporary Work Platforms, as these seem to be the most abused and misused pieces of equipment.

As we head into the summer months, please have a safe and enjoyable holiday.

Fraternally,
Stacey Whiting



1ST VICE PRESIDENT'S REPORT

The Shop Steward's Course held on May 10 & 11, 2001 was very inspiring and provided a high educational value to Local 10 and the members in attendance. Thumbs up to the Stewards that attended. Judging from the feedback of the people who attended, we as a Local have achieved a strong step in educating and bonding our members. A special thanks to Karen Cooling for what was an outstanding presentation. As well, a special note of thanks to Brother Mel Stearns for attending in support, with his knowledge and experience of contractual and local issues. In addition, Local 10 would like to thank Dave Roosa from the Workers' Compensation Board for his presentation on the WCB Regulations.

On May 17, 2001, Local 10's Standing Committee, along with President Stacey Whiting, met with a welcome addition to Local 10's knowledge base, Gina Fiorillo. Gina comes to us from Vancouver-based law firm Fiorillo and Glavin. Local 10's Standing Committee had a highly productive day bringing Gina up to speed on Local 10 issues. These include: the Christmas 2000 grievance, Steam Plant job grouping, 4th stage grievances, WI/WCB conflict of interest, Mill manning for time off, Stores Warehouseperson rates, contracting out issues, and finally, possible Labour Relations Board involvement against Weyerhaeuser. Gina Fiorillo is handling Local 10's Christmas grievance arbitration. The tentative dates of this arbitration are November 13 & 14, 2001. Local 10's Standing Committee and I are confident that Gina will fulfill Local 10's views. Welcome Gina Fiorillo and associates, from Local 10.

Congratulations to the Steam Plant members on their stand against job grouping. Your input to Weyerhaeuser Management is what inspires your Standing Committee to debate this violation of seniority rights even harder.

The Steam Plant member's stand against job

grouping should serve as an example of the effectiveness of push back, from the floor, from members other than elected members. From the Machine Room to the Chip Yard, you are all the roots of Local 10 and your input is more effective than you may think. Get involved. These are your jobs and rights that we all have to protect.

Finally, I would like to close with a note of caution to Weyerhaeuser Management. Local 10 strongly objects to Weyerhaeuser Management intervention of Local 10's affairs. I want to make it very clear that Local 10 will choose its representatives and elected officials, not Weyerhaeuser Management. It is against the law for Weyerhaeuser to interfere in the makeup and operation of Local 10.

Thank you.

Rene Pellerin
1st Vice President



GENERAL MEMBERSHIP MEETINGS:
Thursday, July 12, 2001
Thursday, August 9, 2001
7:30 p.m. @ Union Hall

SAFETY REPORT – JUNE 2001

There were many issues brought up at Safety School. We will be having a special JSC meeting to discuss some of the items; others can be answered here:

- Many people are concerned that we do not have a Health & Safety Leader on site. Brian Dennis is filling that job and safety concerns should be addressed to him directly.
- Lots of concerns that the Supervisors do not understand the safety aspects of the tasks they ask their workers to perform.

WCB Regs – Division 3

117 General Duties of Supervisors

1. Every Supervisor must
 - a) ensure the health and safety of all workers under the direct supervision of the supervisor,
 - b) be knowledgeable about this Part and those regulations applicable to the work being supervised, and
 - c) comply with this Part, the regulations and any applicable orders.
 2. Without limiting subsection (1), a supervisor must
 - a) ensure that the workers under his or her direct supervision
 - i) are made aware of all known or reasonably foreseeable health or safety hazards in the area where they work, and
 - ii) comply with the Part, the regulations and any applicable orders,
 - b) consult and cooperate with the joint committee or worker health and safety representative for the workplace, and
 - c) cooperate with the board, officers of the board and any other person carrying out a duty under this Part of the regulations.
- An updated list of Safety Stewards and ASC's was emailed out to all concerned. The

Area Administrative Assistants were asked to use the updated list when sending out minutes.

- Heat stress is covered in the WCB Regs (7.50-7.62). The employer is responsible for assessment, exposure control, risk control, provision of water, warning signs, education and training, and records of assessments and training. In other words, the company is responsible for setting the work/rest regime.

In May, Local 10 hosted the PPWC Safety Conference at the Hall. It was a very good experience to meet with other Locals to discuss safety concerns. We had many compliments on our Hall. The JLA took place later in the week and included a Mill Tour. There were many compliments on the workers knowledge and the good housekeeping on site. The air table under the "B" Machine Layboy was a big highlight. Many thanks go out to Dave Dennis for arranging the hospitality evenings; we had several letters of thanks from the participants.

During the recent Spring Shutdown asbestos seals were found at each of the dryer fans, cowling ports in the blow box corridors. As a precaution, it is recommended that all employees who over time have worked on "B" Dryer submit a First Aid Report for possible asbestos exposures. This includes retirees.

Three more gaskets containing asbestos have been found in the Machine Room. These gaskets were located on broke lines. There have been other locations in the Steam Plant where asbestos gaskets have been found. Also, an asbestos gasket was found in a garbage can in the Main Shop. The person that disposed of this gasket may not have been aware that the gasket contained asbestos. Therefore, with the recent exposures we should be treating all gaskets as containing asbestos until proven otherwise.

Jeff Pentney
Dan Moffat
Dan Morneault
Lynne Monteith

I'M ON A COMMITTEE ...

From C.E.P.'s publication, Forward Look, Jun/01

Ho, give me your pity, I'm on a committee.
Which means that from morning tonight,
We attend and amend and content and defend
Without a conclusion in sight.

We confer and concur, we defer and demur
And reiterate all our thoughts.
We revise the agenda and frequent addenda
And consider a load of reports.

We compose and propose, we suppose
And oppose and the points of procedure are fun.
But though various notions are brought
Up as motions there terribly little gets done.

We resolve and absolve, but never dissolve
Since it's out of the question for us.
What a shattering pity to end our committee:
Where else could we make such a fuss?

WEYERHAEUSER ZAPPED

Article published in Eugene Register-Guard, SPRINGFIELD, June 6, 2001

The Eugene Water & Electric Board will zap Weyerhaeuser Company in the wallet after the company last week laid off 140 workers at its Springfield linerboard mill. Weyerhaeuser, EWEB's largest customer, has been participating in a special credit program designed by the utility to reward companies and public institutions that cut their energy use. EWEB launched the program in April to decrease the amount of electricity it has to buy on the high-cost speculative open market. The program expires in October. If participating customers curtail energy use by at least 5 percent, without layoffs, EWEB will give them a bill credit equal to one-half the wholesale market rate for the saved power. Weyerhaeuser received a credit of more than \$1 million on its April bill because the company curtailed use at its Springfield plant by 8 megawatts, or 17 percent.

Because the agreement specifies that companies may not receive credits if they cut jobs – for any reason – EWEB will not provide credits to Weyerhaeuser until it calls back the 140 workers, said John Mitchell, EWEB spokesman.

Weyerhaeuser could lose as much as \$5 million in credits as a result of the layoffs. "The layoff in effect terminate the agreement," Mitchell said. "We did give Weyerhaeuser a payment for energy savings in April, but for May they won't be getting a credit." Weyerhaeuser last Friday announced that it would definitely shutter its No. 1 paper machine and lay off 140 workers because of weak demand. More information at:

<http://www.registerguard.com>.

Call our toll free number for customer support:

The Americas: 1-800-986-3838

or 1-713-345-4357

Europe & Other Regions: 44-0-20-7783-3434

Or email us at:

customersupport@clickpaper.com.

SICK AND TIRED?

CLC FaxPress/CALM

A new survey has found that more and more Canadians are experiencing work-related stress. A national telephone survey of Canadians with employer-sponsored health plans, commissioned by AventisPharma, found that 62 percent of respondents reported experiencing "a great deal of stress," up 15 percent from a survey done the previous year.

Many say the stress made them ill, often causing them to take time off work. But when asked to link that as a risk factor to other ailments, only 30 percent of respondents identified stress as a risk factor for heart disease: 16 percent for cancer and five percent for diabetes.

Still, 41 percent said their employer does not do enough to help them manage stress at work, the same number as in a previous survey.

The survey supports work done earlier this year by the Canadian Union of Public Employees. A survey released by CUPE in February found that Canadians are experiencing increasing workloads – long hours of overtime and constant pressure to work faster.

While there is little scientific data linking workplace stress to chronic health care problems, there is little doubt that increasing stress and work overload are contributing to an erosion of the quality of workers' lives.



CONTRACTING OUT

To put it bluntly, we are being manipulated and intruded upon. Taking nothing away from the many people who work as contactors, for they also must make a life for themselves ... but! Let's keep Local 10 members in mind first and foremost; we want the work and we want our membership to grow. Contracting out, Brothers and Sisters, is a huge issue of concern! For various reasons, large corporations like "Weyerhaeuser" would like to, at their convenience, minimize our regular full time work force. During our most recent Mill shutdown, maintenance personnel were displaced from their job categories and used as helpers for other trades; they were also used for fire watch; contractors were slotted in to do work they could have done. We have helpers, and we have people to do fire watch. WHY NOT use them? If Local 10 members are not doing the work, we are losing out.

Please be aware that each and every day we must fight for our jobs, our seniority rights, and our right to work and make a life for ourselves. As we well know, Weyerhaeuser, through implementation of: early retirement packages; attrition; job grouping; job rotation; implementation of flexibility; coming on line, the high performance work system; MPS/FI and; the use of firms to do our work through contracting, is all a plan for fewer and fewer full time permanent employees. Local 10 members must ask themselves how can we combat these issues; how do we deal with this? It's not easy and it's not simple.

We fight every inch of the way to keep our work. We use the JLA and any other means at our disposal, and we most definitely cannot be happy with what we see happening. So, we make sure Management knows! We must monitor on site and off site work so we have some control of our destiny. For example, the Company seems to think that if they save up lots of small jobs, and then create a deadline, like a shutdown, they have the right to contract

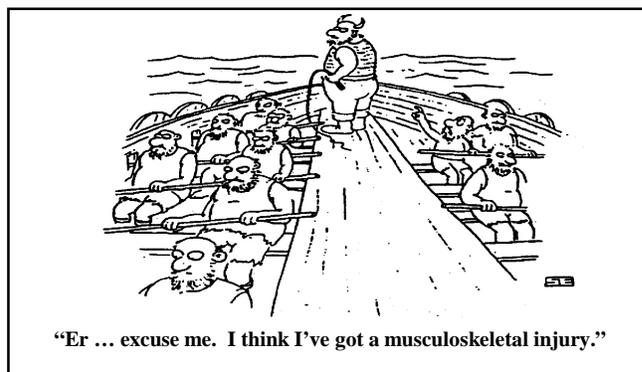
out even more of our work because we cannot handle it in the prescribed time frame. Our manning levels have diminished already; we cannot allow this to keep happening. We must take on tasks and be able to maintain and operate this Mill successfully within our own ranks. Do not allow contractors to become the norm. "WE ARE THE NORM."

It is a sad affair when a few people in high places, who have large salaries, choose to do nothing more than reduce the number of employees that make them so prosperous.

Lorne Christianson



ERGONOMICS!



Ergonomics! What the heck is that? Well basically it's a technical term for "reducing wear and tear on your body by improving ways you can do your job." The common explanation is that ergonomics is the science of fitting the job to the worker, rather than fitting the worker to the job. Science may be the wrong word though, because most of the time, the solutions to the problems involve simple common sense! Ergonomics has been discussed at great lengths over the years, but has recently come to the forefront of health and safety as a result of new WCB regulations. As outlined in sections 4.46 to 4.53 of the Occupational Health and Safety Regulations, the purpose of these sections is "to eliminate or, if that is not practicable, minimize the risk of

musculoskeletal injury to workers.” Huh? The WCB defines a musculoskeletal injury (MSI) as “an injury or disorder of the muscles, tendons, ligaments, joints, nerves, blood vessels or related soft tissue including a sprain, strain and inflammation, that may be caused or aggravated by work.”

There’s a mouthful! Why do I care about this? According to the WCB, the pulp and paper industry reported 42% of all claims from 1993 to 1997 were MSI’s, and of these 75% were made by tradesmen. The scariest statistic is that 10 % of these claimants were still off work after 6 months had gone by. Keep it in mind that suffering an MSI will not only impact your work life, but that injury will follow you home each day, directly impacting the quality of your life. Imagine not being able to pick up your child at the end of the day, because your back is too sore. Many sports you enjoy are impossible if you are hurting from an injury. Even simple things like carrying groceries or opening bottles can become chores when an injury takes hold. All the things that we like to do depend on the physical capability of our muscles, nerves, tendons, etc. (soft tissues). This is why you should care about ergonomics. Early intervention or better yet, prevention, is the key to avoiding the debilitation of a musculoskeletal injury.

Still not concerned? The most convincing data comes from our own pulp mill. The discomfort survey that many of you filled out in April/May indicate that a large percentage of people out there are already suffering from symptoms of MSI. An alarming number of people perceive that they experience “daily” moderate to severe discomfort on their jobs. 69% of the equipment operators in the Chip Yard have this complaint, 67% in Stores, 48% of the Machine Room employees, 35% of the Service Crew, 27% of Maintenance (64% of welders, 40% pipefitters) and 16% of those in the Steam Plant (43% of the spoutmen). Remember, these people feel moderate to severe discomfort on a day in - day out basis! Discomfort every day! Those numbers are huge! This data indicates that most of the people out there are experiencing MSI

symptoms of one level or another, and although many of them have not reported these symptoms (the mill MSI rate over the last two years was 24%) this survey shows that we have a problem! Of the reported MSI’s over the last two years, 9% of them were LTA’s and of the total LTA’s (all types of injuries) 53% of them are MSI’s. These numbers are too high. We can do something about this. Interested now?

So, now that you care about MSI’s and how they effect you, what can we do? The Ergonomics Committee has been working hard to get ready to help people assess their own jobs for the risk of MSI and help to eliminate or at least reduce this risk. We hope through education, people will be able to minimize the risk of suffering an MSI, and therefore eliminate LTA’s from an ergonomics perspective. We will begin assessments from a priority list, developed by examining injury histories and the discomfort surveys, and move on from there. Eventually, every job on the site will have been assessed. So when we talk about an “assessment”, what do we really mean? The first step is to look at the job and/or individual tasks, and examine them for risk of MSI. This initial process will involve a member of the Ergonomics Committee gathering information by discussing the job/task with those of you who regularly perform the job. Remember, participating in this process is “always” on a voluntary basis. No one will be forced to participate, ever, but please keep in mind that this is the job you do day in and day out, and if there are elements that you would like changed for the better, providing some input is a good idea. After listening to your comments about the job/tasks, the Ergonomics Committee member would then simply observe a number of different people performing the job and use a risk assessment checklist to indicate which risks, if any, are apparent for that job/task. The checklist will be reviewed with you and the other people doing that job, and then the information will be taken back to the Committee to prepare for the actual assessment. The extent of the assessment will depend on the risks found and the complexity of the job/tasks involved. A full assessment will need the involvement of most of

the workers doing that particular job or task, as well as relevant supervisors and team leaders. Preparation for the full assessment may involve review of ROP's, JSA's, etc. and even video taping parts of the job/task(s). The video taping is of course not mandatory. The purpose of the video will be to review at the assessment and only there. After assessments are complete, they will be erased. An assessment date will be set and the participants invited to attend. The first part of the assessment involves educating you on what MSI's are and how they are caused. You will understand what a "risk" really is, and learn how to avoid such risks. Then you will evaluate the job/task for the level of risk, followed by discussion on ways to eliminate or reduce that risk. The Ergonomics Committee member(s) will help guide you through this process. More often than not, you already know many of the solutions to reduce risks in your job. The new ergonomic regulations are a great way to finally get these changes implemented. The risk controls and prevention that are recommended, will then be submitted to the Company through work orders, PO's etc. After changes have taken place, the Ergonomics Committee member involved in the original assessment will follow-up on the recommendations to ensure that the MSI risks for that job or task have been addressed, and that no further problems exist.

This process is not going to be quick, but we think it will be effective. We obviously need to address the MSI's that exist in our Mill. You only need to look back at the numbers from the discomfort survey. At the end of the day, you should not be going home in pain. You should not be too tired or sore to enjoy the rest of your evening. Look around, think about the way you do your job and start thinking about solutions. That person working beside you may be suffering from symptoms of MSI, or then again, maybe it's you?

Tammy Gordon
Ergonomics Committee Co-Chair

MECHANIC'S TOOLS ... AND THEIR USAGE

HAMMER: originally employed as a weapon of war, the hammer nowadays is used as a kind of divining rod to locate expensive parts not far from the object we are trying to hit.

PLIERS: used to round off bolt heads.

VICE-GRIPS: used to round off bolt heads. If nothing else is available, they can also be used to transfer intense welding heat to the palm of your hand.

TWEEZERS: a tool for removing wood splinters.

SNAP-ON GASKET SCRAPER: theoretically useful as a sandwich tool for spreading mayonnaise; used mainly for getting dog-doo off your boot.

CRAFTSMAN ½ X 16 INCH SCREWDRIVER: a large motor mount prying tool that inexplicably has an accurately machined screwdriver tip on the end without the handle.

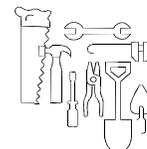
PHILLIPS SCREWDRIVER: normally used to stab the lids of old-style paper-and-time oil cans and splash oil on your shirt; can also be used, as the name implies, to round off Phillips screw heads and can double as oil filter removal wrench by stabbing through stubborn oil filters.

PRYBAR: a tool used to crumple the metal surrounding that clip or bracket you needed to remove in order to replace a 50-cent part.

HOSE CUTTER: a tool used to cut hoses ½ inch too short.



REMEMBER YOUR
PROTECTIVE
GEAR



WHAT'S ALL THE FUSS ABOUT?

By Loretta Gerlach, as published in
Briarpatch, Jun/01

It is estimated that over 60,000 people protested in Quebec City during the April Summit of the Americas meeting. The summit was a meeting of the heads of state from all the members of the Organization of American States (OAS). The agenda of this Summit meeting included items regarding the international drug trade and the promotion of "democracy" but the *raison d'être* of the Summit is, undoubtedly, the FTAA.

The Free Trade Area of the Americas (FTAA) is an extension of the North American Free Trade Agreement (NAFTA) to 34 countries in the Western Hemisphere. Only Cuba has been excluded under the rationale that it is not a democracy. As this article goes to print, the text of the agreement has not been made public but supposedly it will be released after it has been translated into the languages of the member countries. However, we already know from leaked documents (and Chretien himself) that the FTAA contains the most negative aspects of NAFTA, including a chapter on investment that will allow foreign corporations to sue governments directly over what they consider to be unfair trade barriers to their profit-making ability. Since a panel of trade experts makes rulings on these disputes, corporations have high likelihood of winning the challenges. As a result, governments are already reconsidering the way they develop and enforce all kinds of legislation and service delivery with potential investor challenges in mind.

Citizens across the hemisphere are concerned about this increasing infringement on government sovereignty over social programs, environmental protection, human rights, labour standards, and other social justice matters. Accordingly, they converged in Quebec City to participate in a People's Summit and to protest in defense of people over profits. The protests in Quebec City were part of the beginning of what has been called the new form of Global Class Warfare.

Loretta Gerlach is the Prairie Regional Organizer with The Council of Canadians which has a long history of fighting free trade arrangements that promote corporate rule over democracy. Loretta was in Quebec City to educate herself and others and, of course, to protest. She will continue to use her experience in Quebec with others in the Prairies to fight the FTAA.

**DEADLINE FOR THE
AUGUST/SEPTEMBER ISSUE
OF CHIPS & CHUNKS IS:
THURSDAY, AUGUST 9th**

10 COMMANDMENTS FOR THE SHIFTWORKER

1. Get enough sleep – make it a health priority.
2. Involve your family in overall coping strategies. Family support is crucial in protecting your sleep, appointment scheduling, and social life adjustment.
3. Get to know some common-sense sleep hygiene rules (such as "no vigorous exercise just before bed time").
4. If you work evening shifts, be cautious driving home. Do not stop for a late night drink to unwind. Nightshift workers should be extra cautious driving home in the morning.
5. A little coffee early in the shift can help. Avoid caffeine and smoking in the last few hours, if you want to be able to sleep.
6. Pay attention to diet and proper meal timing on shifts.
7. Strategy for time off depends on your next rotation. If you continue the same shift, try to maintain the same sleep/wake cycle as much as possible. If you are changing shifts, start preparing for the new rotation.
8. For a long-term shift schedule, chronic use of sleeping pills is not the solution. If required for a short-term problem, a short acting medication can help.
9. Don't be your worst enemy. It is tempting to resist change, overburdening yourself with overtime, moonlighting, and other commitments. Getting a higher pay does not make the shift work problems go away!
10. Encourage your employer to offer a Fatigue Management Program (FMP). The science of sleep and the biological clock can make coping much easier.