

UNIFOR, LOCAL 10-B's

# Pulp *Friction*

DECEMBER 2014



MERRY CHRISTMAS & HAPPY NEW YEAR TO ALL ...  
FROM THE LOCAL 10-B EXECUTIVE!



Unifor, Local 10-B is a proud member of...



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This publication is rated:

**U**As in Union

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

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**Pulp Friction** will be published four times yearly by Unifor, Local 10-B. It is an open forum in which members of Local 10-B are encouraged to express their views and opinions. Articles and opinions appearing in **Pulp Friction** do not necessarily reflect the opinions of Unifor, Local 10-B Executive, the Editor, or other Officers of Local 10-B.

Editor: Lynne Monteith

**2015 EXECUTIVE – UNIFOR, LOCAL 10-B**

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**\*\* ELECTIONS FOR SOME POSITIONS WILL TAKE PLACE IN JANUARY 2015 \*\***

**EDITOR'S REMARKS**

By Lynne Monteith

There have been some positive changes going on at work and I am *Cautiously Optimistic* about our future. Many folks that had *First Right of Refusal* have been moved back to their areas. The members offered the buy-out package have their dates set; now we just need to see some movement for their replacements. Some apprenticeship positions are being offered though it seems like it will take some time to get the testing started. The New Year should see some new faces on site as they will have to hire externally to fill the expected vacancies.

Still there are signs of idiocracy going on. In my area for instance there are input meetings going on where you have seven staff members and five union Brothers and Sisters trying to figure out how to get more work out of **ONE** Chip Tester. If you want more work done, you will need more workers. What makes the whole circus act even more futile is that fact that the Chip Tester position is considered to be semi-vacatable.

The benefits we have from Manulife are not adequate for many people; it is a good idea to look into additional coverage for our families, especially if you travel. The letter from Joe Peinhaupt's widow will remind us all not to count on Domtar. It is bad enough to lose your spouse, but to have your benefits cut off is an added insult. We should all make sure that we have plans in place should the worst happen. Write your Will and keep it up to date.

The United Way Campaign wrapped up this week with great results. An interesting fact, Kamloops area as a whole beats Kelowna area every year for funds raised per capita. Kamloops, Domtar kicks ass in raising money for the United Way over the whole Domtar world. We should be proud of the support we give to this community. Together we can do great things.

In closing I would like to wish all my coworkers and their families a very Merry Christmas and look forward to a good year in 2015.



## 1<sup>ST</sup> VICE REPORT

By Bob Stephens

Brothers and Sisters:

As 2014 closes and we take a breath and prepare for next year, I look back at where we were at this time last year.

Personally, I had brushed the dust off my 3<sup>rd</sup> Class Power Engineer's course, and was seriously considering upgrading my credentials and following others who were abandoning ship. At that point, it seemed like a reasonable alternative, compared to the way I was feeling about coming to work each day. But after seriously weighing the odds, it made no sense to give up on something that I, and all my Brothers and Sisters, had invested in for 50 years. There was no real reason why our Mill shouldn't have been in a better situation, economically speaking at least. After talking to a lot of people, and being talked to by a lot of people, I decided to get involved in the Local again. I felt I needed to do my part, or at least try, to help get ourselves together and start overcoming some of our issues. And I have to tell you, I wasn't very pleased with my decision. I spent the first month kicking my own ass for being so stupid. Fort Mac in January was a lot warmer than some of the meeting rooms I was sitting in that month!

But as time went on and we started resolving issues within Standing Committee, it became apparent that a little effort could go a long way. If we put our heads together as a group and used common sense, common goals and, most importantly, common courtesy as a means of reaching agreement on items, it appeared there were very few issues that we couldn't deal with. We started developing a sense of hope and positivity that we could deal with things locally in Kamloops. And that brings us to today.

We have continued to progress in our relationship with Domtar, through our day to day meetings, our agreement that we signed in October, and a general sense that we need to build trust if we are to build a future. This means no surprises, spend at least as much time listening as talking, and always strive to find that common ground that we can all exist on comfortably. Hopefully, it will be these basics of our relationship that keep us going forward in 2015.

While I tend to focus on the positive, I'm not oblivious to the issues we have before us. We have to reestablish some common goals in the area of safety and, to be frank, there is a lot of "fence-mending" to be done in regards to the relationship in JSC and health and safety in general. Much in the same way as were we able to put most of our past issues behind us in Standing Committee, we need to do the same in the safety arena. In my opinion, it's even more

*(Continued on page 5)*

*(Continued from page 4)*

important to our member's everyday wellbeing than anything we have achieved so far. In securing the employment of our members for the foreseeable future, we need to also ensure that they are not hurt while they work here. And that is, and always has been, a joint venture in this Mill. Discussions on authority, in my opinion, have no place in JSC. That committee and the safety program needs to focus on the health and safety of everyone who works at that Mill. And it needs to be a focus for 2015. Ensuring a safe environment should be priority number one. Ensuring a safe workforce that knows how to navigate through that environment without getting hurt should follow a close second. We probably have over 250 man-years of safety experience between all of the committee members in our safety programs. Those should be excellent starting ingredients in a recipe for success.

Last item: The future of Local 10-B. In putting some of the Domtar issues behind us, we should begin to focus some of our resources on building our Local. What does this mean?

In the short term, we need to have people step forward in the upcoming Safety and Shop Steward elections. If we are to be organized and go with one voice to the Company, we need people in every area to help send those messages, both from the Local to Management in everyday settings, and from the floor to the Executive so we know what's happening out in the Mill. Areas that are geographically or technically removed from the core of the operation tend to suffer in regards to representation. This shouldn't be the case. If you have no experience, do not worry. We will be putting on both Shop Steward training and Safety Steward training in February. This will not only give you some of the core skills you need to start representing members, but it will be an excellent opportunity to meet other Stewards in the Local and start forming those bonds and alliances between members that are most important for a successful union. We will also be expanding on positions for Shop Stewards and are going to be running Area Stewards in each of the departments in Operations and the Steam Plant in order to have a core person responsible and involved in each area. And this is not an exercise to just increase the numbers of Stewards. There is a goal. In same way that we all want zero accidents at this Mill, we should also be striving to reach zero grievances. The only way to do that is to educate and activate the people on the floor. They need to be the eyes, ears and voices of the safety program and the contracts in general. There should be very few issues in both arenas that we can't resolve on the floor.

In the long term, we need to start developing new members and get them onboard the Executive for mentoring and training to ensure the future of the Local. You will see a mass exodus of Executive members over the next few years. If you are not onboard early and start learning from our successes and failures now, you will most likely be bound to repeat some of the failures in the future. This stuff doesn't come overnight and while it may be an agenda

*(Continued on page 6)*

(Continued from page 5)

item now for the senior Executive, you will soon find it your own priority in the future when people start leaving and you don't know what to do. The statement's a little worn out but, "by failing to plan, you are planning to fail." Take a leap of faith and join us. Your time will be appreciated and it won't be a burden if we all help each other out. We need to work closely together to share the load and ensure the future. Every person makes a difference, and the more people you have to bat ideas around, the better those ideas become. Make your ideas come to life.

In closing, I extend my sincerest best wishes to all of you over the holiday season. We have laid the groundwork for a good future at Kamloops Pulp, so everyone should take the opportunity to relax a little, pat yourselves on the back for a job well-done so far, and prepare for the next wave because they never stop coming. It's how we surf those waves that's important. "Hang Ten" Local 10-B and Merry Christmas my Brothers and Sisters.

Fraternally.



#### LETTER TO THE EDITOR

A Local is like a musical band, a rock band in my world. Every individual, no matter how talented, can't pull off anything by himself ... solo. Very few can be that good. But in a group, you can do anything you put your mind to. Some people are front and centre, getting the attention. Lead Singer, Lead Guitar. Some are standing next to them, banging out a steady beat. Bass and drums, holding up the infrastructure of the music. And most are support, working crazy in the background. If you're a good band (and we are), there's finance guys, managers, promoters, secretaries, company presidents etc. But no matter the size of your band, or the individual talent anywhere in your organization, the bottom line is either you can make good music together or you can't. There's nothing worse than people being out of tune. Silence is better. Harmony rules. And in the long run, only the good bands survive. Have a rockin' good Christmas 10-B.

Bob Stephens

You are not here merely to make a living. You are here in order to enable the world to live more amply, with greater vision, with a finer spirit of hope and achievement. You are here to enrich the world, and you impoverish yourself if you forget the errand.

- Woodrow Wilson

Don't give up. Don't lose hope. Don't sell out.

- Christopher Reeve

What you do today can improve all your tomorrows.

- Ralph Marston

**STANDING COMMITTEE REPORT**

By Bob Stephens

Brothers and Sisters:

Welcome to the end of a long year. We started this year with approximately 35 grievances at 3<sup>rd</sup> Stage or higher, including 7 grievances at the arbitration stage. As we close out the year, the Local has 5 grievances at 3<sup>rd</sup> stage or higher. We also have 5 grievances at 2<sup>nd</sup> Stage and there is also the Company's appeal of our successful Carpenter's arbitration, which should have some final determination by the New Year. All in all, it has been a very successful year for the Local. While there are still a number of very important grievances that we need to resolve, we now have the time and resources to be able to focus on these issues and hopefully come to something positive in regards to our member's needs.

As we go into Standing Committee # 1001 on Tuesday, December 9, we find our agenda much different than what we've been used to. We are now discussing apprenticeships, training, TRU and other good things for the Local. We also have some items that are a little more concerning: Minimum Manning policy, Return to Work policy, the Attendance Management policy, and the Union Activities policy. These items were all put forward by Domtar over the summer and the Local responded to these items at our previous Standing Committee in November. We have a ways to go on these discussions and will keep the union updated as to their status as we make headway. At this point all these policies solely belong to the Company and we reserve the right to grieve anything that comes out of the management of these items. Please keep your Executive aware of any situations out there where these policies are being implemented to the detriment of our members. We already have one grievance around the Return to Work policy and anticipate more as time goes by.

Machine Room input group meetings also started last week. We met with just the Union side and will need at least one, maybe 2 more meetings with just our people before proceeding to the Company with our concerns and ideas. This area is simply a mess right now and many of our 2<sup>nd</sup> Stage grievances are from the Machine Room so that's the target area for the Local for the time being. Here is the agenda for SC # 1001:

- Old Business:
  - 4th Stage Grievances
    - # 09365 (M/W Elevator Bid); Company response from SC 1000
    - # 69074 (Seniority/recall list); Status? (Accept resolve)
    - # 76056 (TGC Letter of Understanding); Schedule 4<sup>th</sup> stage meeting
    - # 32489 (Union DMC); Schedule 4th stage meeting
    - # 69031 (Stores Contracting Out); Schedule 4th stage meeting
  - 3rd Stage Grievances
    - # 0240 (Return to Work policy) Set meeting date for further discussion.
  - Redesign Update
    - Steam Plant input group meeting feedback

(Continued on page 8)

(Continued from page 7)

- Machine Room Input meetings schedule
- Staffing Update & Agreement Status
  - Moves and Manning. Machine Room/Chip Yard/Service Crew/Bleach plant vacancies. First right of refusal and potential postings
  - Summer Vacation Relief. Request to honour 2 slots in prime time denied 2014. Discussion
  - Letter to Members on remaining vacation allotments.
  - Vacation and yearly awards for recalled members. How is this being calculated?
  - TRU status
- Training Plan
  - Strategic plan for addressing succession training needs across the site
  - Requesting that written training plans be shared with the Local.
- Apprenticeship Update
  - Number of applicants? Future plans
- Emergency Safety Fund
  - Status
- New Business:
  - 3rd Stage Grievances - None
- Attendance Policy implementation
- Return to Work policy
- Minimum Manning policy

I would like to close this report by thanking every person in this Local for all their help, guidance, and patience as we worked through the issues this year. Some people have paid a big price for what transpired over the last 2 years but many were able to put this behind them for the good of the Local and I personally thank you for your sacrifice. We need to keep our nose to the grindstone and keep trying to build on what we have. While we should be thankful for what we've achieved, we must never get too comfortable and let things slip. By all working together, we will continue to be one of the best Locals in B.C. and Kamloops Pulp will grow to be one of the best mills to work for in Canada. Congratulations to everyone and may you all have an excellent time over the Christmas season with your friends and families. It is much deserved!

In Solidarity.

A WORLD OF  
GOOD WISHES



**WAGE CAUCUS REPORT**

By Bob Stephens

Brothers and Sisters:

Brothers Jenner, Morneault, and Stephens attended Wage Caucus in Vancouver on December 4 and 5. The agenda was as follows:

December 4th - Call to Order 9:00 AM

- Introductions
- Scott Doherty: National Report
- Joie Warnock: Western Region Report
- Michael Lambert: Forestry Director
- Local Reports

Lunch 12:00 to 1:30

- Skilled Trades Presentation
- Local Reports continued

December 5th - Call to Order 9:00 AM

- Legal Trends Presentation: Don Bobert
- Wage Caucus Audit Committee Report
- Discussion on Caucus Rules and future Negotiations
- New Business

While it was a good meeting and a lot of information was shared, the content of that information was not so good. Scott Doherty and Michael Lambert reported on the state of Pulp and Paper mills in Canada, particularly what is happening back east. Many of the mills in Quebec and Ontario are still really suffering. Resolute mills (Resolute Forest Products was formed by a merger between Abitibi-Consolidated and Bowater in 2007) are really taking a hit. Iroquois Falls, Ear Falls, Fort Frances, and Laurentide mill in Quebec have all announced closures, many of them permanent. Many of these mills back east are still dealing with fallout over CCAA protection that they took in 2008/2009 and were trying to climb out of a hole they fell into when the industry collapsed. To add insult to injury, most of these mills are having a really hard time finding fibre to run their operations. Of particular concern is the fact that Greenpeace has decided that Pulp and Paper mills are ruining the Boreal Forests and they have made the forest industry the target of their attacks. It is very sad. While Alberta is pumping millions of tonnes of oil out of the ground and releasing more greenhouse gases, Greenpeace has decided that the forest industry needs to be dealt with. Someone needs to remind them that forests are renewable and trees can be planted to offset or even further contribute to the absorption of Carbon in the air. And the loss of forests should be fixable ... plant trees. Unfortunately, governments have given the task of forest renewal to the forest companies and if there is no direct profit in planting, they are not going to do it without being told to. If anyone is to blame for the loss of our forest resources, it is the governments. Too often they let the fox watch the henhouse and that policy is not sustainable. It is time for Canadians to take back their trees and tell their governments that enough is enough, and this includes B.C.

In Pictou Nova Scotia, a Paper Excellence mill is also the target of another group, led by Paul Sobe, for shutdown. They are having odour and particulate problems that have made them a bit of a villain in town and now some people are on the attack. It goes to show you that taking care of business and making sure your mill is up to date in regards to environmental technology is truly the only way to stay off the radar, or face the consequences of your

*(Continued on page 10)*

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actions.

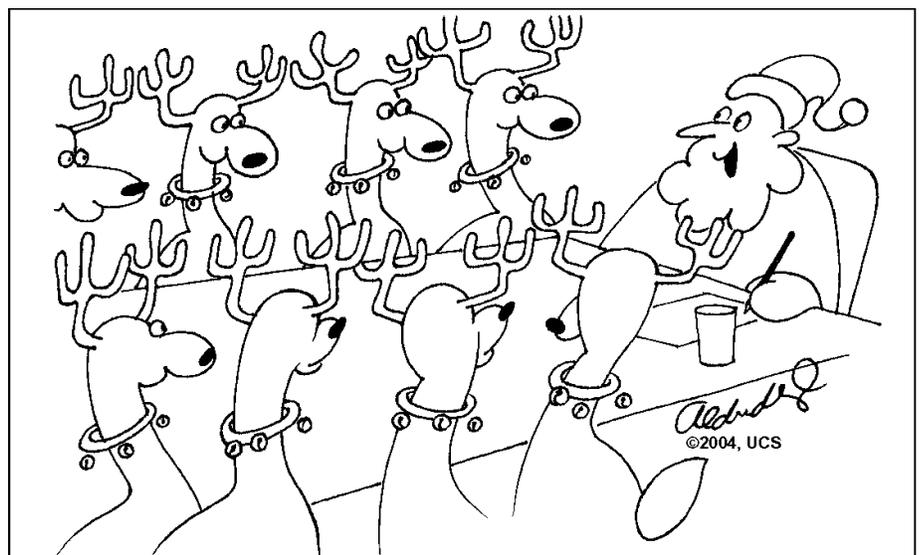
We also had a presentation on the Skilled Trades Council, a provision in the Unifor Constitution that we have not yet taken advantage of. Being a member of the Skilled Trades Council costs maintenance employees  $\frac{1}{2}$  hour of pay per year and in return they have a body within Unifor that promotes and tries to further the needs of Maintenance and Trades in the Union movement. Curiously, under Unifor, Steamers are considered a trade and can be part of the Skilled Trades Council. But just because you are considered a trade doesn't mean you get trade rate. There are other groups that are considered a trade under this council who have been trying to negotiate trades rates for years. We will be pursuing membership in this council in the New Year if the maintenance department is interested, along with other provisions in the Unifor Constitution.

We had a visit from Harry Bains, N.D.P. forest critic. 150 Sawmills have closed since 2002. That's incredible. Forest mismanagement in BC should be a concern to everyone who lives here. This province was literally built on forestry and now our industry is taking a back seat to LNG and other industries favourable to the Liberal government, like exporting our logs. While our Brothers and Sisters back east, and ourselves for that matter, are having a hard time getting fibre to keep our mills running, our Liberal government, and the Canadian Conservatives, are allowing certain players in the forest industry, Western Forest Products for one, to ship our public forest overseas. That is a shame. We truly need some people in government who will look out for the needs of average Canadians, and not just the elite at the top of the totem pole. Make sure you vote in this next election. The agenda is the removal of the Harper government and only we can make it happen.

Local Reports was also a major eye-opener. There are a number of Locals in our own province that is still doing their best to come out of the mess created by CCAA and the forest closures in 2008. The Catalyst Locals have been particularly hard hit but a number of other mills are still facing hard times.

And last but not least, Lawyers Don Bobert and Debra Burton gave the caucus some updates to the law around substance impairment and testing, the Dispute Resolution Process and how it is works, Contracting Out case law (Local 1119 arbitration), and the viable numbers grievance out of Quesnel. If anybody wants details around these presentations, please see one of the delegates who attended. There was quite a lot of information received and would be a full report in itself.

In solidarity.



"It's agreed then. Six percent over three years, plus air miles."

**WOMEN'S COMMITTEE**

By Lynne Monteith

December 6, 2014 marked the 25<sup>th</sup> Anniversary of the 1989 Montreal Massacre. On that day 14 women engineering students were singled out and murdered solely because they were women. While much has changed in the past 25 years, violence against women still permeates our society.

In Kamloops a Shoe Memorial was held to raise awareness about violence against women in Canada. This event was held at St. Andrew's on the Square. Shoes were collected and a name representing a murdered or missing woman was placed on each pair of shoes. When the display was finished all the shoes were donated to women's shelters. Sad to say this display gets bigger each year as more names are added to the memorial.

At Unifor's 2014 Canadian Council, two key recommendations on violence against women from Unifor National President Jerry Dias were supported, debated and unanimously adopted by over 1200 delegates. We do this because we believe in a world based on principles of equality and social justice. We do this because we believe it is our collective responsibility to work towards eradicating gender based violence. We do this because we are united in our determination to ensure our workplaces, our communities and our nation are safe for all women and girls.

*Recommendation on Violence Against Women and the 25th Anniversary of the Massacre on December 6: I recommend that we increase our efforts to eliminate violence against women. We must continue to negotiate the workplace supports for women in abusive relationships including our Violence Against Women language and the Women's Advocate program in all bargaining units. I call on all locals to use the release of the workplace survey on December 6 and the recommendations that will accompany the release, to press all levels of government to support a national action plan to end gender based violence.*

*Recommendation to support a National Inquiry into Missing and Murdered Aboriginal Women: I recommend that the Canadian Council affirm and support the all of Unifor Regional Councils to support the demand of the Native Women's Association of Canada for a National Inquiry into the missing and murdered Aboriginal women and girls and that Aboriginal women be included in the design, decision-making process, and the implementation of this inquiry.*

I do not wish women to have power over men;  
but over themselves.  
- Mary Shelley

**"IT ISN'T PERSONAL": MY FIRST YEAR DISCONNECTING FROM DOMTAR**

I am Joe Peinhaupt's widow.

I can remember Joe being so committed to Domtar. As one of three mechanics in the garage we would plan whether we went away some weekends based on the other mechanic's availability - Joe wasn't on call - he just always understood the impact he had on operations at the mill. In the hospital he told Harley how bad he felt about the CAT he wouldn't be able to rebuild on schedule.

Shortly after Joe died I was visited by the union to help me understand what would happen regarding the portion of Joe's pension I would receive - 30 percent. I was also told I would continue on Joe's benefits for 1 year - a transition year.

It took approximately 6 weeks after Joe died to receive his last pay cheque. Joe died December 22 and his final cheque arrived in the mail the last week of January. Domtar dated Joe's final pay the first week of January 2014.

In February I went to the dentist and Manulife rejected my claim. I contacted the union, thinking there was a mistake - the union advocated for my bill to be paid for that visit but I was cut off dental. I had partial coverage through my work - this was the reason given. It wasn't personal. I emailed Manulife who told me Domtar did not pay my premiums for dental. I was assured in that email that I had extended health coverage as a surviving spouse for one year.

At the end of February I received Joe's t-slip - it did not include Joe's last pay cheque. I spent an hour on the phone with Canada Revenue who told me Joe's last pay was due at death, not following tax year. The 2014 t-slip should include all pay. I contacted the union - they contacted Domtar. I was told Domtar's year end was mid-December. They would not reissue the t-slip. I would receive another t-slip for final pay in February 2015. I was responsible to have Joe's final tax return submitted by the end of April, 2014. I guess Joe didn't die at a convenient time for payroll. It wasn't personal. I contacted Bill Wade who got me a t-slip.

In April I was cut off extended health - I found out by trying to fill a prescription. I could no longer email Manulife because I was no longer a client. I spent an hour on the phone to a sympathetic agent at Manulife who told me there must be a mistake as the contract clearly said I had survivor benefits for one year after Joe died - he would call me back that day. No call - it wasn't personal. Domtar had initiated the cut off of my extended health - I had partial coverage through my work.

In October I received a bill from MSP for provincial medical - this isn't covered by my work. Domtar cut me off my final benefit from the company two months before the first anniversary of Joe's death - it isn't personal I am told - but it sure feels personal. At no time has Domtar ever had the courtesy to tell me directly they would not pay Joe's benefit coverage for one year. I have found out through unpaid bills. Don't let anyone tell you Manulife cut me off - they were embarrassed to tell me it was Domtar.

Wanda Peinhaupt





OR



Even if you aren't a sports fan this is very interesting!

36 have been accused of spousal abuse,  
 7 have been arrested for fraud,  
 19 have been accused of writing bad cheques,  
 117 have directly or indirectly bankrupted at least 2 businesses,  
 3 have done time for assault,  
 71 ... repeat 71 cannot get a credit card due to bad credit,  
 14 have been arrested on drug-related charges,  
 8 have been arrested for shoplifting,  
 21 currently are defendants in lawsuits,  
 And 84 have been arrested for drunk driving in the last year.

Can you guess which organization this is ... NHL Or CFL?

Give up yet?

(Continued on page 15)



Play every game as if it is your last one.

- Guy Lafleur

Football is football and talent is talent. But the mindset of your team makes all the difference.

- Robert Griffin III



# Peace On Earth



ADULT TRUTHS

1. Sometimes I'll look down at my watch 3 consecutive times and still not know what time it is.
2. Nothing sucks more than that moment during an argument when you realize you're wrong.
3. I totally take back all those times I didn't want to nap when I was younger.
4. There is great need for a sarcasm font.
5. How the hell are you supposed to fold a fitted sheet?
6. Was learning cursive really necessary?
7. Map Quest or Google Maps really need to start their directions on #5. I'm pretty sure I know how to get out of my neighborhood.
8. Obituaries would be a lot more interesting if they told you how the person died.
9. I can't remember the last time I wasn't at least kind of tired.
10. Bad decisions make good stories.
11. You never know when it will strike, but there comes a moment when you know that you just aren't going to do anything productive for the rest of the day.
12. Can we all just agree to ignore whatever comes after Blu-Ray? I don't want to have to restart my collection ... again.
13. I'm always slightly terrified when I exit out of Word and it asks me if I want to save any changes to my ten-page technical report that I swear I did not make any changes to.
14. I keep some people's phone numbers in my phone just so I know not to answer when they call.
15. I think the freezer deserves a light as well.
16. I disagree with Kay Jewelers. I would bet on any given Friday or Saturday night more kisses begin with Bud Light than Kay.
17. I wish Google Maps had an "Avoid Ghetto" routing option.
18. I have a hard time deciphering the fine line between boredom and hunger.
19. How many times is it appropriate to say "What?" before you just nod and smile because you still didn't hear or understand a word they said?
20. I love the sense of camaraderie when an entire line of cars team up to prevent a jerk from cutting in at the front. Stay strong, brothers and sisters!
21. Shirts get dirty. Underwear gets dirty. Pants? Pants never get dirty, and you can wear them forever.
22. Even under ideal conditions people have trouble locating their car keys in a pocket, finding their cell phone, and Pinning the Tail on the Donkey ... but I'd bet everyone can find and push the snooze button from 3 feet away, in about 1.7 seconds, eyes closed, first time, every time.
23. The first testicular guard, the "Cup," was used in Hockey in 1874 and the first helmet was used in 1974. That means it only took 100 years for men to realize that their brain is also important. Ladies ... quit laughing!
24. The trouble with meetings is that by the time anyone says anything worth writing down I have already taken my pen apart and have lost the spring.

I was in a Starbucks Coffee recently when my stomach started rumbling and I realized that I desperately needed to fart. The place was packed, but the music was really loud so to get relief and reduce embarrassment I timed my farts to the beat of the music. After a couple of songs I started to feel much better. I finished my coffee and noticed that everyone was staring at me. I suddenly remembered that I was listening to my iPod (with ear piece) ... and how was your day? This is what happens when old people start using technology!

It just gets better as you get older, doesn't it?

A stockbroker urged me to buy a stock that would triple its value every year. I told him, "At my age, I don't even buy green bananas."

- Claude Pepper

**A LEADER**

If we look at the world leaders, nobody has a degree in leading a nation. Most are lawyers. Even if we look at Christine LaGarde, she too is a lawyer running around threatening nations to give up foreigners or they will be banish from the world club while she sits in the Troika dictating the future of Europeans politically and economically, yet she again has no degree in what she is doing.

The question that rises to the surface is clearly what good is a degree when you cannot get one to be a world leader, politician, hedge fund manager, portfolio manager, or just about anything other than a doctor, lawyer or a civil engineer?

Geniuses typically clash with their teachers because teachers do not encourage original thought as several studies have shown. Teachers want kids who obey and follow orders. Winston Churchill was terrible in school yet without him Hitler would have died in a retirement home. Albert Einstein's teacher famously decreed he would amount to nothing. Here is what Gandhi had to put up with:

When Mahatma Gandhi was studying law at the University College of London, a professor, whose last name was Peters, disliked him intensely and always displayed animosity him. Also, because Gandhi never lowered his head when addressing him as he expected, there were always "arguments" and confrontations.

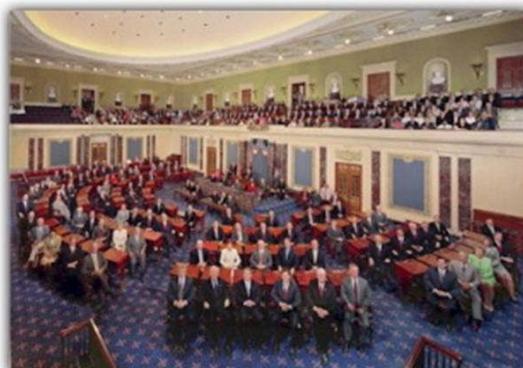
One day, Mr. Peters was having lunch at the dining room of the University, and Gandhi came along with his tray and sat next to the professor. The professor said, "Mr. Gandhi, you do not understand. A pig and a bird do not sit together to eat." Gandhi looked at him as a parent would a rude child and calmly replied, "You do not worry professor. I'll fly away," and he went and sat at another table.

Mr. Peters, reddened with rage, decided to take revenge on the next test paper, but Gandhi responded brilliantly to all questions. Mr. Peters, unhappy and frustrated, asked him the following question: "Mr. Gandhi, if you were walking down the street and found a package, and within was a bag of wisdom and

another bag with a lot of money, which one would you take?" Without hesitating, Gandhi responded, "The one with the money, of course." Mr. Peters, smiling sarcastically said, "I, in your place, would have taken the wisdom." Gandhi shrugged indifferently and responded, "Each one takes what he doesn't have."

Mr. Peters, by this time was fit to be tied. So great was his anger that he wrote on Gandhi's exam sheet the word "idiot" and gave it to Gandhi. Gandhi took the exam sheet and sat down at his desk, trying very hard to remain calm while he contemplated his next move. A few minutes later, Gandhi got up, went to the professor and said to him in a dignified but sarcastically polite tone, "Mr. Peters, you autographed the sheet, but you did not give me the grade."

*(Continued from page 13)*



Neither ... it's the MEMBERS OF THE HOUSE OF COMMONS IN OTTAWA ... the same group of idiots that crank out hundreds of new laws each year designed to keep the rest of us in line.

**A DOG IS A DOG**

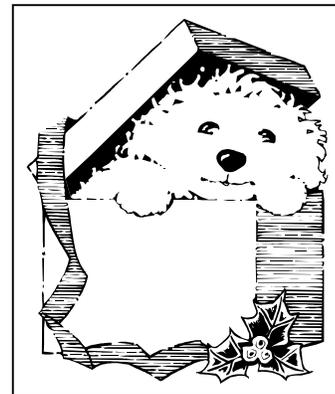
What's the difference between a union-buster and a puppy?

One is hard to train, keeps tearing up stuff, and sometimes messes himself. The other one is a little dog.



**HOLIDAY PET SAFETY**

Article By David The Bagman <http://www.thedogman.net>



**Angel hair:** This is made from spun glass, it can irritate the skin, cause cuts and damage the eyes. If it is eaten it can cause intestinal blockage.

**Artificial Snow, flocking:** These are possibly poisonous, can cause digestive upset or be a respiratory irritant if inhaled. Spray only the upper corners of high windows.

**Candles:** Flame or dripping wax can burn dogs and cats or singe their whiskers or hair. Also, they are a fire hazard if the pet knocks them over. Save candles for the dining room table, and don't burn them near an unattended pet.

**Decorations:** Glue, rubber bands, staples, string, tacks and tape can cause mild pain, serious complications or death if swallowed. Store them in a secure place. Discard used items when decorations are removed.

**Electric cable:** Dogs and cats can be shocked, burned or electrocuted by chewing on cable. It is safer to run cables through PVC piping, cover with rugs or secure to the floor by placing behind or beneath heavy furniture.

**Decorative lights:** Cats and dogs can become tangled in the strands, leading to burns and cuts. They can create the same hazards as electric cables.

**Fire/fireplaces:** These can cause bronchial irritation, burns, skin irritation and digestive distress. Keep a fire screen in front of a fireplace while in use.

**Food:** Bones can cause choking, internal punctures, possibly death. Chocolate can cause theobromine poisoning which is an over stimulation of the nervous system, and may be fatal. Chocolate also causes vomiting, diarrhea, tremors, hyperactivity and seizures. Fatty spicy or sweet foods lead to gastric upset, dehydration and pancreatitis. Burns and mouth or throat ulcerations can result from hot food. Do not share your holiday goodies with your pets. If you can't resist, give a healthy treat. Keep your dog out of the dining area and feed it its regular dinner while you eat. Do not leave cooking food unattended or set hot dishes near edge of stove or counter. Do not leave sweets or other snacks where your dog can reach them.

**Gift wrapping:** Ribbon, trim, polystyrene foam packaging, wrapping foil and paper are dangerous if eaten by your pet. Always wrap packages in an area away from your pet. Collect and discard all the waste. Any wrapping paper and supplies you are not using, put away. If you have any gifts for your dog, use plain brown paper, wrap loosely and supervise unwrapping.

**Guests:** They add to the noise, confusion and stress for your pet who will be put out of its routine. Pets can be stepped on, or unsupervised children can injure them. Pets can escape when visitors come and go. Guests are more likely to feed your pets and 'just a little bite' adds up to quite a lot of food. *Always* advise your guests not to feed your pets. If your guests are uncomfortable around your dogs and cats, or if extra activity causes your pet anxiety, be mindful. Your cat and dog should sleep in a regular spot, if it is where it will be distressed, move the pet to a quiet place where it will be comfortable.

**Live trees:** Place the tree in a room away from the cat or dog. To stop the tree from falling over, place a hook in the ceiling and use some nylon yarn. Tie the top of the tree with the nylon and then secure this to the ceiling. By using this system the tree cannot fall over.

**Plants:** holly, ivy, mistletoe & poinsettia: These plants range from mildly upsetting to extremely toxic. If eaten they can cause gastrointestinal irritation, nausea, vomiting, diarrhea, drooling, coma, central nervous system or cardiac problems & even death.

**Routine:** So often this is forgotten during the busy holidays, but keeping to your dog's walking schedule will help keep your pet's world consistent. Many of our pets will have a difficult time adjusting to the increased activity and many will suffer stress.

**Your vet:** Make certain you have the full details of how to contact your vet or the acting emergency vet during the holidays. A little foresight might help your pet survive a holiday accident.

**PLEASE REMEMBER YOUR PET THIS HOLIDAY SEASON.**